

International Friendships Volunteer Policy Revised: Nov. 23, 2015

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 a person is checking out IFI and wishes to participate one-time with a small group or alone behind the scenes at a potluck, picnic, or other event they may postpone the application, background check, and training. However, if they decide to participate again or maintain contact with a student(s) they have met, they will need to complete the process to become a volunteer.
- 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. Completion of the online new volunteer application form, which includes reading and agreeing with this Volunteer Policy, IFI's Statement of Faith, and the IFI Volunteer Liability Release Form. (This application is valid for 5 years and if you wish to continue volunteering we would require you to complete a renewal form.)
2. Provide 3 references with at least one being from a pastor/small group leader.
3. Completion of an IFI background check- *Note: 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 to questions on the application form and the responses received from the References. (This background check will be good for 5 years, at which time we will require you to complete another one.)
4. Participation in a New Volunteer 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. This can be done in person or online.
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.**