



# Volunteer Agreement

## Who We Are

As a Christian organization, Arrive Ministries rejoices in our opportunity to welcome, serve and walk alongside refugees and immigrants regardless of their country of origin, religious belief, gender, marital status, physical ability, or other unique characteristics. The beliefs upon which our ministry are based call us to extend love to all refugees and immigrants who walk through our door, which is what we joyfully do!

**Strategy:** Love refugees and immigrants practically, socially and spiritually

- Provide direct program services
- Mobilize the Church
- Call our communities to respond biblically

**Mission:** Live out God's command to welcome refugees and immigrants

**Purpose:** Life transformation for refugees, immigrants and the Church

**Values:**

- The Gospel, shared in word and deed (Romans 1:16, Colossians 3:17)
- Refugees and immigrants, created in God's image (Genesis 1:26-27, Exodus 23:9, Leviticus 19:33-34, Leviticus 24:22)
- The local Church, God's agent for transformation (1 Peter 2:9, Matthew 28: 18-20, Matthew 5: 14-16)
- Justice and mercy for the vulnerable (Isaiah 58: 6-11, Micah 6:8, Isaiah 1:17)
- Empowerment and learning from each other (1 Thessalonians 5:11, Proverbs 27:17)

**Beliefs (Statement of Faith):**

- We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
- We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
- We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
- We believe in the spiritual unity of believers in our Lord Jesus Christ.



*The Core Values for Transform Minnesota and its Affiliate Ministries are as follows:*

## Core Values

As an evangelical network existing to serve Jesus Christ, we value and affirm:

1. The Bible as the authoritative word of God, and our Statement of Faith as an expression of our shared biblical foundation as Evangelicals: both guide us in all areas of faith and living
2. Evangelism, extending the Kingdom of God, and engaging culture and influencing people in ways that reflect God's character.
3. Local Churches as God's primary means for Christian community and mission, and para-churches that support and collaborate in living out the Gospel of Jesus.
4. Unity in the body of Christ, centered on Jesus, and characterized by loving relationships that bridge and honor our differences.
5. Redemption, through Jesus Christ producing freedom, wholeness, and new beginnings for all who receive Him as Savior and Lord.
6. Reconciliation of people to right relationship with God and to each other through Jesus Christ.
7. Mercy and justice, showing compassion towards those who suffer and advocating for what is right and just, by following the teachings and example of Jesus.
8. God-honoring relationships, family life that nurtures children, and Biblical marriage between a man and a woman.
9. Life, as a gift from God, from conception to a natural death; and the intrinsic value and rights of every human created in the image of God.
10. Religious Freedom and liberty of conscience for all people as a fundamental human right.



## Volunteer Policies & Waiver of Liability

### Background Check

I understand that if I am 18 years or older I must pass a Criminal Background Check and a Motor Vehicle Records Check in order to volunteer with Arrive Ministries.

All volunteers must have a valid driver's license in order to operate an Arrive Ministries vehicle, or a personal vehicle while volunteering with clients.

By signing this form I confirm that I am covered by personal liability and property damage automobile insurance that meets the minimum state requirements. I understand that I am responsible for all damage and liability claims to my personal vehicle and that I will abide by safety laws when transporting clients including use of seat belts and appropriate car seats for children.

### Confidentiality

By signing this form, I understand that I have the duty to keep client information (personal, medical, and financial) confidential throughout my term as a volunteer as well as after my service ends. I understand that client and staff health information is confidential and, in accordance with The Health Insurance Portability and Accountability Act (HIPAA), Arrive Ministries cannot disclose information regarding medical status unless legally authorized by the client or staff member.

### Potential Health Risks

By signing this form, I confirm that I am aware that Arrive Ministries clients or staff may have communicable diseases (including but not limited to tuberculosis, hepatitis, HIV/AIDS, etc.), and I should use the following Universal Health Precautions when interacting with clients or staff:

- Avoid contact with blood and bodily fluids
- Use gloves when administering first aid
- Wash hands before and after contact

I acknowledge that Arrive Ministries may suspend volunteer activities in order to safeguard public health, and I recognize that I could become ill from communicable diseases encountered during volunteer activities, despite taking Universal Health Precautions and practicing good hygiene. I assume this risk in my role as a volunteer.

I understand that at any time, I may advise Arrive Ministries that I will suspend volunteering due to my concerns regarding any communicable illnesses. I also understand that if I have any symptoms of illness, I am not permitted to volunteer in any capacity that involves contact with others.



## Prevention of Sexual Exploitation and Abuse

Arrive Ministries has a zero-tolerance policy for sexual exploitation and abusive relationships. We will not tolerate any actions that jeopardize employee security or the reputation of our organization.

By signing this form, I understand that Arrive Ministries defines 'sexual exploitation' as any actual or attempted abuse of position of vulnerability, differential power, or trust for sexual purposes, including but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. The term 'sexual abuse' means actual or threatened physical intrusion of a sexual nature, whether by force, coercion, or under unequal conditions. Acts of sexual exploitation and abuse will result in disciplinary action and include dismissal from volunteer role.

By signing this form, I agree to:

- Not be alone with children. I also agree, whenever possible, to work in pairs with other volunteers to protect all concerned from false accusations and to increase mutual accountability and encouragement.
- Have no sexual contact or intimate relationships with any Arrive Ministries clients or beneficiaries

## Media Release

By signing this form, I give Arrive Ministries permission to use my photo or photos of me in Arrive Ministries' promotional materials and related print and electronic publications.

## Release of Liability

By signing this form, I confirm that I am aware of the potential risks to which I may be exposed during the assignment that I have voluntarily accepted with Arrive Ministries. I have thoroughly investigated the conditions of my assignment with Arrive Ministries and fully understand the potential risks of serving in this particular capacity. With such knowledge, I hereby indemnify and hold harmless Arrive Ministries, and waive any and all legal claims against Arrive Ministries for any injuries, direct and consequential damages, or loss that may result from my service, assuming all of such risk unto myself.



## Acknowledgement and Agreement

Volunteers are vital to executing the strategy, mission and purpose of Arrive Ministries. I understand that Arrive Ministries and its staff will support me in my role as I represent them as a volunteer.

I have read, understand and agree to abide by the attached documents. I understand that behavior or promotion that contradicts these statements may impede the integrity and mission of Transform Minnesota and its Affiliate Ministries, and may be grounds for dismissal as a volunteer.

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(print name)

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(signature)

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(date)

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Arrive Ministries is an Affiliate Ministry of Transform Minnesota and the Minnesota Office of World Relief