

CONTENTS OF PACKET

LETTER OF INTRODUCTION	2
SIX STEPS TO BECOMING A CORE GROUP LEADER.....	3
CORE GROUP LEADER JOB DESCRIPTION.....	4
CORE GROUP LEADER APPLICATION FORM	5
CORE GROUP LEADER APPLICATION FORM, CONT.	6
CORE GROUP LEADER APPLICATION FORM, CONT.	7
GUIDELINES AGREEMENT.....	8
FEFC CONFIDENTIAL MINISTRY APPLICATION.....	11
STATEMENT OF FAITH.....	12



*D*EAR POTENTIAL CORE GROUP LEADER,

THANK YOU FOR YOUR INTEREST IN HIGH SCHOOL MINISTRY. I CAN'T THINK OF MANY THINGS THAT ARE A HIGHER CALLING THAN MINISTERING TO ADOLESCENTS. AS YOU KNOW, THERE IS A BATTLE IN OUR CULTURE FOR THE HEARTS AND MINDS OF OUR YOUTH, NOW MORE THAN EVER.

PLEASE FAMILIARIZE YOURSELF WITH ALL OF THE INFORMATION IN THIS PACKET. IT HAS BEEN COMPILED TO ASSIST YOU IN THE DECISIONMAKING AND APPLICATION PROCESS.

IF YOU BELIEVE GOD IS LEADING YOU TO HIGH SCHOOL MINISTRY, I WOULD LOVE TO MEET WITH YOU AND HAVE THE OPPORTUNITY TO GET ACQUAINTED. PLEASE FEEL FREE TO OBSERVE, VISIT, AND GATHER AS MUCH INFORMATION AS YOU NEED, TO HELP YOU PRAYERFULLY CONSIDER HIGH SCHOOL MINISTRY.

IF YOU HAVE ANY QUESTIONS, PLEASE DON'T HESITATE TO GIVE ME A CALL AT OUR YOUTH OFFICE AT (714) 257-4361. MYSELF, OR MY ADMINISTRATIVE ASSISTANT, DEBBIE SHUBIN, WOULD BE MORE THAN HAPPY TO ASSIST YOU IN ANY WAY SHE CAN.

IN CHRIST,



*SCOTT WILLIAMS
HIGH SCHOOL PASTOR*

SB:DS



SIX STEPS TO BECOMING A HIGH SCHOOL CORE GROUP LEADER

1. **PRAY AND SEEK GODLY COUNSEL.**

Do you think God may be leading you to become a high school core group leader? If so, the first step is to ask God for His direction in your life, as to what He wants you to do with the gifts and abilities He has given you. It may also be wise to seek Godly counsel from people whom you trust and respect. Ask them if they can see you in this role. Ask them to pray with you, as you seek God's direction.

2. **VISIT OUR HIGH SCHOOL GROUP.**

Feel free to visit high school group for a few weeks to get a feel for our environment and what it would be like to work with the students. There are calendars of the high school schedule and events in the youth office on North Campus. Routine weekly events are scheduled as follows:

<u>Day</u>	<u>Event</u>	<u>Time</u>	<u>Location</u>
Sunday mornings	Sunday	9:00 - 10:15 A.M.	North Campus High School Amph.
Wednesday evenings	Wednesday	7:00 - 8:30 P.M.	North Campus High School Amph.

3. **GIVE US A CALL.**

If you have any initial questions at all, please feel free to give our staff a call. The high school office phone number is (714) 257-4361. Our Administrative Assistant is Debbie Shubin.

4. **SCHEDULE AN APPOINTMENT FOR AN INTERVIEW.**

Your first interview will be with Scott Williams, the High School Pastor. Second, you will schedule an interview with the Lead Associate for the class for which you are applying. This interview process can be initiated with a call to Debbie Shubin, High School Ministry Secretary, at (714) 257-4361. She will be able to assist you in setting up these interviews.

5. **FILL OUT THE APPLICATION FORMS IN THIS PACKET.**

Application forms must be filled out and returned to the youth office prior to your interviews. Please include High School application, Guidelines Agreement, FEFC Confidential Ministry Application, and signed Statement of Faith. All forms must be included for our ministry to accept your application; pages 8-15. During the screening process you will also be required to be fingerprinted and background checked.

They may be brought to the youth office or mailed to the following address:

ATT: HIGH SCHOOL MINISTRY DEPT.
FIRST EVANGELICAL FREE CHURCH OF FULLERTON
2801 NORTH BREA BOULEVARD
FULLERTON, CALIFORNIA 92835

There is an envelope provided for you with this packet. If mailing, please attach postage.

6. **FINAL DECISION-MAKING PROCESS COMPLETED.**

After the above five steps are completed, we will have had a chance to get to know each other and a final decision will be made. We realize this is a big commitment, therefore we never want to put pressure on people to make an unwise choice. If God is directing you, we are confident He will give everyone involved in the process wisdom and peace about the final decision.

CORE GROUP LEADER JOB DESCRIPTION

ACCOUNTABLE TO: *High School Pastor & Lead Associate*

RESPONSIBLE FOR: *High School students in a core group*

STRATEGY:

At the First Evangelical Free Church of Fullerton, we strongly believe in a relational ministry where men and women of God are set strategically beside high school students to provide healthy role models for them to follow. From the high school students perspective, they view their core group leader as Jesus with skin on. The impact that life-on-life ministry has on today's youth cannot be underestimated.

TIME COMMITMENTS:

Sunday mornings: 9:00 A.M.–10:15A.M. (**Sunday Morning Programs**)
Wednesday evenings: 7:00–8:30 P.M. (**Wednesday Programs**)
Twice a month: Scheduled High School Staff Meetings (**at the beginning of Wednesday nights**)

Various High School Ministry events and programs such as Winter Camp, Summer Camp, Class Retreats, Praise at the Beach, and individual core group events.

DESCRIPTION OF CORE GROUP LEADER DISCIPLESHIP

CORE GROUP

A core group leader is a person who disciples the same group of eight to ten high school students for a one-year period. It is very important that this commitment be taken seriously. A less than serious commitment could have detrimental effects on the high school students involved.

TEACHING

A core group leader teaches their core group Wednesday evenings with Bible studies provided by the ministry. They spend time in prayer and preparation over lesson plans prior to Wednesday evenings.

RELATIONSHIPS

A core group leader develops individual relationships with the high school students in his/her group through phone calls, notes, letters, visits, and activities. They need to be prepared to interact with parents concerning their high school student.

LOVING

Core group leaders protect the feelings and rights of all high school students by assertively guiding their group of students. They love their students.

READ PHILIPPIANS 2:1–8. GOD CAN USE YOU GREATLY IN THE LIVES OF HIGH SCHOOL STUDENTS. PRAY ABOUT IT!

*The impact on your students will be directly proportional to what you put into your ministry.
Just remember, Christianity is not believing the impossible, it is doing it.*

CORE GROUP LEADER APPLICATION FORM

PLEASE TAKE YOUR TIME AND FILL THIS APPLICATION OUT THOUGHTFULLY, CAREFULLY, AND PRAYERFULLY. WE TAKE THIS MINISTRY VERY SERIOUSLY, AND THEREFORE, WE TAKE YOU VERY SERIOUSLY. PLEASE READ THROUGH THE APPLICATION, PRAY, AND **THEN** COMPLETE IT. THE CONTENTS WILL BE HELD CONFIDENTIAL

FULL NAME _____ DATE _____

STREET _____ CITY/ZIP _____

DRIVER'S LICENSE # _____ BIRTHDATE (MM/DD/YR) _____

HOME PHONE# (____) _____ WORK # (____) _____

CELL PHONE # (____) _____ EMAIL ADDRESS: _____

OCCUPATION _____ EMPLOYER _____

EDUCATION COMPLETED: HIGH SCHOOL COLLEGE YEARS OF COLLEGE COMPLETED: _____

GRADUATE SCHOOL MAJOR _____

1. Do you regularly attend Ev. Free? _____ Which services? _____
What ministries or Sunday School classes are you involved in? _____

2. Do you agree entirely with our church's doctrinal statement and beliefs? (Statement of Faith is *page 8* of this application packet.) Yes No If not, which statement(s) and/or beliefs do you disagree with? _____

3. What other churches have you previously attended? _____

Were you involved in any ministry there, particularly youth ministry? If so, what is the name and phone number of the contact person? _____

4. When and how did you become a Christian? _____

5. Give two reasons why you want to be involved in discipling high school students:

1. _____

2. _____

CORE GROUP LEADER APPLICATION FORM

6. What fears do you have about being a core group leader? _____

7. We believe that you can only take teenagers as far as you are spiritually, and that there is nothing more important you have to offer students spiritually than a growing, vital relationship with Jesus Christ. In your opinion, what specifically characterizes a person walking with God? _____

8. What part of your walk with Christ do you struggle with the most? How do you think that this will affect your ministry with the students? _____

9. Give the names of three people who have significantly impacted your life for Christ.
1. _____
2. _____
3. _____
10. What kind of high school student do you think you would best relate to?

11. What kind of things do you like to do for fun with friends? (Include hobbies, leisure time activities, etc.)

12. List your three best friends. May we contact them? Yes No
1. _____ Phone # (_____)
2. _____ Phone # (_____)
3. _____ Phone # (_____)

CORE GROUP LEADER APPLICATION FORM

13. PLEASE LIST THREE PEOPLE WHO WE CAN CONTACT AS PERSONAL REFERENCES. PLEASE DO NOT INCLUDE IMMEDIATE FAMILY.

IF POSSIBLE, INCLUDE A PASTORAL REFERENCE.

1. NAME _____ DAY PHONE (____) _____

RELATIONSHIP _____ EVENING PHONE (____) _____

2. NAME _____ DAY PHONE (____) _____

RELATIONSHIP _____ EVENING PHONE (____) _____

3. NAME _____ DAY PHONE (____) _____

RELATIONSHIP _____ EVENING PHONE (____) _____

IF YOU HAVE ANY QUESTIONS ABOUT ANY PART OF THIS APPLICATION, PLEASE CIRCLE THEM SO THAT WE MAY DISCUSS THEM IN YOUR INTERVIEW. THANK YOU FOR TAKING THE TIME TO PRAYERFULLY CONSIDER YOUR INVOLVEMENT WITH THE HIGH SCHOOL MINISTRY.

IF YOU WOULD LIKE TO ADD ANY FURTHER COMMENTS TO THIS APPLICATION PLEASE DO SO BELOW. THEN PLEASE SIGN AND DATE THIS APPLICATION.

APPLICANT _____ **DATE** _____

CORE GROUP LEADER GUIDELINES AGREEMENT

WE BELIEVE STRONGLY IN "RELATIONAL MINISTRY," GROWING TEENAGERS IN CHRIST THROUGH PERSONAL RELATIONSHIPS AND CARING THROUGH CARDS, PHONE CALLS, AND SPENDING TIME TOGETHER OUTSIDE OF WEDNESDAY EVENING AND SUNDAY MORNING PROGRAMS.

1. These are expectations we have as you disciple students. Will your schedule allow you to meet these expectations? Yes No
2. Do you see any changes in your schedule in the future? Yes No
3. Our church requires that core group leaders be willing to pursue church membership. are you currently a member of FEFC? _____ If not, are you willing to pursue membership? _____
4. How many times in the last three years have you been cited for a moving traffic violations? _____

Please explain each instance briefly:

5. Please put a check mark next to the following that you have had any prior involvement in, experience with, or allegations of, in your life:

- Divorce Parents are divorced You have been divorced.
- Alcohol use
- Drug use
- Tobacco use
- Homosexuality
- Premarital sex
- Victim of abuse Physical abuse Emotional abuse
- Sexual abuse (have you ever had a sexual experience as a juvenile with an older person?)
- Have you ever touched a child inappropriately (sexually or physically)?
- Pornography or unhealthy fantasizing (video, internet, magazines, phone lines)
- Cultism or witchcraft
- Have you ever been arrested? If so, please explain the circumstances.

Do you have additional comments you would like to add about any of the above?

CORE GROUP LEADER GUIDELINES AGREEMENT, CONTINUED

6. Much of what the apostles learned from Jesus probably came through their observations of what He said **and** what he didn't say, what He did **and** what He didn't do. High School students are very observant, and much of our ministry is unspoken. We are role models for them, and they tend to believe that what we do and say is what they should do and say. Although these expectations require high standards, we have an obligation as leaders to live godly lives, and be "**above reproach.**"

The following areas are of particular interest to us, and you need to keep careful watch over them. The following is a ministry code of ethics that we would ask you to abide by. Violation of any of the following could possibly result in your removal from ministry. Please initial the following, if you agree to live by these standards in ministering to high school students.

1. _____ I will be committed to a vital, daily relationship with Jesus Christ.
2. _____ I will attend Wednesday night CrossWalk and CrossFire.
3. _____ I am aware that core group leader staff meetings are mandatory.
4. _____ I will let my Lead Associate know in advance, if I am unable to attend any meeting or activity.
5. _____ I am aware of the same-sex ministry rule, which includes not driving home members of the opposite sex unless another adult of the same sex as the student is in the car as well.
6. _____ I will not **initiate** hugs with members of the opposite sex. Side hugs are acceptable.
7. _____ I will not be involved in drug, alcohol, or tobacco use.
8. _____ I will not be involved in dating non-Christians.
9. _____ I will not date high school students.
10. _____ I will not be involved in adultery, fornication, or homosexual activity.
11. _____ I will strive to make wise choices regarding my thought life, and agree to abstain from pornography in any form.

7. ***In an effort to maintain a healthy and effective relational ministry and with a desire to keep core group leaders above reproach, it is necessary to establish certain ministry guidelines. Please initial the following, if you agree to live by these standards in ministering to high school students.***

1. _____ Core group leaders are to maintain a healthy ministry to the students of the same sex while being \ appropriately cordial and encouraging of the opposite sex.
2. _____ Core group leaders, to be effective ministers, are to carry on a relationally-based ministry which will from time to time require one-on-one counseling with a student. This is always to be done in an appropriate setting that is not isolated.
3. _____ Core group leaders are not to have overnights with one student only, but always in a group setting of two or more.
4. _____ Core group leader conduct should always be decent and within the bounds of appropriateness.

(If a leader has questions regarding what would be appropriate behavior with a student, he or she should go directly to the high school pastor.)

CORE GROUP LEADER GUIDELINES AGREEMENT, CONTINUED

IF YOU HAVE ANY QUESTIONS ABOUT ANY PART OF THIS APPLICATION, PLEASE CIRCLE THEM SO THAT WE MAY DISCUSS THEM IN YOUR INTERVIEW. THANK YOU FOR TAKING THE TIME TO PRAYERFULLY CONSIDER YOUR INVOLVEMENT WITH THE HIGH SCHOOL MINISTRY.

I agree that all of the questions contained in this application were answered honestly and truthfully to the best of my knowledge and all points acknowledged with my initials were done so with the full intent of abiding by these guidelines.

I, the undersigned, understand and will support the guidelines stated in this application for the integrity of the ministry and the name of Christ and this local church.

Note: Your signature on this form also confirms your understanding and agreement that:

1. In the event allegations of criminal or sexual misconduct arise regarding your conduct, the church will fully cooperate with any ensuing investigation and/or prosecution.
2. The church will have the right to announce the facts/results of same publicly if deemed necessary or appropriate by the church leadership.

APPLYING CORE GROUP LEADER

DATE _____

HIGH SCHOOL PASTOR

DATE _____

When completed, please submit pages 8 through 16 to the High School Ministry Department in the envelope provided to one of the below. Please also complete and include the three forms which follow this page. These are the Confidential First Evangelical Free Church one page application, the Waiver and Authorization to Release Information form and our Statement of Faith.

1. ***Debbie Shubin at the North Campus youth office.***
2. ***A high school staff member at the High School counter at North Campus on Sunday morning.***
3. ***The church office, (please seal and place postage on the envelope provided).***



FIRST EVANGELICAL FREE CHURCH OF FULLERTON

Departmental Assignment: _____ Date: _____
Name _____ Home # (____) _____ Work # (____) _____
Street _____ City _____ Zip _____ Cell # (____) _____
Sex _____ Date of Birth _____ Email _____ Marital Status _____
Spouse's Name _____ # of Children _____ Ages _____

1. How long have you attended Ev. Free Fullerton? _____ Are you a member of Ev. Free Fullerton? _____
Do you agree entirely with our church's doctrinal statement and beliefs? (See attached copy) _____ If not, which
statement(s) and/or beliefs do you disagree with? _____

 2. How and when did you become a Christian? _____

 3. Other churches/ministries, adult fellowships, and Sunday School classes are you/were involved with?
Contact person? _____

 4. Have you taken the Gift Shop Class? _____ Ministry Interests _____

 5. Have you ever been abused or neglected? No Yes Yes, but I would prefer to discuss this privately.
 6. Have you ever been convicted of physical or sexual abuse with children? No Yes
 7. Have you ever been convicted of any compulsive sexual behavior? No Yes
 8. Have you ever been convicted of possession/sale of controlled substances
or of driving under the influence of alcohol? No Yes
 9. Have you ever been convicted of child pornography, domestic violence or
any other crime against a person? No Yes
 10. Is there any other information that would call into question your ability to
work with children or adolescents? No Yes
 11. Please list two people who have known you for five years and who we can contact as your personal references.
No immediate family and one pastoral reference.
 - 1) Name _____ Day/Cell Phone _____
Relationship _____ Evening Phone _____
 - 2) Name _____ Day/Cell Phone _____
Relationship _____ Evening Phone _____
-

Your signature on this form also confirms your understanding and agreement that:

1. I have answered all of the questions contained in the application honestly and truthfully.
2. I understand and will support the guidelines stated in the departmental attachment for the integrity of the ministry and the name of Christ and the First Evangelical Free Church of Fullerton.
3. In the event allegations of criminal or sexual misconduct arise regarding my conduct, I understand the church will fully cooperate with any ensuing investigation and/or prosecution.
4. I understand and agree that the church will have the right to announce the facts/results of same publicly if deemed necessary or appropriate by the church leadership.

Print Name _____ **Signature** _____ **Date** _____

STATEMENT OF FAITH
FIRST EVANGELICAL FREE CHURCH OF FULLERTON, CALIFORNIA

As members of this church, we believe in the following statement of faith:

- A. The Scriptures, both Old and New Testaments, are the inspired Word of God without error in the original writings, the complete revelation of His will for the salvation of men, and the divine and final authority for all Christian faith and life.
- B. There is one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.
- C. Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the virgin Mary. He died on the cross a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He is now our High Priest and Advocate.
- D. The ministry of the Holy Spirit is to glorify the Lord Jesus Christ and, during this age, to convince men of sin; regenerate the believing sinner; indwell, guide, instruct and empower the believer for godly living and service.
- E. Man was created in the image of God but fell into sin and is therefore lost, and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
- F. The shed blood of Jesus Christ and His resurrection provide the only ground for the justification and salvation for all who believe, and only such as receive Jesus Christ by faith are born of the Holy Spirit and thus become the children of God.
- G. The personal, premillennial and imminent return of our Lord Jesus Christ is our "blessed hope" and has a vital bearing on the personal life and service of the believer.
- H. There will be a bodily resurrection of all the dead, of the believer to everlasting blessedness and joy with the Lord, and of the unbeliever to judgment and everlasting, conscious punishment.
- I. The true church is composed of all such persons, who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the Head.
- J. Water baptism by immersion soon after accepting Christ as personal Savior is a testimony of death to sin and resurrection to a new life, and the Lord's Supper is a memorial service, setting forth in sacred and symbolic manner the death of the Lord Jesus Christ; all true believers and only believers should share in it.

I certify that I am in agreement with the doctrinal statement.

If there are any qualifications, please check here and explain below or on an attached sheet.

PRINT & SIGNATURE OF APPLICANT: _____ **DATE:** _____