

APPLICATION & GUIDE FOR POTENTIAL VOLUNTEERS

Oakwood Community Church Children's Ministry



Welcome & Vision

Oakwood Community Church's vision:

COME. GROW. SERVE.

Welcome to the Oaks, the Children's Ministry of Oakwood Community Church where we are striving, by God's grace, to partner with parents to grow children into mighty oaks of righteousness.

They will be called oaks of righteousness, a planting of the Lord for the display of his splendor. -Isaiah 61:3

Dear Bothers and Sisters,

Thank you for taking the time to consider investing your time, talent and faith as we pursue the vision of making God's glory known to the next generation. Many things go into the programming and care for Oakwood's children on Sunday mornings and at special events, but none is more important than the loving people who give of themselves to touch the lives of the children.

We have many opportunities in the Children's Ministry allowing different people with different gifts to be used to further the mission of teaching the next generation of the glory of God. We pray that this guide will be a tool in joining your gifts and the opportunities in Oakwood's Children's ministry together.

This booklet also contains a seven page application that is required of all people desiring to work with the children of Oakwood Community Church. Please return the completed form to the Children's Ministry area on Sunday mornings, or to the Oakwood Ministry Center in person or by mail. We will be in touch with you very soon. Please know that we are committed to process your application in a timely manner.

That the next generation may come to treasure Christ above all else,

Bob and Kate Hutchinson

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Steps in the Application Process

1 Read through this booklet and learn more about our ministry opportunities. If you are new to Oakwood, we ask that you wait at least one month before applying.

2 Prayerfully consider the level of commitment you are willing to make. Here are some options:
Weekly Positions Weekly positions are the backbone of our ministry to children and their parents. They allow volunteers to get to know the children and their parents and enable us to provide stability in the classes.
Monthly Positions Although weekly positions are important, there is plenty of room for those who are interested in helping less frequently. As a rule, the younger the children, the more opportunities for those who are available once per month.
Occasional Positions If you are not able to make a regular commitment, but are willing to help occasionally in the nursery or toddler area, or to be listed as a substitute, or to help with special events - then volunteering for an “occasional” position might be for you.

3 Prayerfully consider the groups you would enjoy. Here are your options:
Nursery (birth - 24 months)
Toddler (24 - 48 months)
Pre K & K
Elementary (1st grade - 4th grade)
5th and 6th grade (Ignite)
Disability Ministry

4 Prayerfully consider which responsibility best fits your gifts. Because the Children’s Ministry at Oakwood is changing and growing, there may be new opportunities available very soon. In general the following positions are available:
Caregiver Provides loving, nurturing care to children in the nursery and biblical instruction in the toddler rooms.
Teacher Teachers are responsible to carefully prepare and teach lessons, seeking to communicate truth with energy and creativity, in a classroom setting. In most cases there are two teachers per class who alternate teaching instruction.
Greeter Welcomes children and families and helps with check-in or other tasks.
Disability ministry aid Works with a child with special needs in a mainstream classroom.
Worship coordinator
Small group leader
Special events helper Examples of some special events include: Christmas program, “Ignite” special events (5th & 6th grade), other event hosts, VBS and more.

5 Complete the volunteer screening form online at www.oxforddoc.com.

6 Complete the seven page Application Form and return it to the Children’s Ministry Department or the church office.

Philosophy of Children's Ministry

COME. GROW. SERVE.

Welcome to the Oaks, the Children's Ministry of Oakwood Community Church. We are striving, by God's grace, to partner with parents to grow children into mighty oaks of righteousness. (*"They will be called oaks of righteousness, a planting of the Lord for the display of his splendor."* Isaiah 61:3) In keeping with this vision for children and the vision of Oakwood Community Church, the philosophy of the Children's Ministry is built upon the following values:

COME.

We welcome all to come to Oakwood.

- A. We affirm that humans are created in the image of God, children are a gift from God, and that all human life is uniquely valuable. Our hope is that children will be welcomed, taught, disciplined and loved at Oakwood Church.
- *Sons are a heritage from the LORD, children a reward from him.* (Psalm 127:3)
 - *So God created man in his own image, in the image of God he created him; male and female he created them.* (Genesis 1:27)
 - *People were bringing little children to Jesus to have him touch them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. I tell you the truth, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, put his hands on them and blessed them.* (Mark 10:13-16)
- B. We will intentionally work to welcome and minister to children with special needs and their families.

It is our hope that children would come by grace through faith to accept the Lord Jesus Christ as their Savior.

Faith is not guaranteed by knowledge or by training in the Word. Our obedience in training children will not save them. At Oakwood we are striving to give children a church that provides an environment where God will often perform his saving work in their hearts. No child or adult comes to faith in Jesus Christ without the Father drawing them.

- *It is the Spirit who gives life; the flesh is no help at all. The words that I have spoken to you are spirit and life. But there are some of you who do not believe."* (For Jesus knew from the beginning who those were who did not believe, and who it was who would betray him.) *And he said, "This is why I told you that no one can come to me unless it is granted him by the Father."* (John 6:63-66)
- *That if you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved.* (Romans 10:9)
- *In reply Jesus declared, "I tell you the truth, no one can see the kingdom of God unless he is born again."* (John 3:3)

GROW.

God is the goal, the source, and the character for teaching.

Keeping God central to all our teaching is vitally important.

- *For from him and through him and to him are all things. To him be the glory forever! Amen.* (Romans 11:36)
- *... so that you, your children and their children after them may fear the LORD your God as long as you live by keeping all his decrees and commands.* (Deuteronomy 6:2a)

Parents are primarily responsible for teaching and modeling God's truth to children.

The Bible consistently gives the primary responsibility of teaching children to parents. As the extended family of Jesus, we are here to equip and encourage parents in this role, not take it from them. The most important avenue for the nurturing of children's faith is in the context of the family.

- *You shall love the LORD your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.* (Deuteronomy 6:5-7 (ESV) See also Matthew 22:37 and Deuteronomy 11:18-21)
- *He decreed statutes for Jacob and established the law in Israel, which he commanded our fore-fathers to teach their children, so the next generation would know them, even the children yet to be born, and they in turn would tell their children. Then they would put their trust in God and would not forget his deeds but would keep his commands. They would not be like their forefathers— a stubborn and rebellious generation, whose hearts were not loyal to God, whose spirits were not faithful to him.* (Psalm 78:5-8)
- *Train up a child in the way he should go; even when he is old he will not depart from it.* (Proverbs 22:6)
- *Children, obey your parents in the Lord, for this is right. "Honor your father and mother"—which is the first commandment with a promise— "that it may go well with you and that you may enjoy long life on the earth." Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord.* (Ephesians 6:1-4)
- *When Moses finished reciting all these words to all Israel, he said to them, "Take to heart all the words I have solemnly declared to you this day, so that you may command your children to obey carefully all the words of this law. They are not just idle words for you—they are your life.* (Deuteronomy 32:45-47)

Impart truth

We are striving to teach children of the whole counsel of Scripture, and of its revelation of the character and work of God. We hope that doing so will equip them to develop a grounded faith and a complete understanding of who God is.

- *Faith comes by hearing and hearing by the word of God.* (Romans 10:17)
- *How from childhood you have been acquainted with the sacred writings, which are able to make you wise for salvation through faith in Christ Jesus. All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be competent, equipped for every good work.* (2 Timothy 3:15-16)
- *Remember the former things, those of long ago; I am God, and there is no other; I am God, and there is none like me. I make known the end from the beginning, from ancient times, what is still to come. I say: My purpose will stand, and I will do all that I please. From the east I summon a bird of prey; from a far-off land, a man to fulfill my purpose. What I have said, that will I bring about; what I have planned, that will I do.* (Isaiah 46:9-11)

Encourage faith

A. At Oakwood we encourage children to participate in the worship service with their parents. We believe that children can learn much about faith as they observe their parents and other adults model a reverence, a hunger and a deep love for God week after week.

- *A disciple is not above his teacher, but everyone who is fully taught will be like his teacher.* (Luke 6:40 ESV)
- *As the deer pants for streams of water, so my soul pants for you, O God. My soul thirsts for God, for the living God. When can I go and meet with God?* (Psalm 42:1-2)

B. We are seeking to cultivate, in children, a love for the Word of God and habits of interacting with it as they grow in knowledge and faith. We believe children should be taught how to pray to recognize the importance of prayer. We hope to encourage them to cultivate habits and commitments to regular time with the Lord.

- *Blessed is the man who does not walk in the counsel of the wicked or stand in the way of sinners or sit in the seat of mockers. But his delight is in the law of the LORD, and on his law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers.* (Psalm 1:1-3)
- *But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen.* (2 Peter 3:18)
- *Like newborn babies, crave pure spiritual milk, so that by it you may grow up in your salvation, now that you have tasted that the Lord is good.* (1 Peter 2:2-3)
- *And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints.* (Ephesians 6:18)
- *Be joyful always; pray continually; give thanks in all circumstances, for this is God's will for you in Christ Jesus.* (1 Thessalonians 5:16-18)
- *Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed.* (Mark 1:35)

C. We recognize that God's work is essential to a child's growth.

- *What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task. I planted the seed, Apollos watered it, but God made it grow. So neither he who plants nor he who waters is anything, but only God, who makes things grow.* (1 Corinthians 3:5-7)

Scripture memory

The Oakwood Children's Ministry is very committed to the memorization of Bible verses. We believe that memorized verses have tremendous potential for promoting spiritual growth.

- *I seek you with all my heart; do not let me stray from your commands. I have hidden your word in my heart that I might not sin against you. Praise be to you, O LORD; teach me your decrees.* (Psalm 119:10-12)
- *When Moses finished reciting all these words to all Israel, he said to them, "Take to heart all the words I have solemnly declared to you this day, so that you may command your children to obey carefully all the words of this law. They are not just idle words for you—they are your life.* (Deuteronomy 32:45-47)

Faith-stretching experiences.

We hope to encourage families and children to be take risks for God and intentionally seek to know and follow Jesus even though this will often mean they will stand apart from those around them and their faith will be tested.

- *Because you know that the testing of your faith develops perseverance.* (James 1:3)
- *Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity.* (1 Timothy 4:12)
- *Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy. Dear friends, I urge you, as aliens and strangers in the world, to abstain from sinful desires, which war against your soul. Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day he visits us.* (1 Peter 2:10-12)

SERVE.

Recognize the plans and purposes of God in this world and children's place in it.

A. Children are taught and encouraged to learn and understand more about God's global purposes.

- *And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come.* (Matthew 24:14)

B. Children are encouraged to recognize their spiritual gifts and contribute to the life of the church through ministry.

- *If you remain in me and my words remain in you, ask whatever you wish, and it will be given you. This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. (John 15:7-8)*
- *Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. (Ephesians 4:15-16)*

Go into all the world

Children are taught and encouraged to fulfill the Great Commission as they go into their community and shine their light before men. They will also be encouraged to participate in the spreading of the gospel to other nations.

- *Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age. (Matthew 28:19-20)*
- *He said to them, "Go into all the world and preach the good news to all creation." (Mark 16:15)*
- *In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven. (Matthew 5:16)*

Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen. (Ephesians 3:20-22)

Volunteer Screening Policy

Purpose of the Policy

Every person who volunteers in children's ministries in the church must be familiar with this policy and satisfactorily complete our screening procedures. This policy is motivated by several concerns:

- We believe that it will help us to guard the honor, reputation, and name of our Lord Jesus Christ.
- Recognizing God's tender love and concern for children (see Luke 18:16), we want to do all that we can to protect our children, youth, and young adults from any kind of mistreatment including physical or sexual abuse.
- Our church is not immune to the effects of sin, and it would be presumptuous for us to assume that this problem could never occur in our body. Therefore, while we should strive to be as "innocent as doves" we must also be as "shrewd [prudent, sensible, and practically wise] as serpents" (Matthew 10:16), especially with regard to the children God has placed under our care.
- We want to protect our volunteer workers from being suspected or falsely accused of wrongful behavior toward a minor.
- We want to protect our church from the scandal and trauma that an incident of abuse could bring upon our congregation.

The Policy

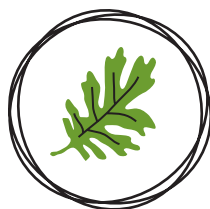
- All applicants desiring to work with children must have completed applications on file in the church office.
- All applicants are required to submit references from people who are not relatives or employees.
- All applicants will be interviewed by a qualified representative of Oakwood Community Church.
- After applicants have been approved and assigned a ministry position, they will be asked to keep their ministry obligation and covenant.

The Screening Process

We view the screening process as an opportunity to promote teamwork (1 Corinthians 12:12-31), to demonstrate mutual submission (Ephesians 5:21), and to get to know one another better. By learning more about each other's gifts, abilities, and ministry goals, we can better encourage workers in their ministry to the children of Oakwood Community Church (Hebrews 10:24,25).

- **Personal Questions:** A few of the questions we ask in the screening process deal with unpleasant issues, such as the use of pornography and sexual misconduct. (You may answer these questions either in writing or during a private interview with a pastor or an elder.) One purpose is to identify those people who statistically are a higher risk to our children. Answering 'yes' to any of these questions may, but does not necessarily, disqualify a person for ministry.
- **Background Investigations:** There are conducted on all applicants 18 and older for paid and volunteer staff positions. This investigation may include: (1) completion of the online background screening; (2) contacting churches or other organizations where the applicant has served; and (3) contacting employers for whom the applicant worked within the past five years.
- **Confidentiality:** All information acquired during the screening process is treated as confidential and will not be disclosed to others outside the immediate individuals involved in the screening process unless the elder in charge of screening or the elder board deems that limited disclosure is necessary to protect a young person from possible harm.

We appreciate your cooperation in this screening process to ensure that our volunteer workers are well qualified for ministry to the children of our church. We look forward to working with you as you use your gifts and talents to nurture the children God has placed under our care. If you have any questions about this process, please feel free contact Bob or Kate Hutchinson.



Online Volunteer Screening Instructions

1. Go to *www.oxforddoc.com*.

The screenshot shows a Microsoft Internet Explorer browser window displaying the website <http://www.oxforddoc.com>. The page title is "church background checks - preventing sexual misconduct". The website header includes the Oxford Document Management Company logo and name. The main content area is titled "Background Checks" and "Preventing Sexual Misconduct in the Church". It features a navigation menu on the left with links like Home, Services & Fees, Getting Started, References, Testimonials, Related Links, FCRA Compliance, Develop Church Policy, Privacy Statement, Contact Us, and FAQ. The main text describes the company's services and lists various church affiliations. On the right side, there are three buttons: "Applicants" (highlighted with a red arrow), "Client Log-in", and "New Client Registration". The "Applicants" button has a sub-link: "Click here to complete online Authorization Form".

2. Click on applicants as shown above.
3. Type in Client #: 494
4. Position Code: 5
5. Click "continue."
6. Verify that you are logged into Oakwood's account, click "yes."
7. Read and agree to the disclosure, click "continue."
8. Fill out the online form, click continue.
9. Your form is completed.

Policies and Definitions

Regarding Inappropriate Behavior

- To refrain from inappropriate behavior and also avoid the appearance of evil in relating to adults, young adults, youth or children
- To admonish or report inappropriate behavior
 - a. There are two problems that Children's Ministry workers should watch for:
 - (1) Behavior by anyone in this church, especially a Children's Ministry worker, that indicates that he or she may be inclined to abuse, molest, or otherwise harm any child, especially one under the care of this church.
 - (2) Indications that a child under the care of this church is being abused, molested, neglected, or otherwise harmed, whether by someone in this church or outside this church.
 - b. Admonishing and reporting inappropriate behavior by a Children's Ministry worker:
 - (1) If you observe a Children's Ministry worker (or another member of the church) talking or acting in a manner that seems to be innocent but might appear to others to be inappropriate, you should privately admonish that person and encourage him or her to exercise greater care in words and actions (see Matt. 18:15).
 - (2) If you observe a Children's Ministry worker (or another member of the church) talking or acting in a manner that gives rise to a reasonable suspicion of improper involvement with a child, youth, or young adult or of the potential for improper involvement with a child, youth, or young adult, you should promptly report your concern to the appropriate pastor who will look into the matter and take appropriate corrective measures.
 - (3) Behaviors to watch for in adults working with children, youth, and young adults:
 - (a) Inappropriate comments about sexual matters, especially about or in the presence of minors.
 - (b) Use of pornography, including inclination toward sexually explicit television, movies, books, or magazines.
 - (c) Excessive and inappropriate attention to a particular child, especially if it involves an effort to be alone with the child.
 - c. Reporting actual or suspected abuse or neglect of a child, youth, or young adult:
 - (1) Minnesota law does not require volunteer workers in a church to report actual or suspected child abuse or neglect. Should a worker voluntarily make a report to civil authorities, however, the law provides that he or she will be immune to civil or criminal liability, provided the report was made in good faith and without malicious purpose.
 - (2) No single indicator of abuse or neglect is necessarily cause for alarm, but it may be cause to observe a given person or situation more closely. When multiple indicators appear together, however, it is appropriate to discuss the situation with someone else in the church or, in urgent cases, to make an actual report to the civil authorities.
 - (3) Indications of physical abuse: child, youth, or young adult reports injury by others; unexplained bruises, welts, lacerations, burns, fractures, abdominal injuries, or human bites; child, youth, or young adult is unusually wary of physical contact with adults, demonstrates extremes in behavior, or seems frightened of parents or caretaker.
 - (4) Indications of sexual abuse: child reports abuse by others; has difficulty walking or sitting; torn, stained, or bloody underclothing; complaints of pain or itching in genital area; bruises or bleeding in external genitalia, vaginal or anal area; unusual interest in or knowledge of sexual matters; or other unusual and excessive behaviors inappropriate for a minor.
 - (5) Reporting abuse can precipitate severe consequences to a family, so it should never be done casually or thoughtlessly, and certainly not for malicious purposes. At the same time, failing to report abuse can have severe consequences to a child at risk. Therefore, if you have reasonable cause to suspect abuse, you should talk with either your department leader or your pastor to see what steps could and should be taken to protect the child and help the family.

Scripture Related to the Ministry Contract

Spiritual Growth

“For this very reason make every effort to supplement your faith with virtue, and virtue with knowledge, and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, and godliness with brotherly affection, and brotherly affection with love. For if these things are yours and abound, they keep you from being ineffective or unfruitful in the knowledge of our Lord Jesus Christ. For whoever lacks these things is blind and short-sighted and has forgotten that he was cleansed from his old sins. Therefore, brethren, be the more zealous to confirm your call and election, for if you do this you will never fall; so there will be richly provided for you an entrance into the eternal kingdom of our Lord and Savior Jesus Christ.” (2 Peter 1:5-11)

Diligence

“Whatever your task, work heartily, as for the Lord rather than for men; knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve.” (Colossians 3:23, 24)

Teamwork

“Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working, but it is the same God who inspires them all in every one. To each is given the manifestation of the Spirit for the common good.” (2 Corinthians 12:7)

“Bear one another’s burdens, and in this way you will fulfill the law of Christ. For if any one thinks he is something, when he is nothing, he deceives himself. But let each one test his own work, and then his reason to boast will be in himself alone and not in his neighbor. For each man will have to bear his own load.” (Galatians 6:2-5)

“If your brother sins against you go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.” (Matthew 18:15-17)

“So if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift.” (Matthew 5:23,24)

Maintain an “Unhindered” Environment

“But Jesus called for them, saying, ‘Permit the children to come to Me, and do not hinder them, for the kingdom of God belongs to such as these.’” (Luke 18:16).

“And whoever receives one such child in My name receives Me; but whoever causes one of these little ones who believe in Me to stumble, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depth of the sea.” (Matthew 18:5,6)

Children's Ministry Principles

I recognize that as a Christian it is both my privilege and my responsibility to be under the authority of God and His Word. I affirm and promise, God helping me, to abide by the following biblical principles as guideposts for my life and for my involvement in the Children's Ministry at Oakwood Community Church.

Spiritual Growth

- To strive toward growth in faith and to fan the flames of my love for God and His Word; to “walk in a manner worthy of the calling” and thus be an example in “speech, conduct, in love, in faith, and in purity” to the children, youth, and young adults I lead (Ephesians. 4:1; I Timothy 4:12)

Diligence

- To work diligently in my ministry, not looking for the praise of men but working only to please Jesus; knowing that “my labor is not in vain in the Lord” (I Corinthians 15:58) and that one day I will hear the words “well done good and faithful servant, enter into my rest” (Matthew 25:21)

Teamwork

- To resist envying the gifts of another or comparing myself to another, but rather to conscientiously use my gifts to enhance the ministry to children, youth, and young adults and to encourage my brothers and sisters in their labors for the kingdom knowing that we are all working toward the same end of glorifying God.
- To choose to judge another person's actions and words in the best possible light knowing that we are all on the same team; to avoid causing dissension or discord, but rather to work toward making Oakwood Church a glory to God. If I disagree with a policy or decision, I will choose either to overlook it or to discuss it graciously with the person responsible for the policy or decision.
- If there should arise a conflict with another, to choose either to forgive and forget, or to confront according to the guidelines set forth in Matthew 18:15-17:
 1. To go to my brother alone in humility and love to reconcile our difference or to exhort my brother, always with the goal of reconciliation and gaining a brother.
 2. If the situation warrants further attention, to bring one or two others with me if my initial attempt is rebuffed.
 3. If the situation cannot be resolved, and it should be pursued further, I will then bring it to the attention of a pastor/ minister.
 4. If it is still not resolved, I will place the responsibility of further action in the hands of Oakwood Community Church.

Maintain an “Unhindered” Environment

- To refrain from inappropriate behavior and also avoid any appearance of evil in relating to adults, young adults, youth or children.
- To admonish or report inappropriate behavior.
- I have read the “Policies and Definitions Regarding Inappropriate Behavior” included on pages 12 and 13. I understand the policies and definitions outlined, and I am willing to abide by them.

I continue to embrace and joyfully resolve to work in harmony with my brothers and sisters to implement the vision of ministry to families as set forth by the Oakwood Community Church Children's Ministry department.

Please retain this copy for your records.

Oakwood Community Church
Statement of Faith

We Believe that the Bible is the verbally and plenary inspired Word of God, inerrant in its original manuscripts. The Bible is our supreme and final authority in faith and life.

2 Timothy 3:16; 2 Peter 1:20, 21

We Believe in one God, eternally existing in three persons; Father, Son and Holy Spirit.

Genesis 1:1, 26; Matthew 28:19; John 1:1; 3, 4:24; Acts 5:3, 4; Romans 1:20; Ephesians 2, 4:5, 6; Corinthians 13:14

We Believe that Jesus Christ was conceived by the Holy Spirit, and born of the Virgin Mary, and is true God and true man.

Matthew 1:18-25; Luke 1:26-38; Romans 9:5; Titus 2:13

We Believe that man was created in the image of God, that he sinned and thereby incurred not only physical death but also that spiritual death which is separation from God, and that all human beings are born with a sinful nature, and become guilty sinners in thought, word, and deed.

Genesis 1:26, 27, 3:1-24; Romans 1, 3:23, 5:12-18; John 1:8

We Believe that the Lord Jesus died for our sins according to the scriptures as a representative and substitutionary sacrifice; that He rose victorious from the grave on the third day; and that all who believe in Him are justified on the grounds of His shed blood.

Isaiah 53; Matthew 20:28; John 3:16; Romans 1, 3:24-26; 5:1; Corinthians 2, 15:3; Corinthians 5:21; Ephesians 1, 1:7; John 2:2; Matthew 28:6; Romans 1, 10:9; Corinthians 15:14;

We Believe in the personal and imminent return of our Lord Jesus Christ.

Acts 1, 1:11; Thessalonians 4:16, 17

We Believe that all who come by grace through faith to accept the Lord Jesus Christ are born again of the Holy Spirit and thereby become children of God.

John 1:12,13, 3:3, 5; James 1, 1:18; Peter 1:23; Ephesians 2:8, 9

We Believe in the bodily resurrection of the just and the unjust, the everlasting joy of the saved, and the everlasting conscious punishment of the lost.

John 1, 5:28-29; Corinthians 15: 2; Corinthians 5:10; Matthew 25:31-46; Revelation 20:4-6; 11-15

We Believe that all Christians are baptized by the Holy Spirit when they are born again. We believe that water baptism by immersion is the biblical testimony of the professed believer in the name of the Father, Son, and Holy Spirit.

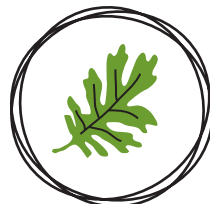
Acts 2:28-41, 47; Matthew 28:18-20; Acts 8:36-40; 10:47; 18:8; Romans 6:3, 4; 1; Corinthians 12:13

We Believe that those who partake of the Lord's Supper should be born-again believers, walking in fellowship with the Lord Jesus Christ.

Acts 2:42-46; 1; Corinthians 11:23-29

We Believe that as Christians we are to meet together regularly for worship, ordinances, and the encouragement of each other.

Hebrews 10:24, 25; Acts 2:42, 46, 47a



Oakwood Community Church

Children's Ministry Contract

I am a member of Oakwood Community Church.

I am not a member of Oakwood Community Church.

It is our sincere hope that individuals who choose to serve would move toward official membership soon. Church membership is not a prerequisite for everyone involved in Children's Ministry. However, it is necessary for you, in good conscious, to make the following commitments.

1 Please respond to one of the next two statements:

I am in complete agreement with the Oakwood's statements of faith. YES NO

I am in substantial agreement with the Oakwood's statement of faith. I have misgivings about...

2 I am in full agreement with and have signed the Ministry Principles Contract. YES NO

3 I will not use my position in Children's Ministry as a platform to promote any difference(s) I may have. YES NO

I agree to the above commitments and I am declaring that I am willing to serve under these conditions.

Name (printed) _____

Signature _____

Date _____

Please retain this copy for your records.

Children's Ministry Application - Page 1 of 7

Basic Information

Name _____ Date _____

Address _____ Phone (home) _____

City _____ State _____ Zip _____ Phone (work) _____

E-mail _____ Phone (cell) _____

Preferred Phone Number: Home / Work / Cell Best time to call _____

I have attended Oakwood Community Church since (approximate month/year) _____

Membership status: Attend Oakwood regularly? _____ Moving toward membership? _____

Member of Oakwood since (approximate month/year) _____

Date of Birth: _____/_____/_____ (month/day/year)

Family Information

Marital Status: Single Married (anniversary date _____) Divorced

If married, spouse's name _____

If you have children, their names and ages:

1. _____ 4. _____

2. _____ 5. _____

3. _____ 6. _____

Education

High School _____ City _____ State _____ Grad Year _____

College _____ City _____ State _____ Grad Year _____

Degree and major _____ Minor _____

Children's Ministry Application - Page 2 of 7

Ministry Experience

Please describe previous experience, paid or volunteer, in this church or elsewhere, involving children.

Personal Information

When did you become a Christian?

What have you been doing to grow spiritually during the past year?

What are your expectations of the Children's Ministry team?

Please describe any gifts, training, education or other factors that would apply to your ministry to children.

Why do you want to serve in the Children's Ministry department?

Children's Ministry Application - Page 3 of 7

Preferred Area of Ministry

What group are you interested in working with? (you may check more than one)

- Nursery
- Toddler
- Pre K & K
- 1st - 4th Grade
- 5th & 6th Grade
- Disability Ministry

What level of commitment do you have in mind?

- Weekly
- Monthly
- Occasionally

When are you available to start?

- Immediately
- _____ (Date)

What kind(s) of responsibilities are you interested in?

- Caregiver
- Teacher
- Greeter
- Worship Coordinator
- Small Group Leader
- Special events helper

Medical Information

Have you had any prior injuries that might be aggravated by working in children's ministry?

Are you currently taking any medication prescribed by a doctor for a physical or other condition that would affect your ministry?

Do you have any medical conditions that might be hazardous to others?

Children's Ministry Application - Page 4 of 7

Confidential Information

The following questions are designed to help us provide a safe, loving, and secure environment for the volunteers and participants in Oakwood's children's ministry. Answering "yes" to any of the following questions will not necessarily disqualify you. A pastor will talk with you in private to see whether you need any pastoral assistance regarding the matter.

If you prefer to not answer any of these questions in writing, you may leave them blank and an appropriate leader will talk with you personally and privately.

- Have you ever been convicted of or pleaded guilty to a criminal act (other than a minor traffic violation)?
 No I would like to discuss this.

- Have you ever touched a minor in a sexual manner?
 No I would like to discuss this.

- Have you deliberately and repeatedly viewed pornography in the past three years? (This includes reading, watching, listening to, or in any other way using pornographic material, including but not limited to: books, magazines, television shows, movies, internet programs, or telephone services.)
 No I would like to discuss this.

- Many people have experienced abuse at the hands of others. Most of the people abhor such behavior and are especially alert and sensitive to the need to provide a safe and caring environment for minors. At the same time, residual effects may remain in some people's lives, including a hesitancy to report suspected child abuse. Although we will not ask if you have ever been abused or molested while a minor, we want to offer pastoral assistance. Please make an appointment with the pastor if you are concerned that a past experience of this nature may have a bearing on your ministry or if you need assistance in dealing with any after-effect.
 I would like to discuss this.

- Have you ever gone through treatment for alcohol or drug abuse?
 No I would like to discuss this.

- Have you ever been asked to step away from ministry or work with children in any setting, paid or volunteer?
 No I would like to discuss this.

- Is there anything in your past or current life that might be a problem if we found out about it later?
 No I would like to discuss this.

Children's Ministry Application - Page 5 of 7

Reference Information

Please note: E-mail addresses are crucial as we will be sending out electronic reference forms whenever possible.

- **Please list all churches you have regularly attended during the past five years:**

Church	City	State	Years Attended
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

- **Please list all employers from the past five years beginning with the most recent:**

Employer	Position	Dates worked	E-mail
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

- **Please list any volunteer or paid positions you have held in any church in the past five years:**

Church	Position	Supervisor	Dates worked	Phone	E-mail
1.	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____
4.	_____	_____	_____	_____	_____
5.	_____	_____	_____	_____	_____

- **Please list the names of three people, other than family, who you know well:**

Name	Phone	E-mail
1.	_____	_____
2.	_____	_____
3.	_____	_____

Oakwood Community Church have permission to contact my former employers, supervisors, and references.

Signed: _____ Date: _____

Children's Ministry Application - Page 6 of 7

Oakwood Community Church

Ministry Principles Contract

I recognize that as a Christian it is both my privilege and my responsibility to be under the authority of God and His Word. I affirm and promise, God helping me, to abide by the following biblical principles as guideposts for my life and for my involvement in the Children's Ministry at Oakwood Community Church.

Spiritual Growth

- To strive toward growth in faith and to fan the flames of my love for God and His Word; to "walk in a manner worthy of the calling" and thus be an example in "speech, conduct, in love, in faith, and in purity" to the children, youth, and young adults I lead (Ephesians. 4:1; I Timothy 4:12)

Diligence

- To work diligently in my ministry, not looking for the praise of men but working only to please Jesus; knowing that "my labor is not in vain in the Lord" (I Corinthians 15:58) and that one day I will hear the words "well done good and faithful servant, enter into my rest" (Matthew 25:21)

Teamwork

- To resist envying the gifts of another or comparing myself to another, but rather to conscientiously use my gifts to enhance the ministry to children, youth, and young adults and to encourage my brothers and sisters in their labors for the kingdom knowing that we are all working toward the same end of glorifying God.
- To choose to judge another person's actions and words in the best possible light knowing that we are all on the same team; to avoid causing dissension or discord, but rather to work toward making Oakwood Church a glory to God. If I disagree with a policy or decision, I will choose either to overlook it or to discuss it graciously with the person responsible for the policy or decision.
- If there should arise a conflict with another, to choose either to forgive and forget, or to confront according to the guidelines set forth in Matthew 18:15-17:
 1. To go to my brother alone in humility and love to reconcile our difference or to exhort my brother, always with the goal of reconciliation and gaining a brother.
 2. If the situation warrants further attention, to bring one or two others with me if my initial attempt is rebuffed.
 3. If the situation cannot be resolved, and it should be pursued further, I will then bring it to the attention of a pastor/ minister.
 4. If it is still not resolved, I will place the responsibility of further action in the hands of Oakwood Community Church.

Maintain an "Unhindered" Environment

- To refrain from inappropriate behavior and also avoid any appearance of evil in relating to adults, young adults, youth or children.
- To admonish or report inappropriate behavior.
- I have read the "Policies and Definitions Regarding Inappropriate Behavior" included on pages 12 and 13. I understand the policies and definitions outlined and I am willing to abide by them.

I continue to embrace and joyfully resolve to work in harmony with my brothers and sisters to implement the vision of ministry to families as set forth by the Oakwood Community Church Children's Ministry department.

Name (printed) _____ Date _____

Signature _____

Children's Ministry Application - Page 7 of 7

Oakwood Community Church

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Signature _____

Date _____