

FRONTLINE CHURCH VOLUNTEER EXPECTATIONS

The following expectations are effective for volunteers working in the preschool, children, and/or student ministries of Frontline Church. They are put in place, not based on a lack of trust, but based on the need to protect our children, youth, employees, volunteers, and the mission of Frontline Church.

The leadership of Frontline Church is committed to providing a safe environment for minors who attend our church or any church-sponsored activities and to taking the necessary precautions to protect church leaders from unfounded accusations or suspicions.

The leadership of Frontline Church recognizes the need to have formal, written policies and guidelines to help prevent the opportunity for or the appearance of inappropriate conduct toward or abuse of a minor.

VOLUNTEER ENLISTMENT AND SCREENING

All Frontline Church volunteers are expected to:

1. Complete the Frontline Worker Application and Background Check Application. All documents containing sensitive information are kept confidential.
2. Read and become familiar with Frontline Worker Expectations, specific ministry policies, as well as Frontline Church's statement of faith and membership covenant.
3. Be Members of Frontline Church if holding the position of teacher, community group leader, or coordinator.
4. Attend annual Frontline training. Possible exception may occur in instance of volunteer need, when the individual Ministry Head may choose to interview and train the applicant apart from Frontline training. The volunteer applicant must still complete the necessary forms and attend the next available Frontline training.
5. To forthrightly inform Frontline Staff about prior criminal behavior. Individuals who have been arrested for, charged with, under probation for, or convicted of, either sexual or physical abuse cannot serve in Frontline student or Kids ministries, nor will they be employed for any church-sponsored activity or program dedicated to minors.
6. To submit information for a Criminal Background Check that will be run on volunteers annually as long as they continue to serve in the ministry.

RELATIONSHIP AND INTERACTION WITH MINORS

Discretion in workers' personal lives is fundamental to both spiritual integrity and ministry among children and youth and their families (Ephesians 5:1-12, 15-16). In regard to relationships with minors, Frontline workers are expected to:

1. Behave toward a minor in the same way you would if their parent or guardian were present. Live wisely, without any hint of misconduct.

2. Never engage in any verbal or nonverbal sexual interaction with any minor. Any such interaction is inappropriate and prohibited.
3. Never engage in any verbal or nonverbal sexual interaction with any adult in the presence of a minor. Any such interaction is inappropriate and prohibited.
4. Be mindful of being alone with any minor. If you find yourself in a situation where you are alone with a minor, especially one of opposite gender, quickly move to a public setting.
5. Report any and all suspicions of sexual or physical abuse, including neglect, of a minor to a member of the ministry staff so that the appropriate reporting can be done.
6. Promptly report any knowledge or suspicion of any staff or volunteer having an inappropriate relationship with a minor to the appropriate Ministry Head. If the person in question is the Ministry Head, the report should be made to the supervisor of that person**.
7. Not engage in wrestling or physical horseplay with workers or minors of the opposite sex.
8. Not use ministry games or activities as a venue for excessive competition that leads to inappropriate behavior.
9. Not spend time with any minor outside of church-related or church-sponsored activities without the knowledge and consent of that minor's parent or guardian.
10. Avoid prolonged or consistent private communication with minors of the opposite sex (i.e., phone call, email, IM, text messaging, MySpace, Facebook, etc.)

**A contact list of Ministry Heads and Supervisors can be found at the end of this document.

DATING

Acknowledging that one of the most fulfilling relationships in Scripture and life is the one that a man and a woman share, we recognize that a staff member or worker may establish a relationship with another staff member or worker of the other gender. We also recognize that one of the greatest visible destroyers of ministry is moral impurity. Therefore, Frontline workers are expected to:

1. Abstain from premarital sex, extramarital sex, homosexual incident, and sexual impurity**. Immediate suspension from staff or worker status will result, followed by appropriate counsel.
2. Not date a middle school or high school student. Romantic or sexual attraction for a student by an adult leader should be brought up and discussed with the Student Pastor for prayer and guidance.

3. Model appropriate behavior if workers are involved in a dating or courting relationship. Workers' behavior should be an example to minors within the ministry. Particularly during church functions, your focus is to be on the Lord as well as serving our children and students. If the relationship or relationship aftermath become a distraction to the ministry or a stumbling block to others, appropriate action will be taken by the Ministry Department.

4. To remember as you date another member of the church, if the relationship ends, that person will still be around to testify to your behavior and character.

**It should be noted that Galatians 5:19-21 lists the deeds of the flesh, beginning with sexual immorality, impurity, sensuality, etc. The apostle Paul makes a clear distinction between sexual immorality (intercourse outside of marriage or adultery) and impurity/ sensuality. These can include but are not limited to pornography in any form, impure physical contact (petting, fondling, etc), sexual innuendos and sexual flirting. Frontline workers (and all believers) are expected to live a life of purity in all forms.

APPEARANCE

As ministers of the gospel, our appearance should protect the reputation and image of the Holy Spirit (1Timothy 2:9, 1Corinthians 8:27, 1 Thessalonians 4:6) and should reflect inner qualities (1Peter 3:1-8). Therefore, Frontline workers are expected to:

1. Dress appropriately according to the nature of the event or activity
2. Dress modestly at all times. Modesty means more than just appropriate clothing. It also means appropriate attitude toward others, especially the opposite sex.

CHARACTER EXPECTATIONS

Outward actions and attitudes are evidence of inward conditions. As believers in Jesus, we are reflections of God's glory, and as such, Frontline workers are expected to hold to the following:

Walk in Integrity

1. Faithfulness in time. Fulfilling ministry commitment by showing up when scheduled, arriving on time (as set by individual ministry policy), and notifying Ministry Head of inability to fulfill ministry commitment according to individual ministry policy.
2. Faithfulness in preparation. Administering the Word of God is a weighty thing. Whether you are teaching two-year-olds or leading small group discussion for third graders or seniors in high school, the word of God is living and active, and there is great responsibility that goes with handling it. You should always be prepared to execute your ministry commitment with excellence and sincerity.

3. Faithfulness in stewardship. Treat all church property, equipment, resources, and supplies with respect. Be responsible for event cash, petty cash, and receipts that must be turned in for reimbursement.

4. Faithfulness in small things. Keep your word, fulfill requests on time, follow through with commitments to students or ministry leaders, and respond to voicemail or email.

Be Teachable

None of us has arrived; we are all on the journey. We are striving toward greater affections for Jesus, deeper satisfaction in Jesus, more passion for the glory of God, increased knowledge of God, which becomes fuel for the greater affections we seek. We must be active in our spiritual growth and seek opportunities to foster such growth through regular attendance of weekend services, community group meetings, Bible studies, and conferences. We must read and observe with a teachable, humble spirit. Frontline is a safe place to not be okay, to be honest about brokenness and struggle. But, it is not a safe place to be complacent about sin or abuse grace. Frontline Workers are expected to be open to accountability and correction. Frontline Workers are expected to pursue godliness, wise living, and to fight sin according to Scripture.

Be an appropriate role model

Be mindful that our students will emulate you – from the kind of music you like to the movies you see to the jokes you tell to the way you speak about others. Live above reproach in accordance with the standards of godliness set forth in Scripture.

When interacting with children or youth, whether during planned or unplanned activities, use careful discretion in your conversations and actions. Frontline workers are expected to refrain from gossip and slander. Substances used by workers also model behavior to minors. Workers will abstain from the consumption of alcoholic beverages, tobacco products, or any illegal substance in the presence of minors. All workers are asked to refrain from sharing jokes or stories that would encourage substance abuse in any form among minors.

Develop a servant's heart

“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus...who made Himself nothing, taking the very nature of a servant...He humbled Himself, and became obedient to death, even to death on a cross”
Philippians 2:3-8. We are not concerned with rank or position. As we faithfully serve one another within the ministry, the Lord expands our outreach and provides

opportunities to serve those outside of the ministry. In homes, at church, and in the community, others should remember us by our willingness to serve them.

Respect Spiritual Authority

“Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you” Hebrews 13:17. Frontline workers must recognize their place within the overall ministry. Workers are asked to refrain from unauthorized acts of spiritual authority on behalf of Frontline Church and its ministers and pastors.

DISCIPLINE

“From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked” Luke 12:48.

Disciplinary action may be taken at the Ministry Heads’ discretion for failure to uphold the Statement of Faith of Frontline Church, to honor the membership and core values of Frontline Church, to uphold the Frontline Worker Expectations or the policies set by individual ministries.

The disciplinary procedure is as follows:

1. Verbal warning and correction.
2. Written warning and correction.
3. Meeting with Ministry Head to reevaluate ministry commitment and pray about future involvement.

All Frontline Workers are expected to address conflict according to the Biblical process appointed by Jesus in Matthew 18. Rumors, gossip and “venting” are not profitable or edifying, and are therefore unacceptable. Workers are given and should feel freedom to express frustrations and concerns to the Ministry Head.

FRONTLINE STUDENT MINISTRY HEADS:

Anna Murphy, Director of Preschool Ministries

(Birth through pre-Kindergarten) amurphy@frontlinechurch.tv

Tim Yeahquo, Directors of Children’s Ministries

(Kindergarten-5th grade) tyeahquo@frontlinechurch.tv

Will Gaines, Director of Student Ministries

(6th-12th grades) wgaines@frontlinechurch.tv

Rex Barrett, Director of Ministries

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