

International Friendships Volunteer Policy Revised: June 17, 2011

In order to best serve both the students and the volunteers, it is important that all staff and representatives present consistent communication to potential volunteers. Following are our expectations as an organization.

Entry Process for Volunteers

Each new volunteer must complete an application form which includes a pastoral reference, do a background check, and participate in the New Volunteer Training Session. Once the application form and the background check are approved and training is completed, the volunteer may freely participate in various activities.

Exceptions to the volunteer entry process above: The following is a list of exceptions that may be made for certain volunteer situations.

- Occasionally, special circumstances may arise where a recommendation from a pastor, IFI Church Coordinator, IFI staff member, or IFI Campus Team Member may allow us to waive the training requirement. This may be determined by the Director of Volunteer Coordination or Director of Volunteer Recruitment.
- If the volunteer's only activity is bringing food or if they are serving with a small group behind the scenes at a potluck, picnic, or other event they may postpone the application, background check, and training unless they plan to continue relating to student(s) they have met.
- Exceptions to the background check requirement may be made if this person is going to volunteer but not interact with students. This applies to activities such as helping in the office, at a volunteer-only event, and those listed in the second exception above.

Requirements for Participation with IFI (Unless one of the exceptions listed above apply):

1. Completed new volunteer application form, signed agreement with IFI's Statement of Faith, and acknowledgement of reading this Volunteer Policy.
2. Reference from pastor/small group leader.
3. Completion of an IFI background check- Those wishing to have students in their home for a meal or house them overnight must also have their spouses undergo the background check. If the results of the background check show something of concern a Volunteer Recruitment Committee will convene and evaluate each situation on a case by case basis also taking into account responses on the application form and from references.
4. Participation in General Training Session- Issues related to befriending and sharing faith with someone from a different culture will be covered as well as basic IFI vision and expectation.
5. Evidence of personal relationship with Jesus- The volunteer must demonstrate faith in and followership of Jesus consistent with Biblical teaching and be able to communicate a statement of their faith.
6. Active in a Biblical local church- Because living in Christian community is essential to a healthy spiritual life, volunteers must maintain involvement in the local church for fellowship, accountability, and Biblical teaching.
7. Biblical Lifestyle- Because our single goal is to assist internationals to know Jesus and experience Christian love, volunteers must exhibit a life style consistent with Biblical teaching including maturity, emotional stability, healthy relationships, and a stable living situation.
8. Teachable Spirit- Working with other cultures requires that the volunteer take the role of a learner have a willingness to understand and accept cultural differences and to learn how to effectively and sensitively share their faith cross-culturally.

**Because volunteers will represent IFI to the students, IFI reserves the right to make decisions regarding approval of volunteers.