



Child Evangelism Fellowship® of South Carolina, Inc.



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## SUMMER MISSIONARY TERMS AND CONDITIONS

**IMPORTANT NOTIFICATION:** If you are under 18 years of age, your parent/guardian must carefully review this document along with you. By applying, you indicate that you have obtained their permission to participate, and that both you and they agree to the terms and conditions provided as well as consent to any other terms or conditions subsequent to this document while choosing to remain in the program.

phase

1

**Program Acceptance Phase**

Completely read through these documents. Fill out the online application and submit references with the understanding that you must attend all required trainings and pass all practicums to achieve Missionary Status. Once completing the online application, you may wish to contact your local CEF office to make them aware you are applying. They may desire to schedule an interview with you after reviewing your application and contacting your references.

phase

2

**Training School Phase**

When accepted into phase 2, you will be asked to fill out additional paperwork to prepare for Training School and move toward the final phase of Missionary Status.

phase

3

**Missionary Status Phase**

Once all Trainings are completed and practicums are passed, you may be asked to fill out paperwork for employment including a Job Description and a Terms of Employment Agreement.

Christian Youth In Action™ (CYIA) student Summer missions is a ministry of Child Evangelism Fellowship® (CEF), an international mission to children, sharing the Gospel of the Lord Jesus Christ, discipling them in the Word of God, and establishing them into the local Church.

- For more information about CYIA in South Carolina go to [www.showmetheACTION.com](http://www.showmetheACTION.com)
- For more information about CEF of South Carolina go to [www.cef-sc.org](http://www.cef-sc.org)
- For more information about the international ministry of CEF go to [www.cefonline.com](http://www.cefonline.com)

## Welcome!

We are excited you sense God's direction to become a Summer Missionary through Child Evangelism Fellowship of South Carolina. For us to have a good start to our ministry relationship, we need to understand each other's expectations. So, thoroughly read through each page. We look forward to an opportunity of working together for the mission of reaching children with the Gospel of the Lord Jesus Christ!

### APPLICANT REQUIREMENTS

**Age:** All participants must be at least twelve (12) years of age, on or before the beginning of the CYIA Training School. All participants must be saved at least one year, are mature and experienced sufficiently to perform without problems. (Local chapters may have different age requirements.)

**Attitudes:** All participants must agree with the Statement of Faith, the Worker's Compliance Agreement, and agree to comply with all Child Protection Policy Forms. Applicants over 18 must be willing to sign a Background Check Authorization form to conduct a national background check. They must be willing to allow access to their Social Media sites like Facebook, Twitter, Snapchat or Instagram. All participants must agree to follow and abide by all policies and leadership of Child Evangelism Fellowship (CEF).

*Being a CYIA Summer Missionary means hard work. You should be willing to come to the office for devotions (when scheduled), and work in a team with other missionaries, teaching Bible Clubs for children. You must be willing to learn and **study** your Bible Lessons, and to accept constructive criticism from your leaders. This summer will be rewarding, but you must also pray and consider the hard work and sacrifices you will face in accepting your task as a CYIA Summer Missionary.*

While attending the CYIA training, you must agree to abide by regulations set forth in the standards of conduct and the dress code and to conform to its fundamental standards of honor. Please be aware that CEF may request the withdrawal of any trainee who, in the opinion of the staff, does not abide by the regulations set forth.

### DRESS CODE

The dress code is not intended to be a legalistic set of laws. It is for the purpose of protecting you, your ministry for the Lord and CEF from "any appearance of evil" (1 Thes. 5:22). We must avoid things that may offend others who have different convictions than our own, especially while serving in ministry. *Check with your local chapter for any additional Dress Code requirements.*

- All clothing must be neat and in good condition.
- Clothing that is **tight** or **suggestive** should not be worn.
- No body piercing (exception – girls ears)
- No extreme hair – color or style.
- **TOPS:** Tank tops, bare midriffs, half shirts, net shirts, low-cut necklines, spaghetti straps, **clothing with objectionable or questionable words or pictures** should not be brought or worn at the training school or for your term of ministry in CEF.
- **BOTTOMS:** Gym shorts, short-shorts, yoga pants, nor baggy pants hanging off the hips and/or hip huggers or low risers should not be brought to or worn at the training school or for your term of ministry in CEF.
- Dresses, skirts (ladies) and shorts (ladies & men) should be worn properly and at a modest length (2" above the knees standard).

### SPECIAL DRESS AT TRAINING SCHOOL:

It will be **HOT!!** So dress accordingly.

- A pool is not available; however, water activities may be available. Therefore, swimming apparel should be modest and only worn during approved scheduled times. Men should wear only short style of swimming trunks and ladies only one-piece suits. A cover-up or shirt should be worn to and from activities for both ladies and men.
- Basketball courts, tennis courts, and a softball field are available. You should bring apparel and equipment that may be useful for these sports but that also adheres to the dress code.

## STATEMENT OF FAITH

### WE BELIEVE—

1. That "All Scripture is given by inspiration of God," by which we understand the whole book called THE BIBLE; that it is inerrant in the original writing and that its teaching and authority are absolute, supreme and final. That the Holy Spirit guided the holy men of old in all that they wrote. 2 Tim. 3:16; Deut. 4:2; 2 Pet. 1:21.
2. The Godhead eternally exists in three persons,—the Father, the Son and the Holy Spirit. These three are one God, having the same nature, attributes and perfection. Rom. 1:20; Matt. 28:19; Deut. 4:35; John 17:5.
3. In the Personality and Deity of the Lord Jesus Christ, begotten of the Holy Spirit, born of the virgin Mary, truly God and truly man. John 1:1, 14; 10:30; Matt. 1:20; Luke 1:30, 31; Phil. 2:5-7; 1 Tim. 3:16; Col. 1:19.
4. In the Personality and Deity of the Holy Spirit, the source and power of all acceptable worship and service, the infallible interpreter of the infallible Word, who indwells every true believer, and is ever present to testify of Christ, seeking to occupy us with Him and not with ourselves or our experiences. John 15:26; Acts 5:3, 4; 1:8; Rom. 8:26, 27; 1 Cor. 2:12, 14; Rom. 8:9; 1 Cor. 3:16; 12:13; John 16:13, 14.
5. That man was created in the image of God, after His likeness, as stated in the Word of God, but the whole human race fell in the fall of the first Adam. Not only was his moral nature grievously injured by the fall but he totally lost all spiritual life, becoming dead in trespasses and sins, and subject to the power of the devil. "The carnal mind is enmity against God; for it is not subject to the law of God, neither indeed can be. So then, they that are in the flesh cannot please God" (Romans 8:7, 8). Therefore, he cannot see nor enter the kingdom of God until he is born again by the Holy Spirit. That no degree of reformation however great, no attainment in morality however high, no culture however attractive, no humanitarian and philanthropic schemes and societies however useful, no baptism or other ordinance however administered, can help the sinner take even one step toward Heaven; but a new nature imparted from above, a new life implanted by the Holy Spirit through the Word is absolutely essential to salvation. Gen. 1:26, 27; Rom. 5:12; Eph. 2:1-3; John 3:3, 6, 7; Titus 3:5.
6. That Jesus Christ became the sinner's substitute before God, and died as a propitiatory sacrifice for the sins of the whole world. That He was made a curse for the sinner, dying for his sins according to the Scriptures that no repentance, no feeling, no faith, no good resolutions, no sincere efforts, no submission to the rules and regulations of any church can add in the very least to the value of the precious blood or to the merit of that finished work wrought for us by Him, who tasted death for every man. 1 John 2:2; Heb. 2:9; Gal. 3:13; Rom. 3:25; 4:4-5; 5:8; Col. 1:13, 14, 20, 21.
7. In the resurrection of the crucified body of Jesus Christ; that His body was raised from the dead according to the Scriptures, and that He ascended into Heaven and sitteth on the right hand of God as the believer's high priest and advocate. Luke 24:39; Acts 1:10-11; Eph. 4:10; Heb. 1:3; 1 John 2:1.
8. That Christ in the fullness of the blessings He has secured by His death and resurrection is received by faith alone, and that the moment we trust Him as our Savior we pass out of death into everlasting life, justified from all things, accepted before the Father according to the measure of His acceptance, loved as He is loved and made one with Him. At the time of acceptance of Christ as Savior, He comes to dwell within the believer and to live out His life of holiness and power through him. Heb. 9:15; John 5:24; Rom. 3:28; 4:3, 23-25; Eph. 1:3; John 17:23; Gal. 2:20; 4:6-7; 5:16; Acts 1:8.
9. That the Church is composed of all those who truly believe on the Lord Jesus Christ as Savior. It is the body and the bride of Christ. That every believer, whether Jew or Gentile, is baptized into the body of Christ by the Holy Spirit, and having thus become members of one another we are responsible to keep the unity of the Spirit in the bond of peace, rising above all sectarian prejudices and denominational bigotry and loving one another with a pure heart fervently. Eph. 1:22-23; 2:19-22; 1 Cor. 12:22-27; 1:10-13; Rom. 12:4, 5; Eph. 4:3-6; 5:32; Phil. 2:1-5; Gal. 5:13-15.
10. That all believers in our Lord Jesus are called into a life of separation from worldly and sinful practices, and should abstain from such amusements and habits as will cause others to stumble, or bring reproach upon the cross of Christ. Believers are created in Christ Jesus unto good works. "As we have therefore opportunity, let us do good unto all men, especially unto them who are of the household of faith" (Gal. 6:10). 1 John 2:15, 16; Rom. 13:14; 14:13; 1 Cor. 10:31; Eph. 2:10.
11. In the evangelization of the world, that the supreme mission of the people of God in this age is to preach the Gospel to every creature. That special emphasis should be placed upon the evangelization of children. Mark 16:15; 2 Cor. 5:18, 19; Matt. 18:14.
12. In the personal return of our Lord and Savior Jesus Christ, that the coming again of Jesus Christ is the "Blessed Hope" set before us, for which we should be constantly looking. "Our citizenship is in Heaven from whence we look for the Savior, the Lord Jesus Christ" (Phil. 3:20). Acts 1:11; 1 Thes. 4:16, 17; John 14:1-3; Titus 2:13; Phil. 3:20, 21.
13. That the souls of those who have trusted in the Lord Jesus Christ for salvation do at death immediately pass into His presence, and there remain in conscious bliss until the resurrection of the body at His coming, when soul and body re-united shall be with Him forever in glory. Luke 23:43; 2 Cor. 5:8; Luke 16:22, 25; Phil. 1:23; 1 Thes. 4:15-18.
14. That the souls of the lost remain after death in misery until the final judgment of the great white throne, when soul and body re-united at the resurrection shall be cast "Into the lake of fire" which is "the second death," to be "punished with everlasting destruction from the presence of the Lord, and from the glory of His power" (2 Thes. 1:8 & 9). Luke 16:22-23, 27-28; Heb. 9:27; Rev. 20:5, 11-15; 2 Thes. 1:7-9.
15. In the reality and personality of Satan, "that old serpent, called the Devil, and Satan, which deceiveth the whole world" (Rev. 12:9). Eph. 6:11, 12; 1 Pet. 5:8; Rev. 20:10.

All Child Evangelism Fellowship applicants must abstain from what we hold to be unbiblical sexual practices.

## WORKER'S COMPLIANCE AGREEMENT

Child Evangelism Fellowship® continues in its commitment to its Statement of Faith, which embodies the non-negotiable and historic beliefs of evangelical Christians. Within the community of evangelical believers various distinctives exist which do not prevent our fellowship in the Lord and our effectiveness as child evangelists. We therefore resolve that CEF workers are qualified by their unreserved commitment to CEF's Statement of Faith and their further commitment in all CEF activities to refrain from teaching to children or otherwise advocating doctrinal distinctives (such as modes of baptism, speaking in tongues, etc) either contrary to or in addition to the Statement of Faith.

Recognizing the spiritual need of boys and girls in our community and around the world, completing an application indicates you would like to assist in the work of *Child Evangelism Fellowship (CEF)*. Please understand that CEF is without specific denominational affiliation. You must read the Statement of Faith and CEF Doctrinal Protection Policy. In becoming a coworker with CEF, and in order to protect the ministry, you agree not to propagate or practice in CEF ministries any distinctive or controversial doctrines, methods and practices that would go beyond the CEF Statement of Faith and the approved CEF curriculum. These would include but not be limited to such things as modes of baptism, speaking in tongues, interpretation of Scripture by experience, healing on demand, etc. It is understood that anyone who does not adhere to this agreement cannot serve with CEF as paid staff or volunteer. In teaching Bible lessons throughout core CEF programs you agree to use exclusively materials approved by CEF. In offering your services you trust the Lord to make you a faithful servant, and should problems arise between CEF and you that cannot be fully reconciled, you agree to quietly withdraw to preserve the harmony essential to having an effective Christian witness.

## FINANCIAL POLICY

Each Summer Missionary will be asked to and expected to help raise the funds needed toward the summer missions program. You must be willing to assist in this effort. By applying you and/or your parent/guardian agree to pay for your training and materials, regardless if you do or do not advance to Missionary Status, unless otherwise indicated by your Local Director. After being accepting into the program and successfully completing the training phase, your Local Director will inform you of your acceptance as a CYIA Summer Missionary and consideration for any possible compensation. You will be given a job description and will be asked to sign a Terms of Employment Agreement whether you agree to be a paid or volunteer Summer Missionary. Material expenses, training expenses, travel expenses or other items may be deducted from any compensation to a Summer Missionary as necessary. All Summer Missionaries will be informed by the local office what expenses to expect. Students will have automatic deductions from their payroll under governmental guidelines. CYIA Missionaries must work specifically on behalf of the ministry of CEF to be considered for and receive compensation. You must be willing to work the specific work hour schedule assigned. Work hours are limited to specific duties and activities as described by your Local Director. You may be asked to work several "split shifts" throughout several days, or possibly every day. Overtime hours are not permitted unless a written approved request has been granted. Absence without notice or a written agreement between parties may be grounds for immediate dismissal without any further compensation. If the student is unable to work during the agreed mission for any reason, (as prescribed by your local office) payroll will not be given for missed time. No work, no pay. If a Summer Missionary performs unsatisfactorily to the standards of effective evangelism taught and expected, a probationary period may be established. Should the probationary period be established and/or prove ineffective, permanent dismissal without compensation will result. The counsel of God's Word, the staff, and board of CEF will guide all decisions. The Local Director establishes final decisions. The Summer Missionary and/or their parent/guardian, or any representative on their behalf, agrees not contest any decisions made by CEF leadership, understanding that the applicant (and parent/guardians under the age of 18) has voluntarily chosen to apply for a ministry position with CEF, has read and agreed to the terms and conditions provided in advance, and is willing to humbly submit to any decisions made by CEF leadership in the future while a part of the missionary program. If you, or your parent/guardian is not in agreement to these conditions, you should not apply. By applying you indicate that you and/or your parent/guardian will abide by these and any other stipulations provide.

**Financial Info:** All gifts to the ministry of Child Evangelism Fellowship are tax deductible to the fullest extent allowed by law. Our policy is to apply all gifts given toward a specific program to that program unless it would be better used in another capacity. Also, occasionally, we receive more contributions than can be wisely used toward a specific project - when that happens, we use these funds to meet other pressing needs that spread the gospel of Jesus Christ. Contributions are solicited with the understanding that Child Evangelism Fellowship has complete control over the use of all donated funds.

## MEDIA RELEASE

You consent to your image, likeness, voice, or any representation of you to be used in the publication of photographs, video recordings or audio recordings made by Child Evangelism Fellowship for posters, magazines, books or other publications. You release Child Evangelism Fellowship as a publisher of such photographs, video recordings or audio recordings, of all claims to compensation for any such publications. It is understood that Child Evangelism Fellowship retains full and complete ownership of all rights to any such photographs, video recordings or audio recordings without any expectation of you or your parent/guardian for compensation of this consent.

## CHILD PROTECTION POLICY

Child abuse is defined as any verbal, online abuse, sexual abuse, sexual exploitation or infliction of injury. Examples of sexual abuse are: rape, incest, sodomy, lewd or lascivious behavior which includes wrong types of speech, inappropriate use of communication devices or touching. In order to protect the child from abuse and our workers from false accusations, the following steps must be taken:

- Always provide adult supervision for children in our care.
- Two-worker (minimum) rule: Two *CEF* workers, paid or volunteer, must be present at any *CEF* activity where children or minors are present including online or by phone.
  - ⇒ Never be alone with a child/children in any setting.
  - ⇒ Never be alone with a minor in any setting, unless the minor's parent has signed a waiver.
- Ensure that all rooms where ministry is taking place are accessible (not locked) with a window in the door or the door left wide open. There should be no private conversations, texts or online chats.
- Report to supervisory staff all suspicious or inappropriate behavior between any *CEF* worker and a child or minor. Supervisory staff must complete R-9 (see USA Operations & Policy Manual) and investigate incident immediately.
- Supervisory staff must make random visits of *CEF* sponsored activities.
- Overnight activities sponsored by *CEF* involving children or minors must be approved by the local or state director and the local committee or state board.

All volunteers who have contact with minors (in person, online or by phone), for all paid staff and all board/committee members who represent and/or participate in *CEF*:

1. Be screened by a face-to-face interview
2. Show a government issued photo ID
3. Read the Child Protection Policy.
4. Listen to or view the *Protecting Today's Child* presentation.
5. Read and sign the Worker's Compliance Agreement.
6. Complete the Confidential Screening Form.
7. Complete the Background/Reference Check Authorization (parent must sign for a minor).

**For adults** (18 and older), in addition to 1-7, *CEF* must:

8. Conduct a criminal background check with these minimum requirements
  - National Criminal Database Search
  - National Sex Offender Registry Search
  - Social Security Number Address History Trace

Note: If your legal jurisdiction requires more, you must also comply with their requirements.

**For minors** (ages 14-17), in addition to 1-7, *CEF* must:

9. Check two references, one of which is the pastor.

**For all adult staff** (paid or volunteer), in addition to 1-8, *CEF* must:

10. Criminal record check for all states where the worker lived in the past five years.
11. Check at least two references, one of which is the pastor.

**For adult camp or overnight volunteers**, in addition to 1-8, *CEF* must:

12. Check at least two references, one of which is the pastor.

**Children (under the age of 14) serving as volunteers must:**

- Always be under the direct supervision of an adult.
- Never be supervised by a single individual (adult or minor).
- Never serve as one of the two individuals in the two-worker policy requirement.

**Criminal Background Check Screening Rules** Check references in cases where the applicant has a criminal record or other red flag that does not necessarily disqualify them from participation in *CEF* Ministries. The following would prevent a person from working with *CEF*:

- Any crime against children. No exceptions.
- Any sex crime of any type. No exceptions.
- Any felony convictions. Exceptions require the approval of the vice president, USA Ministries.

**Rescreening Requirements:**

1. Every worker must review the *Protecting Today's Child* presentation annually.
2. Workers who have not been active within one year must have a Criminal Background Check rerun.
3. Every worker must have a Criminal Background Check rerun every five years.
4. A worker transferring to another area must obtain from his former location a signed and completed Screening Procedure Checklist. If the Criminal Background Check was conducted more than five years prior, the transferred worker must be processed as a new worker.
5. All minors (ages 14-17) must be processed as new adult workers when they reach their 18th birthday.

**Reporting Obligations:** When any worker has reasonable suspicion that a minor or child is being abused by **anyone representing CEF**, or is himself accused, or someone whose action would reflect on CEF is accused, the following action must be taken:

- **Call USA Ministries 636-456-4321, ext. 5510 as soon as possible and within 24 hours. Notify your next higher office that this step has been taken.**
- Any person suspected of child abuse will, upon request, voluntarily relinquish or be removed from duties which involve direct contact with minors until the matter is completely resolved.
- USA Ministries will determine the future ministry of the accused staff member or volunteer.

**WARNING:** Failure to follow reporting procedures of USA Ministries may result in termination of all CEF workers responsible in this reporting process. All CEF staff and volunteers must fully abide by this policy and all state child abuse reporting requirements.

## COMMUNICATION

Since CYIA students are considered workers or staff in the ministry that have received Child Protection Policy training, we are allowing the CEF Staff to communicate through phone, text, email, and online even if they are a minor.

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*Now that you have thoroughly read about who we are and the expectations of those applying to the CYIA Summer Missions program, we want to learn about you! (Also, if you are under 18 years of age, don't forget to ask your parents or guardians to carefully read through this document as required.)*

*Go back to the website at **[www.cef-sc.org/cyia\\_getting\\_started.html](http://www.cef-sc.org/cyia_getting_started.html)** to continue on to Number 2 so you can review the Child Protection Policy video as required.*

*Lastly, after watching the video, proceed to Number 3 on the website to complete your online application that you may be considered as a Summer Missionary in Christian Youth In Action! We look forward to hearing from you!*