RADIANT CHURCH

THE NEWPORT, OREGON FOURSQUARE CHURCH

Hello!

I am very excited that you are interested in joining Radiant Church Family Ministries (RCFM) in it's mission; reaching out with passion and compassion to build relationships with, and disciple, both believing and pre-Christian youth and kids. It is providing the skills and the opportunity to minister God's love and grace in a relevant way to those who know Him... and those who will.

Our church is always looking for the right leaders to serve on our RCFM Leadership Team. We believe solid ministry is built on healthy relationships between adult leaders, kids and youth. Ministry cannot exist without relationships. Without key leaders connecting with them we are simply an event they may or may not attend. That is why your role is essential to our success.

Because we place high value on the safety of our kids and youth we expect anyone looking to work with minors at Radiant Church to: Be a tithing member of Radiant Church; Have been attending Radiant Church consistently for at least six months; Complete our application process.

What is the basic time commitment required?
It is expected that every member of the RCFM Leadership Team will be present every at church most Sundays and of course any Sunday when they come up in the individual teaching rotation.

What's involved in the application process?
The application is step one in being allowed to work with minors at Radiant Church. If you have any questions or concerns about the application please feel free to contact the Children's Ministry department. When you complete and return the application, you authorize us to check personal references and complete a background check. Please complete all forms thoroughly and honestly. You will not be allowed to begin working with students full time until the application process is complete. The application will be reviewed and you will be considered. If it appears that you are a candidate you will be invited to interview with the Ministry Leader. You will then be either offered a position or notified that your interest has been appreciated but declined.

On what basis does the church approve someone to work with minors?
We invite into ministry only those applicants a) who have no previous conviction for sexual or physical abuse of children; b) from whom we receive positive responses from their personal and professional references; and c) who meet the qualifications of the position for which they are applying. To provide stability as well as accountability, we ask for a minimum one year commitment.

Who will see this application?
The completed application and any subsequent information on you will be available only to members of the pastoral staff and/or an application board. Once the approval process has been completed, your application and references will be maintained in a secure file.

-Basic Commitment

- To the Lordship of Jesus Christ in my life and to growing in my personal relationship with Him through quiet time spent with Him and healthy disciplines such as journaling and a daily Bible reading plan.
- To growing and maturing in my Godly relationships through active and consistent church attendance, as well as other involvement at Radiant Church.
- To the Radiant Church Ministry Team for at least one year.
- To choices and a lifestyle that are both Godly and "above reproach" knowing that my lifestyle is a model for the minors in our church (1 Tim 3).

- To following the leadership of the Senior Pastor and of Radiant Church.
- To praying for the leadership team, pastor and the kids and youth in our church.
- To attending occasional leadership meetings.
- To, not only, working as a cooperative unit with the entire Radiant Church Ministry Team, but also to building positive relationships with them as well.
- To cooperating with other ministries and placing the greater good of the entire body over the needs of my ministry.
- To memorizing and understanding the "Radiant Church Vision, Mission, and Values" and to helping fulfill them while caring for the minors that God brings into my ministry.
- To attending and being on-time for the program(s) I commit to.
- To grow in my ministry skills by using any resources and training opportunities provided by Radiant Church.

-Appearance

"People look on the outward appearance but God looks on the heart."
The first phrase is not the heart of the verse, but it's the truth. Kids, youth, and adults will base their impression of our ministry on their impressions of us. For this reason we wear appropriate clothing (1 Corinthians 9:19-23).

- The activity should dictate the type of clothing worn.
- All of our clothing should be clean, communicating personal discipline and recognition of self-worth, be modest, protecting the reputation and image of the Holy Spirit (1 Timothy 2:9, 1Corinthians 8:27, 1 Thessalonians 4:6a), and avoid masking our inner qualities (1 Peter 3:1-8).

-Relationships

Discretion in staff members' personal lives is fundamental to both spiritual integrity
and to continuing to do spiritual ministry among students and their families (Ephesians 5:1-12, 15-16). To live wisely and without any hint of misconduct we keep the following standards:

- Any verbal or nonverbal sexual interaction with any student is inappropriate.
- Discretion must be used in physical contact with any students. Innocent behavior can be misinterpreted. A hug around the shoulders is not sexual abuse, but full body-to-body hug, stroking, hugging, for example, should be compassionately avoided whenever possible.
- Sexual gestures or overtures to a staff member by a minor should be reported to the Ministry Leader so that a discussion can be held with them.
- Staff should form male to male and female to female ministry teams whenever possible.
- One-on-one counseling with a student should always occur in a public place, never alone in a car or private place. As a general rule when counseling a member of the other gender, invite a member of the same gender as the counselee to be the observing staff.
- When a situation arises where you are alone with a student of the other gender, quickly move that situation to a public setting. Make the meeting as brief as necessary to accomplish God's purpose.
- Driving alone with a student of the opposite gender should be avoided at all times.
- Romantic or sexual attraction for a student by an adult leader should be brought up and discussed with the ministry leader for prayer and guidance.
- All suspicions of child or sexual abuse must be reported to the ministry leader who will report it to the mandated pastor in the organization. That person will notify the appropriate agency.
- Any knowledge or suspicion of any ministry staff having an inappropriate relationship with a student must be reported promptly to the ministry leader. If the person in question is the leader, the report should be made to the supervisor of that person.
- No wrestling or physical horseplay should ever occur between staff or students of the opposite sex.
- Church staff or volunteers should obtain the consent of the student's parent or guardian before going anywhere with that student in an unsupervised situation.

-Dating

Acknowledge that one of the most fulfilling relationships in Scripture and life is the one that a man and woman share; we recognize that a staff member may establish a relationship with a staff member of the other gender. We also recognize the greatest visible destroyer of ministries is moral impurity. The following policies should be understood in that light.

- Staff members involved in a dating relationship should model appropriate behavior. Particularly during church functions, our focus is to be on the Lord as well as students.
- In case of premarital sex, extramarital sex, or a homosexual incident, all are in opposition to Radiant Church's position and will result in immediate suspension from leadership team.
- Remember, as you date another member of the staff or church, if the relationship ends that person will still be around to testify to your behavior and character.

-Character Expectations

To keep our integrity: the motives, attitude, and actions of staff should be completely transparent to any observer. Our honesty should be testable by Luke 16:10-12.

- Faithfulness in little things--being on time, keeping our word, filling requests on time, following through with other people and other responsibilities.
- Faithfulness in money--turning in receipts, being very cautious with event cash and petty cash, remembering people have sacrificially given that dollar.
- Faithfulness in that which belongs to another--treating all church equipment and property with utmost respect.
- To be teachable: None of us must claim to have arrived at infallibility. We must continually attend sessions, conferences, worship services, read, and observe with a teachable spirit, continually seeking to grow.
- To be an appropriate role model: Staff responsibilities naturally require frequent interaction with minors and their families, as well as the community. Ministry team members come into Christian ministry from a variety of backgrounds and beliefs--especially in the gray areas of Christianity. Because staff members are leaders and role models, they must use careful discretion when choosing movies, music, etc., for ministry activities. The use of R-rated movies is prohibited with junior high students and parental permission is required with senior high students. Use PG-13 movies with extreme caution. In all cases, preview a movie that you're considering showing at a youth activity. When in doubt, check with parents or a ministry director.
- Along with entertainment choices and substances used by staff members model behavior to students as well. Because the number one substance abused by teenagers is alcohol, staff will abstain from the use of alcoholic beverages in the presence of students.
- To develop a servant's heart: "Let nothing be done through strife or vain glory; but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others. Let this mind be in you, which was also in Christ Jesus...who made Himself of no reputation and took upon Him the form of a servant...He humbled Himself, and became obedient...even to death on the cross." (Phil. 2:3-8)

We aren't concerned about rank or position; the one in the pulpit is of no greater importance in God's eyes than the one leading a small group or driving the busses. As we faithfully serve one another of the ministry. In homes, at church, and in the community, others should remember us by our willingness to serve them. "Humble yourselves in the sight of the Lord, and He will lift you up" (James 4:10 and Luke 17:10).

Blessings,

Cameron Martin
Senior Pastor
Radiant Church- The Newport, Oregon Foursquare Church