



Volunteer Policy

We feel it is important to provide a way for as many people as possible to serve at ALC. This will allow them to thrive in their faith by using their gifts and to fully support the Body of Christ in the local church. Engaging people to serve in the church allows them to tangibly give themselves to make the Gospel good news for others.

Our serve process is categorized into three distinct levels. Each level acknowledges a deeper level of commitment, engagement with the model of ALC, and relationship with Jesus.

Serve Application & Safety Screening

Everyone wishing to serve at ALC begins by submitting a Serve Application. This is an online form designed to gather basic information about the person in order to discover where they are in their spiritual journey and determine areas of interest for serving. If the individual is currently seeking a relationship with Christ or does not fully commit to living within our marriage policy, this alone does not disqualify them from serving but will determine which level they can serve. The Serve Application process includes a safety screening with references and a background check required for everyone 18 or older, regardless of the level they might serve. The cost of this background check is covered by ALC. Serving should not begin until all components of the Serve Application process are complete and approved.

Levels of Service

Level One - Those wishing to serve in a Level One position may not be currently adhering to the ALC Marriage Policy. In addition, a Level One volunteer may identify themselves as a non-believer or someone who might consider themselves “seeking” a personal relationship with Jesus.

Level One Serving Opportunities:

ALC Kids: Check-in & New Guests; **ALC Students:** Check-in Team; **First Impressions:** Greeter, Usher, Communion Prep, Life Café, Comp Coffee; **Involvement:** Parking Team, Safety Team, Facilities Team, Office Help, Project Volunteers; **Outreach:** Level One Mission Trip Team Member; **Worship/Creative Arts:** Set Building, A/V Production Team.

Level Two - Those wishing to serve in a Level Two capacity acknowledge and adhere to the ALC Marriage Policy and consider themselves to have a personal relationship with Jesus Christ as their Lord and Savior. In addition to serving in any Level One opportunity, Level Two volunteers may serve in the following areas:

Level Two Serving Opportunities:

ALC Kids: Small Group Leader & Assistant Leader, Classroom Worker, Camp Leader, Kids Production Team; **ALC Students:** Students Leading Student Life Groups, Camp Leader, Mission Trip Leader, Students Production Team; **Groups:** Life Group Host, Event/Ministry Lead Team; **First Impressions:** Baptism Team, Lead Usher, Starting Point, Prayer Team; **Outreach Ministry:** Level Two Mission Trip Team Member; **Worship Ministry:** Worship Team, Production Team; **Other:** Campus Lead Team.

Level Three – Those who meet all of the qualifications for Level Two, live by example what it means to be an ALC family member and have a desire to lead and teach others may serve in a Level Three position with the approval of an ALC staff member. Level Three leaders will have opportunities for special training, communications and events throughout the year.

Level Three Leadership Opportunities:

ALC Kids: Elementary or Early Childhood Service Team Lead, Worship Team Lead; **ALC Students:** Student Life Group Leader, ALC Student Leadership Team; **First Impressions:** Head Usher; **Groups:** Life Group Leader, Rooted Group Leader, Women's Group Leader; **Outreach:** Outreach Trip Lead; **Worship:** Worship Leader; **Other:** Ministry Team Lead

Level Four – Level Four leaders (referred to as Volunteer Staff) are seasoned Level Three leaders who are identified by ALC staff as critical to their ministry operation. Although not compensated financially, these individuals are treated as ALC staff members. After approved by the Lead Team, Level Four leaders will be recruited to a specific ministry and position with a specific job description and offer letter, indicating the length of commitment (at least 1 year). Volunteer Staff are onboarded as regular staff and receive access to MyALC, building access and staff identification. They will serve at least 10 hours per week. Volunteer Staff are invited and encouraged to participate in staff training and development opportunities as well as staff social and celebration events. Volunteer Staff will receive an annual staff evaluation and be given an opportunity to recommit for the following year.