

Please return to:
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 Website: livingbibleexplorers.com Fax: 204-775-7525

“A father to the fatherless, a defender of widows, is God in His holy dwelling.” Psalm 68:5

For over 40 years now, LBE has been a Winnipeg inner city ministry bringing the gospel of Jesus Christ to children and their families. We encourage you to read our general brochure to help see the vision God has given us.

At LBE we see ourselves as interdenominational Christians. We have the status of a denomination but we do not belong to any registered denomination, organization or church. Living Bible Explorers Inc. is a federally registered charity for the purposes of receiving gifts and providing tax receipts. We are members of the Canadian Council of Christian Charities (CCCC) for the purposes of accountability, structure and financial practices.

Name: _____
 Address: _____
 Telephone: _____ Postal Code: _____
 E-mail address: _____
 Age: _____ Date of Birth: _____ Present Occupation _____
 Marital Status: Single _____ Dating _____ Engaged _____ Married _____
 Separated _____ Divorced _____ Remarried _____ Widow (er) _____

Education

Grade Completed _____ School _____
 University/College: Degree _____ Major _____ School _____

CHURCH AFFILIATION: _____
 Are you currently an active member? _____

Area Of Anticipated Involvement With LBE (Please Check)

- | | | |
|---|---|--|
| <input type="checkbox"/> Weekend Camps | <input type="checkbox"/> Children Programs | <input type="checkbox"/> Summer Day Camp (July-August) |
| <input type="checkbox"/> Teen Programs | <input type="checkbox"/> Teen Lunch Drop In | <input type="checkbox"/> Summer Camp (July – August) |
| <input type="checkbox"/> Board of Directors | | |

Other _____

Anticipated Length of Involvement _____

List Any Additional Current Volunteer Commitments _____

More About You

Do you have a valid Driver's License? _____ What class? _____

Are there any restrictions? _____ If yes, please explain _____

Do you use tobacco? ___ How Often? _____ Alcoholic beverages? _____ How often? _____

Use nonprescription drugs? _____

Have you ever been convicted of a criminal offense (exclude minor traffic violations)?

Yes ___ No ___ If yes, please explain _____

Previous Related Experience And/Or Training _____

Please State Briefly Why You Would Like To Work With Living Bible Explorers.

Please Discuss Your Personal Encounter With Jesus Christ.

(Use additional page if required)

Discuss Your Spiritual Growth During This Last Year.

(Use additional page if required)

References

1. Name: _____ Phone # _____

2. Name: _____ Phone # _____

3. Pastor: _____ Phone # _____

Address _____

I have read and agree with the LBE "Statement of Faith and Purpose" on page 5 and have read and agree with "Qualifications of LBE Leaders and Volunteers" on page 6, "LBE Conflict Policy" on page 7, "as well as the "Lifestyle & Morality Standards" on pages 8-9.

Signature: _____

Date _____

Self Evaluation

Please underline appropriate comments and add any that you feel describe you better. Be honest with yourself!

Responsibility: dependable • shy away from • it never give up • a quitter

Personality: outgoing • withdrawn • optimist • pessimist • creative • adventurous

Sociability: friendly • enjoy people • a loner • sense of humor • need privacy • quiet

Flexibility: adjust quickly with difficulty • enjoy change • resistant to change

Emotional Stability: stable • moody • nervous • irritable • easily discouraged
• occasional depressions

Physical Health: in shape • average • out of shape • tire easily

Any Physical Challenges/Injuries: _____

Enjoy Hard Work: very much • complete assignments • shy away from work

Cooperate With Others: very well • most of the time • not at all

Enjoy The Outdoors: love it • once in a while • only if necessary

Christian Testimony: dynamic • effective • weak • difficult to share

Relationships At Home: exceptional • good • fair • poor • have none

Attitude To Children: love them • enjoy them • tolerate them • dislike them

Attitude To Teens: love them • enjoy them • tolerate them • dislike them

Leadership With Peers: exceptional • good • fair • a follower

Leadership With Children: exceptional • good • fair • no experience

Authority: respect it • resent it • cooperate with those in authority • difficulty in submitting

Medical Condition(s) (if any) _____

Medication Taken Regularly _____

Spiritual Gifts

“A spiritual gift is a special work of the Holy Spirit whereby he grants to you grace for effective spiritual service.”

Please circle the correct number that describes your strength in each gifting (5 being strongest)

TEACHING Love teaching God's word and in an understandable way for children and/or teens	1	2	3	4	5
PREACHING A passion to speak the Word of God boldly and clearly for children and/or teens	1	2	3	4	5
EVANGELISM A passion to tell people about Jesus Christ; his life, death, resurrection and the work of the Holy Spirit and to see people receive Jesus Christ as Savior	1	2	3	4	5
SERVING A love to serve people	1	2	3	4	5
GIFT OF HELPS A love for giving time and/or money to aid in a greater vision	1	2	3	4	5
ADMINISTRATION The ability to understand clearly the immediate and long-range goals of a group (small or large) and to devise means to help people accomplish those goals	1	2	3	4	5
PRAYER MINISTRY Have gift of insight when praying and interceding for people and a desire to see people freed from sins and struggles through the power of the Holy Spirit	1	2	3	4	5
LEADERSHIP An ability to see with an eye of faith what God purposes and impart that to others, seeking to serve Christ and His people	1	2	3	4	5
ENCOURAGEMENT The ability to stir people to action, to so encourage, stimulate, counsel, and comfort people that they are enabled to grow and serve.	1	2	3	4	5
MERCY/ COMPASSION Deep sympathy for those in struggle/sorrow and a desire to help alleviate their pain through God's love	1	2	3	4	5
MIRACLES The ability to be used by God to bring about the unexplainable	1	2	3	4	5
HEALING That special ability to be used as God's intermediary to cure illnesses and restore health apart from the use of natural means.	1	2	3	4	5
GIVING The ability to use with liberality, cheerfulness, and without ulterior motive, one's time or money for the good of others and the glory of God.	1	2	3	4	5

Mission Statement

Living Bible Explorers is an interdenominational Christian organization committed to helping children, youth, and families become responsible, productive and spiritually mature adults.

Building on the strength of the long-term trusting relationships developed within LBE's clubs and camps, people are helped to develop their relationship with God. We want to provide an "off the streets" place where children and youth can safely belong, where activities and learning are wholesome and enjoyable.

Ministry Foundation:

1. This ministry is based on the reality of Jesus Christ as personal Lord and Savior.
2. We receive strength from God to bring the message of His favor and to show His love in action.
3. God provides His children with spiritual renewal and rebirth to live and abundant life.

Statement of Faith and Purpose

Statement of Faith

- a. There is one God, eternally existing in Three Persons; Father, Son, and Holy Spirit.
- b. Jesus Christ was conceived by the Holy Spirit and born of the virgin, Mary.
- c. Personal redemption has been accomplished solely by the shed blood, the Resurrection, and the Ascension of our Lord Jesus Christ, Son of God, Who was made a sin and a curse for us, dying in our place.
- d. By nature, all are lost apart from Jesus Christ. Salvation is by God's Grace alone, through Faith in Jesus Christ.
- e. The Scriptures of the Old and New Testaments were inspired by God and are without error in the original writings.
- f. The scriptures are the correct rule for life and conduct.
- g. The God of the Bible is real and He invites people to put their lives under His control, so that He can give them a joyous and meaningful life.

Purpose

- a. To provide a regular place and program of religious instruction and worship for children and their families in the core areas of the city of Winnipeg.
- b. To evangelize and disciple children and their families in the core areas of the city of Winnipeg.
- c. To establish and direct programs and activities that will achieve these purposes.

Qualifications Of LBE Leaders

Living Bible Explorers is ministering to impressionable young people. We strive to teach the Gospel of Jesus Christ and the biblical principles and laws of Christian life. We must honestly model what we teach and be Christians of character who “lives the life” and does not just talk about it.

It is fair to say God is more concerned about present character and behavior, and not past failures (Galatians 5:22-25). He expects progressing maturity and not immediate perfection (Philippians 3:10-16). When we realize where we would be without Jesus Christ in our lives, we now have the basis of a personal testimony of God’s transforming grace (1Timothy 1:8-14).

These are our expectations of you:

1. **That you have prayed and invited Jesus Christ into your heart and you are born again, saved, and washed by His blood.** Romans 10:9-10 says... *“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. For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved.”* (If you are not sure of this we would love to pray with you.)
2. **That you are attending a church regularly.** Membership is up to you personally but it is recommended. Fellowship with Christians in a church is not only important to your growth, but is also obedience to the Word of God. Hebrews 10:26 *“Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another”.*
3. **That you are water baptized.** Peter replied, *“Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins.”* Acts 2:38. If you haven’t been baptized we can arrange this or we encourage you to talk to your pastor for his direction.
4. **That you are learning generosity.** Giving gifts and tithes out of your own resources is a sign of maturity, obedience and God’s work on our heart. As we work with the poor, this grace becomes very important to your personal impact in others lives. *“Each person should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.”* 2 Corinthians 9:7
5. **That you read and study your Bible regularly.** *“Your word is a lamp to my feet and a light to my path.”* Psalm 119:105. God will speak to you through His word. With the knowledge of His word we are filled with truth to share at LBE and in our daily life. *“Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.”* 2 Timothy 2:15. (If you need a Bible, let us know.)
6. **That you can pray.** The two areas we need to see you develop are first for yourself, that you can seek your needs by faith from God, and secondly that you learn to pray with others and in particular with the young people to whom you are ministering. Prayer ministry time is very important at LBE and you will be called upon to be involved. We offer instruction and we will help you minister in a team where appropriate. *“And pray in the Spirit on all occasions with all kinds of prayer and requests. With this in mind, be alert and always keep on praying for all the saints (fellow Christians).”* Ephesians 6:18
7. **That you are a worshiper.** God desires worshipers. *“...the true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks.”* John 4:23. You may be expressive or quiet, but we want LBE members to let everyone know who is our King and how we love him. Singing, dance, hand clapping, actions, instruments, raising hands and bowing down are all welcomed biblical expressions of our worship to God.
8. **That you are a team player.** Our desire is to work as a team. Just as the church is one body we need all the parts working together. We discourage “lone rangers” and require all to work as “team players”. You need to support, encourage, and hold accountable other team members. We need to be respecting ideas, code of ethics, pursue Godliness together, and strive to grow in love.
9. **That you walk in submission.** As Christians, God requires us to walk in submission to the authorities in our lives. As a team of leaders we need to walk in respect of the authority in place at LBE. Approach us in love as you need. *“Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God.”* Romans 13:1

LBE Conflict Policy

Occasionally, LBE will encounter situations where leadership must be responsible for Biblical decisions and accountability on matters involving members of the organization. Conflicts and disputes may arise in the following areas:

1. A dispute over the manner in which a staff member, leader, volunteer or associate has handled a situation or conducted himself
2. Differences arising between any of the above personnel
3. A person being ministered to demonstrates unacceptable behavior creating a need for special attention
4. A parent or guardian has a conflict with a person or policy of the organization

The handling of any of the above needs to be done in an orderly fashion and documented. It is recommended that all conflicts be treated seriously. **A phone call response is required within 24 hours.**

1. The first contact should be made by the ministry coordinator directly responsible for the parties involved. For example, if the child, parent, volunteer, or staff member involved was under the direction of a girls program, the correct person to make the contact and collect information needs to be the Girl's Program Coordinator. Therefore, the coordinator is empowered with the authority to solve the conflict. All information is to be held in strictest confidence. All other staff and personnel are to defer the process to the correct coordinator and to remain neutral.
2. The order of protocol is to bring all of these matters to the General Manager and seek his assistance. If the General Manager is absent for more than one week, the Chair of the Board and/or the Staff Director needs to be informed of the conflict. It may be considered a breach of trust, to involve other staff members, personnel or LBE members.
3. Each program or event has a policy for child discipline and procedure. The situations arising in a program should be directly handled by the program coordinator. The General Manager will make himself available to assist as needed.
4. **The process of reconciliation is to be started within one week of the conflict by meeting with all parties, if possible.** This will be first attempted by the coordinator and then with the assistance of the General Manager when necessary.

It is the LBE directive and desire to seek forgiveness and reconciliation for all parties involved. This will be based on the Biblical model. We are required to hold ourselves and each other accountable, where parties will submit to these ideas.

In addition to the above, the LBE Leaders Application and Requirements become the rule of acceptable and accountable behavior for all leaders. Any breach of these requirements will require a meeting with the person in question within one week (if possible). The continuation of leaders in service will be enabled by continual submission to these requirements.

Where a conflict can not be solved quickly and/or willingly by a party involved, it is recommended the parties involved either be separated from LBE for a reasonable time or be put on probation/restrictions until the matter can be addressed properly. This will be based on prayer and agreement between LBE staff and authorized by the General Manager or Board of Directors.

Special Conditions for Leaders

As a group of ministering Christians, we must operate from a different state of mind than conventional conflict resolution. We have the mind of Christ and we can make spiritual judgments (1 Cor. 2:15 and 16). To this end we must proceed without "demanding our rights". This becomes a high expectation for each other to strive for unity. It is important that we are not contentious or stubborn with each other. In seeking to reconcile we must be slow to judge and quick to encourage and affirm each other. To put this simply, "they will know we are Christians by our love for one another".

LBE Lifestyle And Morality Standards

This policy sets out standards and principles that express loving faithfulness and service to Christ as a condition of service with Living Bible Explorers, whether as a volunteer or an employee.

In all its endeavours, LBE seeks to glorify God. Volunteers and employees of Living Bible Explorers are required to fully support the objects of LBE, to endorse the Christian commitment of the membership, and to conduct themselves in a manner consistent with principles of Scripture. The points outlined in this policy are based on Scripture¹, which is accepted LBE to be the final authority in matters of faith and conduct.

All who serve with LBE are encouraged to establish personal, spiritual disciplines that will foster and promote a deep, intimate relationship with God, which is essential to effective service as a Christian believer. This includes prayer, Bible study, regular church attendance, and sharing of faith and beliefs with others. Active membership in a church with beliefs that are consistent with Living Bible Explorers' *Statement of Faith* and *Qualifications of a Volunteer* is a requirement to demonstrate a personal commitment to the Lord Jesus Christ. Living Bible Explorers rejects the following conduct, viewing it as being incompatible with Christian standards and values for a personal lifestyle of anyone serving with Living Bible Explorers:

- | | |
|--|---|
| 1. Breach of trust or confidence | - Matt. 5:37;19:18; Philippians 4:8; 1 John 3:3 |
| 2. Lying or deceit | - Matthew 5:37;19:19; Ephesians 4:25,29 |
| 3. Extramarital sexual relationship(s) (adultery) | - Exodus 20:14; Leviticus 18; Matthew 5:27-32; 19:9,18-19; Romans 7:3; 1 Corinthians 5:1-2,9-13; 6:9-10,13-20; 10:8; Ephesians 5:3-5; 1 Thessalonians 4:1-8; Hebrews 13:4 |
| 4. Premarital sexual relationship(s) (fornication) | - Exodus 20:14; Leviticus 18; Matthew 5:27-32; 19:9,18-19; Acts 15:29; 1 Cor. 5:1-2,9-13; 6:9-10,13-20; 10:8; Ephesians 5:3-5; 1 Thessalonians 4:1-8; Hebrews 13:4 |
| 5. Reading or viewing pornographic material | - Philippians 4:8; Colossians 3:5; 1 John 3:3 |
| 6. Homosexual relationship(s) | - Leviticus 18; Romans 1:26-27; 1 Cor. 10:8; 1 Thessalonians 4:3; Hebrews 13:4 |
| 7. Theft or fraud | - Exodus 20:15,17; Matthew 5:37 |
| 8. Physical aggression | - Leviticus 18; Philippians 4:8; 1 Timothy 5:22; 1 John 3:3 |
| 9. Abusive behaviour | - Leviticus 18; Philippians 4:8; 1 Timothy 5:22; 1 John 3:3 |
| 10. Sexual assault/harassment | - Leviticus 18; 1 Timothy 5:22; 1 John 3:3 |
| 11. Using illicit drugs | - Philippians 4:8; 1 Timothy 5:22; 1 John 3:3 |
| 12. Criminal activity | - Exodus 20:12-17; Matthew 5:37; 1 John 3:3 |

¹ Genesis 1.27-28; 2.18-25; Exodus 20; Leviticus 18; Deuteronomy 4.2; Psalm 119.89; Proverbs 5.19-19; Matthew 5.17-19; 5.27-32, 37; 19.3-9; 18-19; Mark 13.31; Acts 15.29; Romans 1.26-27; 7.2-3; 15.4; 1 Corinthians 5.1-2, 9-13; 6.9-10,13-20, 7.3-5, 8-9; 10.6-11; Ephesians 4.25,29; 5.3-5; Philippians 4.8; Colossians 3.5; 1 Thessalonians 4.1-8; 1 Timothy 5.22; Hebrews 13.4; 1 John 3.3.

Enforcement Of Morality Standards

In the event of a violation or breach of these standards. Living Bible Explorers will work to bring about the restoration of the individual in order to maintain a working relationship with the organization dependent upon the nature and extent of the violation or breach. The restoration process allows for a three-stage process, the second and third stages being at the total discretion of LBE.

The first stage of restoration shall be a review of the problem by the supervisor and/or the General Manager together with the individual.

The second stage is the "restorative" process that is dependent not only on the repentance by the individual in reference to the conduct complained of but also on the nature and severity of the breach or violation. In the second stage, LBE may recommend that the individual undergo professional counselling and assessments and may apply a probationary period of involvement with LBE to allow for the correction of the conduct or behaviour of the individual. When restoration is deemed complete and is determined to be successful, as determined in the sole discretion of LBE, then LBE will provide ongoing support and accountability for the individual.

The third stage of is the termination of the working relationship between the individual and Living Bible Explorers. As the violation of this policy by the individual is recognized by LBE and the individual as a fundamental breach of the relationship, the individual accepts that LBE may in its sole discretion terminate the relationship without notice or compensation.

At functions where an individual is attending as a representative of Living Bible Explorers, abstinence from supportive discussion and/or use of tobacco and alcohol is required out of respect for the diversity of opinion within the evangelical community on the use of these products, and to give extra care to avoid causing an offence or setting an inappropriate example. The use of tobacco is discouraged out of consideration for the health and well-being of the individual, his or her work associates, and family.

Living Bible Explorers Code of Confidentiality

I will keep any information communicated to me by a child, teen, volunteer, or any other participant in Living Bible Explorer's programs, completely confidential, understanding that in my role as a volunteer I hold a place of trust. This means that I will not communicate any confidences made to me, or speculate on them, regardless of how widespread the information is known. If the information that has been communicated to me puts me, other people, or the person in question at risk, I will immediately seek consultation from the Overseer(s) of the program after first telling the child/teen/person that this is my intention.

I _____ agree to adhere to the code of confidentiality.

Signature _____

Date _____