

Young Life's Statement of Faith

Preamble

We the members of the Young Life mission – trustees, staff, instructors at Young Life schools and volunteers – join together in our affirmation of the following articles and our central purpose of proclaiming the Gospel of Jesus Christ and introducing adolescents everywhere to Jesus Christ and helping them grow in their faith.

Article I

The Scriptures of the Old and New Testaments, being given by divine inspiration, are the Word of God, the final and supreme authority in all matters of faith and conduct.

Article II

In the Scriptures, God reveals Himself as the living and true God, Creator of all things. Perfect in love and righteous in all His ways, this one God exists eternally as a Trinity of persons: the Father, the Son and the Holy Spirit.

Article III

God made man and woman in His image that He might have fellowship with us. Being estranged from God by our disobedience, we are, as sinful people, incapable of a right relationship to God apart from divine grace.

Article IV

The only Mediator between God and all human beings is Jesus Christ our Lord, God's eternal Son, who as man fully shared and fulfilled our humanity in a life of perfect obedience.

Article V

By His death in our place, Jesus revealed the divine love and upheld divine justice, removing our guilt and reconciling us to God. Having risen bodily from the dead and ascended into heaven, He rules as Lord over all and intercedes for us as our Great High Priest.

Article VI

The Holy Spirit, through the proclamation of the Gospel, renews our hearts, persuading us to repent of our sins and confess Jesus as Lord. By the same Spirit we are led to trust in divine mercy, whereby we are forgiven all our sins, justified by faith through the merit of Christ our Savior, adopted into God's family as His children and enabled so to live in the world that all people may see our good works and the Gospel of grace at work in our lives and glorify our Father who is in heaven.

Article VII

God, by His Word and Spirit, calls us as sinful people into the fellowship of Christ's body. Thus He creates the one holy, catholic and apostolic church, united in the bonds of love, endowed with the gifts of the Spirit and summoned by Christ to preach the Gospel and to administer the sacraments, to carry on the ministry of reconciliation, to relieve human need and to strive for social justice.

Article VIII

God's redemptive purpose will be consummated by the return of Christ to raise the dead, judge all people and establish His glorious kingdom. Those who are apart from Christ shall be eternally separated from God's presence, but the redeemed shall live and reign with Him forever.

Young Life's Sexual Misconduct Policy

God's people have been called to the highest standards of sexual morality and conduct. This is particularly important for those in ministry. Young people place great trust in their Young Life leaders. That trust must never be violated by staff or volunteers of Young Life. Cases of sexual misconduct have profound effects on victims as well as offenders. Therefore, we have developed this sexual misconduct policy as Young Life's policy and course of action for all persons involved. Every attempt has been made to address both the biblical and legal concerns.

The Pastoral and Biblical Challenge

Young Life's understanding of appropriate sexual conduct comes from the Scriptures which affirm intimate sexual activity between married heterosexual partners. The biblical narrative also reserves intimate heterosexual activity exclusively within the context of the marriage covenant.

The teaching of the creation narratives (Genesis 1–2) is clear that God created humankind as male and female in the image of God in order to reflect the glory of God to the rest of creation (Genesis 1:26–27). The conclusion which the Scriptures draw from this creation purpose for sexual conduct is that men and women are to engage in intimate sexual activity with each other exclusively in the context of the heterosexual marriage covenant (Genesis 2:23–25). In the Gospels, Jesus affirms this creation purpose by citing the creation narratives in His dispute with the Pharisees over the nature and purpose of marriage (Matthew 19:5; Mark 10:7–8).

The Scriptures are also clear that sexual activity outside of these creation purposes, either of heterosexual or homosexual nature, is a rejection of the divine creation purpose to reflect the glory of God to the creation.

With regard to the delicate matter of homosexual lifestyle and practice, in the light of the biblical data regarding creation, Young Life believes such activities to be clearly not in accord with God's creation purposes.

On the basis of these theological affirmations which flow from our understanding of the Scriptures, we therefore must state very clearly that Young Life staff members and volunteers shall not engage in sexual misconduct.

We do not in any way wish to exclude persons who engage in sexual misconduct or who practice a homosexual lifestyle from being recipients of ministry of God's grace and mercy as expressed in Jesus Christ. We do, however, believe that such persons are not to serve as staff or volunteers in the mission and work of Young Life.

As in all things, we believe in the forgiveness of sin and loving all unconditionally. We want to continue to minister to those engaged in sexual misconduct but will not condone this behavior. Medical, psychological, spiritual and, in appropriate instances, economic assistance may be offered in the spirit of justice and love. Legal counsel, if appropriate in Young Life's judgment, may be provided via the Human Resources department at the Young Life Service Center.

It is critical to Young Life's mission and ministry that Young Life staff and volunteers conform to the highest standards of sexual morality and conduct. In their work with Young Life and in their private lives, Young Life staff and volunteers shall not engage in any relationship or activity which constitutes sexual misconduct, including but not limited to the following:

1. Sexual relations or activities with any person outside of the marriage covenant.
2. Sexual relations or activities which constitute sexual offenses as defined by federal or state law (laws defining offenses under state law vary from state to state).
3. Any other sexual relations or activities which are contrary to the theological and moral affirmations of Young Life's ministry.

Reporting Procedures

Due to the sensitive nature of sexual misconduct and out of concern for the safety and privacy interests of all involved, Young Life requires that when staff or volunteers become aware or have reasonable cause to suspect that another staff or volunteer is engaging in sexual misconduct, the staff or volunteer must report such misconduct immediately and in strict accordance with the following procedures. If uncertain as to whether or not a behavior is misconduct, call the vice president of human resources or director of personnel.

1. The staff or volunteer must immediately provide an accurate and verbal report of all relevant details to the immediate supervisory staff member or next line supervisor of the volunteer or staff person suspected of sexual misconduct. If the staff or volunteer has a concern that the matter might not be adequately reported by such supervisor to the vice president of human resources, he or she may contact the vice president of human resources or director of personnel directly.
2. Any supervisor who receives a report of possible sexual misconduct must then:
 - a. Immediately contact the vice president of human resources or the director of personnel at the Young Life Service Center at (877) GET-YLSC (438-9572).
 - b. Provide the vice president of human resources or director of personnel with a verbal account of the report received from the staff or volunteer.

Until a course of action is developed by Human Resources and/or other Young Life Service Center management and the appropriate supervisor, staff and volunteers with knowledge of the sexual misconduct must refrain from:

1. Contacting the person alleged to have engaged in sexual misconduct.
2. Investigating the case, or discussing the details of the case with any person other than appropriate Service Center personnel, as described above.

Any communication with the press or report to governmental agencies must be coordinated in advance with the vice president of human resources or his/her designee.

If other specific questions relating to sexual misconduct arise, contact the vice president of human resources and/or the director of personnel at the Service Center.

Young Life's Mission Statement

Our Vision Every adolescent will have the opportunity to meet Jesus Christ and follow Him.

Our Mission Introducing adolescents to Jesus Christ and helping them grow in their faith.

We accomplish our mission by ...

- Praying for young people.
- Going where kids are.
- Building personal relationships with them.
- Winning the right to be heard.
- Providing experiences that are fun, adventurous and life-changing.
- Sharing our lives and the Good News of Jesus Christ with adolescents.
- Inviting them to personally respond to this Good News.
- Loving them regardless of their response.
- Nurturing kids so they might grow in their love for Christ and the knowledge of God's Word and become people who can share their faith with others.
- Helping young people develop the skills, assets and attitudes to reach their full God-given potential.
- Encouraging kids to live connected to the Body of Christ by being an active member of a local congregation.
- Working with a team of like-minded individuals — volunteer leaders, committee members, donors and staff.

Our Values

- Living according to and communicating the whole Gospel of Jesus Christ.
- Carrying out our mission under the authority of Scripture and relying on the Holy Spirit to empower our ministry.
- Encouraging the welfare and spiritual health of those who do this ministry, that they may minister out of a consistent and growing relationship with Christ and His followers.
- Researching and developing innovative approaches to reaching uncommitted, disinterested kids around the world.

- Reaching adolescents of all social, cultural, economic and ethnic backgrounds throughout the world.
- Working with followers of Christ from a variety of traditions and local churches around the world.