

STUDENT MINISTRIES

LEADER APPLICATION

Circle the ministry area you are applying for: **PowerLife (6-8)** **Catalyst (9-12)**

GENERAL INFORMATION

First Name Middle Last Name

Street City Zip

Home Phone Cell Phone Email Address

Employer Occupation Work Phone (If ok to call you at work)

Emergency Contact Name Emergency Phone

How long have you attended Hosanna! _____

HOSANNA! SAFE CHILD POLICY

It is the commitment of Hosanna! Lutheran Church of Lakeville (herein "the Church") to provide a Christian environment that is safe, both for those receiving its ministries and for those providing its ministries. Sexual abuse, sexual exploitation, sexual harassment, and physical abuse is not tolerated at the Church. When those employees or volunteers who provide the ministries of the Church engage in sexual abuse, sexual exploitation, sexual harassment, and physical abuse, they violate the terms of their employment or voluntary service. A violation of this guideline may result in disciplinary action, termination of employment, or dismissal.

Should my application be accepted, I agree to be bound by the attached Hosanna! Safe Child Policy, Standards for Adults Working with Students, Hosanna! Mission and Teaching Statement, and Leadership Covenant and to refrain from unscriptural conduct in the performance of my services on behalf of Hosanna! Lutheran Church. If I violate these guidelines, I understand that my volunteer status may be terminated. By signing this application, I state that all of the information given about myself is true.

Signature:

Date:

STANDARDS FOR ADULTS WORKING WITH STUDENTS

As an individual who is committed to working with Hosanna! students, you are valued and supported by this congregation. The following standards are for you and your protection as well as that of the students of the congregation. These standards apply to all persons who supervise or chaperone Student Ministry activities with Hosanna! These standards apply whether you are supervising or chaperoning an activity on Hosanna! property or off-site. Such activities should include any Student Ministry activity that is developed, promoted, and supported by Hosanna! Lutheran Church.

- All adult volunteers working in Student Ministries (6th grade through 12th grade) will complete the following process: an application form, a background investigation, an interview, and leader equipping sessions.
- Volunteers working with Student Ministries will be given a job description of their responsibility. Volunteer service should be performed within the limits of the position description. All volunteers will be under the direction of a staff person.
- Adults who have been convicted of either physical or sexual abuse will not be accepted as volunteers in Student Ministries.
- Adults who have, themselves, been violated physically or sexually need the love and acceptance of this church. It is our hope that any previously violated adults who are considering working with children and youth have therapeutically resolved any issues in their past which might negatively impact their work as a volunteer. If these issues are resolved, we offer commendation. If they are not, we pray the volunteer will accept our willingness to help by connecting them with a pastoral designate or licensed Christian counselor.
- Volunteers/staff must use appropriate touch, which should only occur in group settings. Touching students by hugging or putting an arm around a student are reassuring gestures that show care and concern. Volunteers should avoid repeated one-on-one contact with any one student to avoid the appearance of favoritism.
- Volunteers/staff must observe the "two adult/open door" rule, which requires an adult working with children and youth to be accompanied by another adult or to provide visual access to the room.
- Relationships of a romantic nature between volunteers/staff and students are strictly prohibited.
- Volunteers should refrain from excess teasing of students and attention should not be directed to the physical attributes of students, volunteers or staff.
- If any volunteer, staff, or student is behaving in a manner that violates any of the above or in the case of suspected abuse or neglect, inappropriate behavior should be reported to Hosanna!'s Student Ministries Director or the Pastoral Staff as deemed appropriate.
- Use of illegal chemicals by students or adults is strictly prohibited.
- All events involving volunteers and youth need to be approved in advance by the Student Ministries Team.
- Males should pray with and counsel males. Females should pray with and counsel females. If a student pulls you aside for prayer or counsel and you are of the opposite sex; grab another staff member or adult leader of the same sex of the student to be with you as you pray/talk.
- Off site meetings are authorized if adults present have submitted a "Background Investigation Authorization Form" and Hosanna! has received a satisfactory report. Meetings should take place in public settings.

I have read and understand the following policies:

Signature:

Date:



9600 163rd Street West
Lakeville, MN 55044
952-435-3332
www.hosannalc.org

HOSANNA'S MISSION AND WHAT WE TEACH

“Advancing God's Kingdom everywhere, one person at a time”

Hosanna! Mission Statement

1) THE BIBLE. We teach that the Holy Bible is inspired by God and is without error in its original manuscripts. It speaks God's Word to us as our final authority in matters of faith and life (2 Timothy 3:16, Psalm 119:105, Matthew 4:4, 2 Peter 1:19-21, 1 Thessalonians 2:13, Revelation 22:18-19, John 17:17, 20:31). The Bible is not just ancient literature, but rather a living book, which Christ opens to us (Luke 24:45).

2) GOD. We teach that there is one God (Deuteronomy 6:4, Isaiah 44:6, Ephesians 4:4-6) eternally existing in three persons: the Father, the Son, and the Holy Spirit. We call this “the Trinity” (Matthew 3:16-17, 28:19, I Corinthians 12:4-6, II Corinthians 13:13).

3) JESUS CHRIST. We teach that Jesus Christ is both fully God and fully human, who by his virgin birth (Matthew 1:23, Luke 1:31,35); sinless life (Hebrews 7:26, I Peter 2:22); miracles; death on the cross; and bodily resurrection is our Lord and has redeemed us (Romans 5:8). We teach his ascension into heaven (Acts 1) and his imminent return (Revelation 22:20) to earth in power and glory. (I Timothy 3:16, Isaiah 9:6, Colossians 1:15-20).

4) THE HOLY SPIRIT. We teach that the Holy Spirit, true God, makes faith possible (John 14:26, Acts 11:16-17, I Corinthians 12:3, Romans 8:14-17) and dwells in each believer (Romans 8:1-17, I Corinthians 3:16, Ephesians 1:13). The Holy Spirit's natural and supernatural gifts are available and operative today for all Christians (Acts 2, I Corinthians 12:1-11, 28-31, 14:1-12, Ephesians 4:11-13, Hebrews 2:4) and we encourage their use (1 Thessalonians 5:19). All gifts are to be used with reverence and humbleness, and none of them is to be used as a “test” for true faith. We teach that service and leadership in our congregation are based on giftedness by the Holy Spirit, and not on the arbitrary differences of race, gender, age, or social and economic power (Galatians 3:28, Joel 2:28-29, Ephesians 3:4-6).

5) HUMAN NATURE. We teach that human nature contains selfishness, lack of faith, and sin, which are not removable by human means (Romans 3:23). The consequence of this fact is eternal death (Romans 6:23).

6) SALVATION. We teach that Christ alone (Acts 4:12, John 14:6), by His death on the cross and resurrection, provides salvation from sin, death and the power of the devil. This salvation is a gift; it is free and cannot be earned. We call this grace (Ephesians 2:8-9). Because of this grace, we teach that one can be certain of eternal life (“assurance” – John 5:24) and the forgiveness of sins (Acts 10:43). We teach that we partake of this free gift of grace by faith alone (Habakkuk 2:4, Romans 1:17, Galatians 3:11, Hebrews 10:38). We call this “justification.” It happens once and for all as the believer receives Christ into his or her heart and is reborn/ regenerated (Romans 3:3, 10:9-10, Revelation 3:20, John 3:1ff) by water and the Spirit (John 3:5).

7) CHANGED LIFE. We believe that becoming a Christian leads to a changed life (2 Corinthians 5:17). We call this change “sanctification,” which is a life-long process of growth in selfless love, humbleness, service, stewardship, and holiness under the guidance of the Holy Spirit. Change and growth are not optional for those saved by grace (James 2:17, Romans 12:2). Because a good tree bears good fruit (Matthew 7:17-18), people justified by grace through faith act on that faith and will change and grow in Christ (2 Peter 3:18, James 1:22, 2 Corinthians 3:18, 5:17, Ephesians 4:22-24).

8) THE CHURCH. We teach that we are a part of the one true Apostolic Church (Ephesians 3:4-6, Romans 12:5) that is made up of all those of every time and every place who have believed in Christ as Lord and teach the teachings of the Apostles as recorded in the New Testament. The outward marks of this universal Church are the faithful preaching of the Gospel and obedience, in good faith, to Christ's commands to baptize in the name of the Trinity and to provide for the Lord's Supper. We extend the hand of fellowship to all members of this universal Christian Church (Romans 15:7). All such are welcome at the Lord's Supper at Hosanna! Instruction for the Lord's Supper is provided for all people grade 4 and up.

9) PRAYER. We at Hosanna! are people of prayer. We teach that God commands us to pray and promises to hear us (James 5:16, Matthew 18:18-20). We teach that God communicates His power and presence to believers through prayer (Revelation 3:20-22). We teach that God answers prayer and we encourage everyone to grow in prayer (Ephesians 3:20-21). We believe that God still works miracles in answer to prayer (Luke 20:38).

10) BAPTISM AND THE LORD'S SUPPER. We teach that Jesus instituted Baptism and the Lord's Supper. They are two ways, along with his Word, that he pours his grace out for us. Lutherans and some other churches have called them *sacraments*. Other faithful churches have called them *ordinances*. We baptize believers (Acts 8:26-39) and the children of believers (Acts 16:15, I Corinthians 1:16, Joshua 24:15, Luke 18:16). We teach that it is imperative for children who are baptized to come, in the Lord's time, to a personal saving faith in Christ (Hebrews 10:39, John 3:16, Romans 10:9) for the promises of baptism (Romans 6:3-4, Mark 16:16, 1 Peter 3:21) to be effective. We accept the baptisms of those who come to us from other congregations and denominations as valid, provided that they were performed with water in the name of the Trinity (Matthew 28:19). We do not teach that unbaptized children who die are lost for eternity. We teach that Christ is truly present in the bread (Matthew 26:27) and the wine/juice (Matthew 26:28) during the Lord's Supper. For the promises associated with Communion to be effective, these elements must be received in faith (1 Corinthians 11:29). Based on the Lutheran teaching of the “priesthood of all believers” (1 Peter 2:9), the Vision Board reserves the right to grant permission to any trained person to distribute the Lord's Supper. In summary, we teach that God acts in Baptism and the Lord's Supper, but that our faith is not an optional part of the equation.

11) OUR LUTHERAN HERITAGE AND IDENTITY. We teach that the Apostles', Nicene, and Athanasian Creeds as well as the unaltered Augsburg Confession and Luther's Small Catechism are faithful witnesses to the Gospel. We identify with the confessing movement begun in the Lutheran Reformation. We teach the Lutheran themes of grace through faith alone (apart from “earning” salvation), scripture alone (scripture has the prominence over tradition and human reason), and Christ alone (there is no other path to salvation). Accepting that Lutheranism is a broad global movement, we are not responsible for what other Lutherans teach that may conflict with our teachings at Hosanna! We affirm that Christ alone is the head of the church (Ephesians 4:15-16) and thereby affirm a congregational polity and do not recognize the authority of other organizations or partnerships to have jurisdiction over our teaching.

12) THE LAST THINGS. We teach that Christ will return soon in power to judge the living and the dead (Revelation 22:20, Daniel 12:2, Matthew 25:31). We teach eternal salvation for the Church in heaven (John 14:3, John 3:16) and eternal punishment in hell for those who reject Christ (Luke 12:9, John 5:29). We teach that those who die in faith are immediately, in spirit, in the presence of Christ (Luke 23:43, 2 Corinthians 5:8). On Resurrection Day, all the faithful together will receive glorified bodies (1 Corinthians 15:51-55, I Thessalonians 4:13-18).

13) HEALING. We believe that the Gospel of Jesus Christ touches the whole person – forgiveness for the spirit, freedom for the soul, and healing for the body – and comes to us by grace through faith in Jesus Christ (Romans 4:16, Isaiah 53:4-5, Matthew 8:16-17, 1 John 3:8, Luke 9:56-NKJV, 1 Thessalonians 5:23, Philippians 1:6 AMP).

14) OUR TEACHING ON CURRENT ISSUES. We, as Protestants, do not teach that we can bind the conscience of the individual believer. However, the Bible calls us to give a clear teaching, even if unpopular, on current issues. What is actually believed is up to the heart of each individual Christian as the Holy Spirit is at work in him or her.

- We teach that a full sexual relationship belongs within the boundaries of a publicly committed marriage between one man and one woman (Genesis 2:24, Exodus 20:14, Romans 1:26-27, Ephesians 5:31).
- We teach the sanctity and defense of all human life including the unborn (Deuteronomy 30:19, Psalm 139:13-19, Jeremiah 1:5, Proverbs 31:8).
- We teach that we are to be proactive in peacemaking and the prevention of violence (Ephesians 2:14, Matthew 5:9)
- We teach that Christians are to work actively to break down the barriers that divide people; especially those of race, economics, and gender (Acts 10:34-35, Galatians 3:28). We do not believe that these distinctions will matter in heaven (Revelation 7:9) and teach that the church on earth should begin to mirror and strive for this eventual reality (Matthew 6:10, James 1:22).

WHAT WE TEACH Continued...

- 15) OPTIONAL MATTERS.** We teach that the Bible is non-conclusive on the following issues and that they are a matter of human conscience:
- We do not teach that the Bible gives a clear teaching on specific age for the baptismal candidate and amount of water for baptism.
 - We encourage a sense of readiness and a zeal for the return of Christ, but leave view on the exact sequence and complexity/simplicity of the last things up to the individual believer.
 - We do not teach that the Bible gives a clear teaching on whether or not salvation can be lost.
 - Because of the breadth of human experience of God, we do not teach a narrow doctrine on how one must experience the relationship between being "born again" and the "infilling/baptism of the Holy Spirit."
 - Some feel that faith calls for abstinence from alcohol. Others model a responsible, moderate use of alcohol.
 - We do not teach that the Bible gives a clear teaching on how "predestination" works or whether it exists in human terms at all. We avoid controversies on this topic; especially those related to salvation.
 - We do not teach that extra-biblical customs and teachings of human origin ought to be decisive.

16) CONCLUSION: TEACHING AT HOSANNA! We, the Hosanna! Vision Board, are responsible for "what gets taught" at Hosanna! and encourage all who teach, whether from the pulpit, in classes and small groups, or among children and young people, to respect our boundaries, identity, and integrity as a congregation by refraining from teaching in direct contradiction to the above affirmations **when speaking for the Church.** Those with serious objections to parts of this document are encouraged to bring them up with us, the Lord may be speaking through you! We also encourage all guest speakers to be familiar with these affirmations and to respect us as we respect you.

Approved by the Hosanna! Vision Board as a continuing resolution. June 1996 version, as added and renumbered November 2012.

I have read this Hosanna! Lutheran Church Mission and What We Teach Statement and agree not to teach or encourage thoughts or behaviors contrary to it and hereby accept and agree to uphold and practice, on a daily basis, "Hosanna's Mission and What We Teach."

Signature:

Date:

Leadership Covenant

In an effort to practice and model Biblical values of love and respect in our daily living and in our relationships with one another, we will strive to keep the unity of the Spirit through the bond of peace.

The Bible frequently speaks about a holy lifestyle. Such passages are found throughout the Old and New Testaments.

The Bible describes character qualities and actions that should be present in the lives of believers. These include prayer, kindness, humility, compassion, forgiveness, hospitality, personal integrity, generosity to the poor, care for the oppressed, study of God's Word, accountability to one another, sharing our faith with others, recognition of the rights of others, commitment to justice, regular gathering for worship and living in harmony.

The Bible also identifies character qualities and actions that should not be present in the lives of believers. For example: destructive anger, malice, rage, sexual immorality, impurity, adultery, evil desires, greed, idolatry, slander, profanity, lying, homosexual behavior, drunkenness, thievery, and dishonesty.

To honor these values as Hosanna! leaders, we personally and corporately agree and commit to:

- Teach in line with Hosanna's Teaching Statement and to strive to live a life that reflects these beliefs. (1 Thessalonians 4:7 & 12)
- Pursue reconciliation and, when possible, resolution in all interpersonal conflicts in accordance with the Hosanna! Common Ground Statement. We will strive to practice unity, not unanimity. (Ephesians 4:1-7 and 14-16)
- Talk directly to those with whom we experience conflict rather than talking about them to others. We will direct others to the person they have spoken about and we will follow up until completed. (Matthew 18-15-17)
- Be edifying in our discussions about others. We will take opportunities to speak well of co-workers and thereby advance their ministries. (1 Corinthians 16:10-12)
- Support the vision of the Senior Pastor and Vision Board in both actions and words. (Hebrews 13:17)
- Hold each other accountable in love when we violate these commitments. (Galatians 6:1-2)

As we celebrate this covenant, we encourage and challenge each other with these verses:

"Let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom, and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him." (Colossians 3:15-17)

Signature:

Date:



9600 163rd Street West
Lakeville, MN 55044
952-435-3332
www.hosannalc.org

Volunteer

Background Investigation Authorization Form*

(Please Read Carefully Before Signing)

The Fair Credit Reporting Act requires that we inform you that a background investigation may be processed as part of our screening and selection process. This investigation may include inquiries to gather legal information regarding your personal characteristics, mode of living, character, and general reputation. This information, if gathered, is used to verify specific information that you provided on an application, resume, or during the interview process. Upon your written request, within a reasonable timeframe, the nature and scope of the report, if one is made, will be provided. In addition, if a report is processed, you have a right to request a copy of the report from the consumer reporting agency.

The items of personal information requested below are needed to process your background investigation. This information is intended solely for that purpose and will not be used in a discriminatory manner in the making of business decisions.

Specific area of volunteer work applying for:			
Social Security Number:		Date of Birth: <small>(Must be 18 or over)</small>	
Driver's License Number:		State of Issue:	
<input type="checkbox"/> Checking this box affirms I have automobile liability insurance and agree to maintain such coverage while driving for or on behalf of Hosanna!			

List your most recent addresses for the past 7 years, starting with most recent: *(Must include current address.)*

	Street Address	City, State	Zip Code	From MM/YY To MM/YY
Current address:				
Previous address(es):				

Have you ever been convicted of a crime (Other than minor traffic offenses)? Yes: No:

If yes, please explain charges: (Use an additional sheet of paper if necessary)

In what County, State, and year did these convictions occur?

Other names you have used, including maiden name and the date(s) your name(s) changed:

I authorize Hosanna! Lutheran Church and/or its agents to investigate my background as it pertains to volunteering considerations. This may include information contained in public records which could include credit history; criminal files at the county, state, and federal jurisdiction levels; motor vehicle records; and investigations of employment history and performance and educational credentials. I hereby release all persons, companies or corporations furnishing such information from liability and responsibility. A copy of this document can be substituted for the original. This document shall be valid during my tenure as a volunteer.

Signature:	Date:
Printed Full Name of Applicant:	

Do you wish to receive a copy of your consumer/background report? Yes: No: (Office use: Copy Sent)

*Note: For employment, use the **Employment Background Investigation Authorization Form** and only after conditional offer has been made.



9600 163rd Street West
 Lakeville, MN 55044
 952-435-3332
 www.hosannalc.org