

Core Team Application Packet



2020-2021

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Welcome Letter

Dear Potential Youth Ministry Core Member,

I am so glad that you are interested in serving and am always looking for talented ministers for our youth ministry program. Walking with and guiding our teens allows you to impact the lives of the youth, deepen your personal spiritual life, and put your faith into practice, as Christ calls each of us to do.

Building a leadership team requires all Core members to serve with a Christ-like heart and be open to the transformational process of youth ministry. Some of the tasks of a Core member include leading small groups, serving food, set-up and clean-up, large group management, team meetings, and more.

To ensure that we are creating the best program for our teens, I am looking for men and women who have made a commitment to Christ and have a desire to care for our youth. With the aid of prayer and consideration, please carefully read the enclosed materials in this packet.

Once I have your application, I will contact you to schedule an appointment. I am looking forward to talking about your hopes and desires for ministry. If you have any questions or concerns, please feel free to call or email me.

I am praying for you as you embark on this journey of discernment in seeking to discover the will of God for this beautiful service opportunity.

God Bless,

Kianna Garmanian

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Youth Ministry Overview

What the Teens Need from Youth Ministry:

Changing the youth world happens one teen at a time.

Teens do NOT connect to programs; they connect to people. The most effective way to influence teens is through a significant relationship with key people in their lives. Our goal is to develop leaders who will walk the journey to Christ with teens.

Teens need adults who will:

- Love God and live for Him
- Be interested in their lives
- Take the initiative to spend time with them
- Pray for them
- Say encouraging words
- Believe in them
- Remember their names and care for them
- Share God's love through personal experience

How to be Involved in Teen's Lives

There is a description of the application process later, but first it is important for you to understand what commitment I ask from our staff. For effective youth ministry, you need to:

1. Understand the reason we exist as a youth ministry. Look at our values and goals on the next page.
2. Commit to the Youth Ministry. Consider the role that God has created your gifts to serve in.
3. Grow as a Minister. Develop your abilities through prayer, classes, and conferences. This will ultimately have an impact on the rest of the ministry.
4. Understand the reason we exist as a ministry. To let Christ shine through us so we may gather as a family in His name, seeking to guide all to become a light to the world.



7 Core Values

Love

“We love because He first loved us” – 1 John 4:19. We must strive in all moments and circumstances to love others as Christ loved. This foundation, simple in premise and command, serves as the basis for our ministry.

Evangelization

We speak truth to God’s people, inviting them to know Him more deeply. Driven by a desire for all to know the mercy and love of God the Father.

Joy

The spirit of youth ministry is one of pure joy, keeping life in perspective and allowing the peace of God to reign in our hearts, regardless of what the world might bring at any given moment.

Vocation

We maintain openness to the call of God in our lives and a willingness to discern, respond and prioritize our lives according to that call. Whether designed for the religious, married, or single life, we not only embrace the vocation we were designed for, but ensure that it remains primary, not allowing God’s work in ministry to overtake God’s call to holiness.

Affirmation

We refuse to be overwhelmed by the negativity pervading our culture. Words and actions are designed by the Creator to bring life to creation, not death. We make every effort and take every opportunity to build up the Kingdom on Earth, rather than tear it down.

Authenticity

We live authentically, not denying our human weakness or shying away from the need for personal improvement, but working toward holiness, with resolve. The world needs quality examples of Catholic men and women who live out their faith.

A Eucharistic Spirituality

We seek to become one with Christ in all ways. Through our frequenting of the Sacraments, especially the Eucharist in Most Holy Communion, we become one with the living God.

Core Members Commitment to Youth Ministry

The Mass

- Commit to attending Sunday Mass
- Prepare your heart before Mass by praying for the power of the Mass and the success of the youth ministry programs that week
- Dress appropriately for Mass
- Foster hospitality
- Participate fully in the Mass and set an example.

Youth Nights/Classes

- Arrive on time to your scheduled events.
- Be prepared for each class by knowing the schedule beforehand.
- Create a Catholic environment where openness and depth are embraced.
- Work as a team to clean up at the end of the night in an efficient and joyful manner.



Retreats

- Attend your scheduled retreats throughout the year.
- Attend all the planning meetings that are needed.
- Remember this is a time when teens can be vulnerable. Maintain and keep boundaries that are important.

Core Meetings, Trainings, & Interaction

- Attend all scheduled meetings and trainings and arrive on time
- Ask questions
- Grow as a minister

Core Interaction

- Give feedback to other Core members and to the Youth Minister
- Praise your fellow Core members when they work hard and accomplish good work
- Graciously accept compliments from your fellow Core members

Application for Youth Ministry

Instructions (Note: Illegible answers cannot be considered.)

1. Read through all the questions before you begin your answers.
2. Answer all the questions.
3. Please clearly TYPE or PRINT each answer. Use separate paper when necessary.
4. Very Important: When answering these questions, be yourself. There are no right or wrong answers. These questions are simply vehicles for us to learn who you are.
5. Also Very Important: Rest assured that all information will be held in strict confidence by the youth minister.

Here are a few important facts about being a member of the Core Team:

- Team members must be at least 18 years old.
- Team members should possess the following qualities: a personal commitment to Jesus Christ, an unconditional love for teenagers, a love for the Catholic Church, regular participation in Sunday worship, a personal prayer life, freedom from serious sin, regular reading of Scripture, and openness to using the gifts of the Holy Spirit.
- Team members must be open to training and completing all background checks and requirements set forth by the diocese.
- Team members must continue to possess the above-mentioned qualities throughout the duration of their commitment. Team members are free at any time to unconditionally terminate their relationship as a Core Team member. At the same time, the youth minister retains the option to ask you to step out of this ministry if it becomes clear that the Lord is not calling you to this specific ministry, or if mitigating circumstances make it unwise for you to continue in this ministry.

APPLICANT'S INFORMATION

Last Name First Name MI

Current Address

City _____ State/Province _____ Zip/Postal Code _____

Home phone _____ Work phone _____

May we contact you at work? _____

Cell phone _____ E-mail: _____

Date of Birth ____/____/____ Age _____ Gender _____
month day year

EDUCATION

Please check the one that applies to you and fill in the requested information. Leave blank those choices, which do not apply.

- Presently, I am in college. _____ (College and class)
- I graduated from college. _____ (College)
- I graduated from high school in _____. (year).

EMPLOYMENT

Please document where you work.

Business name/phone number _____
_____ Job Title
_____ Your duties

Please document any other work-related trades or talents. (i.e. construction, public speaking, street evangelist...)

VOLUNTEER HISTORY

Please document the last two volunteer positions you held. Use "A" below to indicate your most recent volunteer service.

A. Organization's name _____
Phone number _____
Your duties _____
Frequency of involvement (e.g. once a month) _____
Starting date: ____/____/____ Ending date: ____/____/____
month year month year
Reason for Leaving _____

B. Organization's name _____
Phone number _____
Your duties _____
Frequency of involvement (e.g. once a month) _____
Starting date: ____/____/____ Ending date: ____/____/____
month year month year
Reason for Leaving _____

DIOCESAN / PARISH INVOLVEMENT

Please check all that apply to you and fill in the requested information. Leave blank those choices, which do not apply.

- I have been a member for ____ years/months.
- I have worked or volunteered at _____ parish.

I have...

- taught or assisted in a religious education program in (my home parish) (another parish). please circle one or both
- assisted in a youth ministry program in my post high school years.
- served as a lector, Eucharistic minister, alter server, and/or choir member at a parish.
- served in a parish or diocese in other capacities (i.e. coordinated or assisted with the parish festival, assisted in the parish or diocesan office, etc.) _____

How often do you attend Mass?

- Daily
- Weekly
- Monthly
- Rarely
- Never

AVAILABILITY

1. Please list any activities or commitments, which might prohibit you from being available on Sunday nights or weekend retreats. Please list dates and times of these commitments. _____

2. How would you feel if, after having completed the application form, interview, and/or training for the Core Team you were not selected?

3. When would you be available to meet for an interview? _____

CATHOLIC / SPIRITUAL FORMATION

1. Please check all that apply to you and fill in the requested information. Leave blank those choices, which do not apply.

- I am baptized
- I was confirmed in the Catholic Church at the age of _____
- For the past 12 months, I have met my obligation of attending Sunday liturgy and Holy Days of obligation.
- I converted to Catholicism at the age of _____ from the _____ faith.
- I attended a Catholic school in grades _____
- I attended a Catholic college/university for _____ years.
- Other than in school, I attended religious education classes in grades _____

As a junior high or senior high student, I participated in a Catholic youth ministry program in grade _____

Other religious formation I received while growing up included (i.e. RENEW, RCIA, a non-Catholic but Christian education, a non-Catholic but Christian youth ministry program, Campus Crusade, etc.)

2. Have you participated in any bible studies, religious education classes, Christian fellowship groups, etc., since you have been out of high school? Please elaborate...

3. Are you considering, or have you considered a Religious Vocation?

- Yes
- No

4. Please check whether you accept or do not accept each of the following teachings of the Catholic Church:

A. Do you accept the Church's teaching on the Holy Eucharist?

The Holy Eucharist is the real Presence (Body, Blood, Soul and Divinity) of Jesus Christ and that when one receives Holy Communion, Jesus comes into the heart to dwell.

- Yes, I accept this teaching
- No, I do not accept this teaching

B. Do you accept the Church's teaching on contraception?

God designed conjugal love between a husband and wife to be a beautiful, selfless, total giving of one to the other, and is open to the transmission of life. Since acts of contraception are not selfless, not a total giving of one to the other and are not open to the transmission of life, contraception, which actually means "against conception" is inherently wrong.

- Yes, I accept this teaching
- No, I do not accept this teaching

C. Do you accept the Church's teaching on the sanctity of life?

All life is sacred and each life from the moment of conception has a right to life, therefore abortion, or any other method of barring a new life from implanting in its mother's womb or terminating a pregnancy is inherently wrong.

- Yes, I accept this teaching
- No, I do not accept this teaching

D. Do you accept the Church's teaching on papal infallibility?

The Pope holds the keys of Saint Peter and Christ endowed the Church's shepherds with the charism of infallibility in matters of faith and morals. When the Church through its supreme Magisterium proposes a doctrine "for belief as being divinely revealed, and as the teaching of Christ, the doctrine must be adhered to with the obedience of faith.

- Yes, I accept this teaching
- No, I do not accept this teaching

E. Do you accept the Church's teaching on pre-marital sex?

God has exclusively given the gift of intercourse to a man and woman who have pledged their lives to one another in marriage as a way of fully giving oneself to the other, being fully open to the transmission of life should God so choose to bestow this blessing

- Yes, I accept this teaching
- No, I do not accept this teaching

F. Do you accept the Church's teaching on the Immaculate Conception?

The most Blessed Virgin Mary was, from the first moment of her conception, by a singular grace and privilege of almighty God and by virtue of the merits of Jesus Christ, Savior of the human race, preserved immune from all stain of original sin.

- Yes, I accept this teaching
- No, I do not accept this teaching

WHAT ARE YOUR TALENTS? (CIRCLE)

Environment	Food Ministry	Retreat Staff Prayer Ministry
Resource Coordinator	Web Development	Publicity
Development	AV/Tech	Other: _____

PERSONAL AND SPIRITUAL HISTORY

Write a brief testimony about how you have come into a relationship with Jesus Christ. Include the sacraments that you have received:

Describe three major ways in which you have grown in your spiritual journey.

How would you describe your spiritual journey right now?

What accountability do you currently have in your spiritual journey?

Tell me about yourself.

What do you do when you have a conflict with someone? How do you handle confrontation?

Are there any special issues or concerns happening in your life right now that would have an impact on your commitment and involvement in the youth ministry? (e.g., relationships, other commitments, etc.)

What spiritual gifts do you feel you have, and how would you like to use them in the Youth Ministry?

Why do you want to be involved in the Youth Ministry?

What are some of your expectations of the Youth Ministry, Core Team, and the parish staff?

SAFE ENVIRONMENT

In ministering to teens, we believe it is our responsibility to seek ministers that are able to provide healthy, safe and spiritually sound ministry. You will need to complete the diocesan background checks and Safe Environment training in order to minister to teens. All forms and class times will be provided for you.

The information contained in this application is correct to the best of my knowledge. I, the undersigned, give my authorization to release any and all records or information relating to working with minors. Youth Ministry may contact my references and appropriate government agencies as deemed necessary in order to verify my suitability as a minister to the youth. I understand that the personal information in this application will be held confidential by the professional parish staff.

Signature _____

Today's Date _____



Core Members Covenant

I, _____, am honored to respond to my baptismal call to serve in youth ministry. Youth Ministry is a Eucharist-centered, relational teen ministry striving to lead teens closer to Christ. We serve teens by building Christian friendships with them and leading them, by example, into a deeper relationship with Jesus Christ. I understand that much is asked of me including the following:

COMMITMENT TO MY RELATIONSHIP WITH GOD

- I will develop my personal relationship with God through Prayer and the Sacraments. I understand that youth ministry is very challenging and I will succeed only by the grace of God through prayer.
- I will abide by the teachings of the Catholic Church. Because I am a representative of the Church, I will actively study to understand the teachings of the Church, especially if I have an issue with a certain Catholic teaching. I will pray for wisdom and obedience in seeking the truth. If a teen shares a Catholic teaching concern with me, I will invite them to explore the true Catholic teaching with me.
- I will actively seek opportunities to pray with friends, teens, and other Core members.
- I will frequent the Sacraments of Eucharist and Reconciliation.
- I will strive for an active relationship with God through daily prayer, Scripture, etc.
- As a Core Member, I understand that I am called to live a Christ-like life above and beyond my peer group. There are sacrifices that we make because of our love for God and our desire to serve teens:
 - I will not use drugs.
 - I will not get drunk. I will never drink enough to where I cannot drive.
 - I will not smoke at any youth ministry functions and will never smoke with teens.
 - In light of my position as a role model for teens and as a person who is seeking the fullness of God's love, I will be careful of the influences I put into my mind and body including the movies and TV that I watch, the music that I listen to, the language that I use and the way that I talk to and about others (gossip, sarcasm, etc.).

COMMITMENT TO CORE

- I will develop Christian relationships with all the members of our Core Team, knowing that the teens will model the relationships that they see and experience with the Core. I am committed to living relationships of compassion, patience, forgiveness, reconciliation, service and charity.
- I will seek opportunities to do teen contact ministry with other Core members – especially Core that I do not know well.
- I will go out of my way to be welcoming to people who are checking out Core. I will introduce myself to new people and invite them to participate with me in ministering to teens.
- I understand the importance of our Core team functioning as a unified team, a model family of God. If I have a conflict with another Core member, either personally or in ministry, I will lovingly confront that Core member individually. If I cannot resolve the conflict one-on-one, then I will bring my concern to the Youth Minister.
- If I am unable to attend a meeting or I am going to be late, I will call the Youth Minister as early as possible.
- I will make every effort to attend spiritual and social gatherings for the Core team.

COMMITMENT TO TEENS

- I will develop Christian relationships with high school teenagers. All my relationships with teens will be Christ-centered and above question.
- I will make outreach to new teens a priority in my ministry. At all times I will be developing new relationships with teens and fostering old ones.
- In the area of crisis intervention, if a teen shares something with me where the teen or someone else may be in danger of being hurt, then I will let the teen know of my obligation to tell the Youth Minister and go straight to the Youth Minister. If I am not sure, then I will tell the Youth Minister.

MASS

- I will dress appropriately for Mass.
- I will sit with teens and not with other Core members at Mass and help them to feel included. I will fully participate in the Mass and invite teens to do the same.

GROUP SESSIONS

- The function of youth ministry is to provide a safe environment for teens to explore their faith, grow in community, and fall more deeply in love with Christ. It is vital that we as Core give these nights the time and energy that the teens deserve. As part of my commitment to the teens, I will attend every session and plan the nights assigned to my planning team. I will do my best to be a team player. I will involve teens in the planning process from the first meeting through the cleanup of the session.
- I will help teens understand that they are expected to come on time and stay through the closing prayer of the night.
- After the session, I will mingle with teens and introduce myself to those I don't know. I will seek out the teens who look disconnected or alone.
- I will help clean up after each class session.

PLANNING PROCESS

1. Read Catechism and scripture references and then meet with team and teens before the scheduled sessions.
2. Develop a plan that includes: Title, Goal, Environment, GATHER, PROCLAIM, BREAK, SEND and a promotional idea.
3. E-mail the planning sheet to the Youth Minister two weeks prior to the night.
4. After the Youth Minister reviews the night and gives feedback, meet and assign tasks and recruit help from Core, Band, Parent Life, Teens, Priests, and others.
5. Love the teens and simply execute the plan.
6. I will help teens understand that they are expected to come on time and stay through the closing prayer of the night.

DURING THE WEEK

- Each week, I will commit to one ministry opportunity with the teens beyond Sunday night ministry. I understand that my primary function is to reach out to teens and let them know that they are loved. The teens who are not at church need me more than the teens who are at church with other Core. The power of invitation is important; if you are planning to come to a weekly teen event, take some time and invite teens that usually don't come.

DISCIPLINING TEENS

- Disciplining teens is one of the most difficult things that we do because we do not want to be parental or authoritarian. The best scenario in disciplining a teen is to have a good relationship with them and to address the issue with the teen individually. If these conditions cannot be met, I will do my best as a representative of the Church to lovingly redirect the energies of the teen(s).

RETREATS

- I will lead the retreats, which may involve taking a day off of work, and will attend all retreat planning meetings. I will also attend other retreats and overnight events as my schedule allows.
- In response to my baptismal call, I commit to serving the teens as a Core Member for the coming academic year. If my commitment changes before the end of the year, I will meet with the Youth Minister to discuss my position.

Signature

Date

Volunteer Code of Conduct

As a volunteer, I promise to strictly follow the rules and guidelines in this Code of Conduct.

As a volunteer I will:

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- Avoid situations where I am alone with children and/or youth at parish activities.
- Use positive reinforcement rather than criticism or comparison when working with youth.
- Refuse to accept expensive gifts from children and/or youth or their parents without prior written approval from the pastor.
- Refrain from giving expensive gifts to children and/or youth without prior written approval from the parents or guardian and the pastor.
- Report suspected abuse to the pastor, or appropriate supervisor
- Cooperate fully in any investigation of abuse of children and/or youth.

As a volunteer, I will not:

- Use profane language, clothing, or items that are not acceptable at events. This includes any which may include obscene or inappropriate to the activities of our Parish.
- Smoke or use tobacco products in the presence of children and/or youth.
- Use, possess, or be under the influence of alcohol at any time while volunteering.
- Use, possess, or be under the influence of illegal drugs at any time.
- Pose any health risk to children and/or youth (i.e., no fevers or other contagious situations)
- Strike, spank, shake, or slap children and/or youth.
- Touch a child and/or youth in a sexual or other inappropriate manner.
- Use any discipline that frightens or humiliates children and/or youth.
- Use profanity in the presence of children and/or youth.

I understand that as a volunteer working with children and/or youth, I am subject to a thorough background check including criminal history. I understand that any action inconsistent with this Code of Conduct or failure to take any action as outlined in this Code of Conduct may result in my being asked to no longer volunteer in my parish.

Volunteer's printed name

Volunteer's signature date

Date



ARCHDIOCESE
OF SEATTLE

**AUTHORIZATION FOR RELEASE AND USE OF IMAGE
IN PHOTO, VIDEO FILES OR OTHER MEDIA**

Name of Participant: _____ DOB: _____

School/Parish/Diocesan Entity: _____

I, the undersigned adult participant or parent/legal guardian of the above named minor participant hereby grant to the above named School/Parish/Diocesan Entity the following irrevocable rights:

1. To use the name, photograph, picture, portrait, voice, appearance, likeness, performance (hereinafter collectively known as "image") of the above named participant in connection with its educational, promotional, fund-raising activities, or for any other legitimate purpose;
2. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of the above named participant individually or in conjunction with other images or printed matter in the production of brochures, slides, motion pictures, broadcasts (radio and television), audio or video files, recordings, still photography, CD-Rom and any other manner of media now known or later developed;
3. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of the above named participant individually or in conjunction with other images or printed matter on the School/Parish/Diocesan's entity Internet web site. No personal information such as home address or phone numbers will be published;
4. The right to record, reproduce, amplify, edit, and simulate the above named participant's image and all sound effects produced; and
5. The right to copyright, in its own name, works that contain the image of above named participant; and
6. The right to assign the above-mentioned rights to third parties.

I understand that the video files, still photos, or other media incorporating the image the above named participant will become the property of the School/Parish/Diocesan Entity. I hereby waive the right to inspect or approve the image or any finished materials that incorporate said image.

I understand and agree that no compensation will be provided, now or in the future, in connection with the use of the above named participant's image, and nothing herein will create any obligation on the part of School/Parish/Diocesan Entity to make use of the rights or materials set forth herein.

I hereby release and forever discharge Paul D. Etienne, as Bishop of the Diocese of Seattle, his successors in office, a corporation sole, _____ (Catholic School/Parish/Diocesan) Entity, their agents, employees and assigns from any and all claims demand, rights, and causes of action of whatever kind that may arise from the use of above named participant's image, including all claims for libel and invasion of privacy.

I hereby certify that I am the above named participant or the parent/legal guardian of the above referenced minor, and I give my consent, without reservation, to the above agreement on behalf of myself or said minor. This agreement shall be valid for a period of four years from the date hereof, unless revoked in writing.