

Neighborhood Ministries Volunteer Handbook

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Our Mission:

To be the presence of Jesus Christ, sharing life-transforming hope, love and power among distressed families of urban Phoenix igniting their passion for God and His kingdom.



“By this all men will know that you are my disciples, if you love one another.”

-Jesus

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neighborhoodministries.org

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What is Neighborhood Ministries?

History:

In 1982, Open Door Fellowship Church, Inc. opened their arms to their urban poor neighborhood with a food and clothing bank on 16th Avenue and McDowell in Phoenix, AZ. Friendships developed. The unknown, faceless background of the urban poor slowly became known by face, by name, by individual and by family, one at a time. Programs became a new work called Neighborhood Ministries.

Over the years, the programs and relationships birthed a Latino church as well as summer and school-year programs for kids and adults. The problematic, cyclical issues of urban poverty required deeper thrusts. Academic initiatives that resource the most at-risk children were started, summer camping and winter retreats for these same children and youth were added. By now hundreds of families have interfaced with this work for many years. This mission feels more like family than an organization.

Some of the Convictions That God Has Taught Us:

- We don't give up on so-called "throw away" kids.
- We tenaciously track families as they move about urban Phoenix.
- Following Jesus' model, we minister to the "whole person," caring for the physical, emotional, and mental needs of those whom God brings to us.
- We are committed to mentoring indigenous leaders, empowering them to become all God calls them to be.
- Living in the community we serve, we yearn to BE the presence of Christ, His tangible hands, feet, and voice.
- We are committed to forming long-term relationships, striving to build trust and security, believing that relationships matter more than programs.
- A researched approach, finding or building best practice models, leads to successful programs.
- Commitment to collaborations makes sense for everybody.

Neighborhood Ministries Programs:

- Mentor-tutors for severely at risk youths
- Summer camps for urban Phoenix youth
- Weekly children's programs for K-12th grade
- Weekly outreach to teens
- Food and clothing center for families in need
- Parent Volunteer Program-Christmas Store, Spring Store, Back-to-School Store
- Biblically based counseling for kids and adults
- Bilingual Sunday morning Church services
- Mom's Place: mentoring for teen mothers
- Barrio Works: service learning
- Special Christmas Outreach—the Christmas Fiesta!
- Jeremiah Project-pre-job skills for adjudicated youth (14-21)
- Job Development- job training and employment networking
- Storytellers- mothers share their life stories to discover hope, healing and a sense of calling
- Art Center- cultivating beauty in the inner-city
- Hope House- a residential home for young women in crisis situations
- Education Programs
 - Headstart & Wrap Around Program: for preschool aged children
 - Partners in Learning: tutors for grade school students
 - I Can Do It: Incentive based stay in school program for 5-12th grade students





Our Distinctives:

1. We are called to invest in long-term relationships.

- We remain involved in people's lives for as long as they permit us to be involved.
- We tenaciously track transient families, enabling them to continue participating in our programs.
- Our program designs emerge from the context of our relationships with specific kids. We try to both prevent kids from choosing self-destructive lifestyles and aggressively intervene when youths are trapped in such lifestyles.

2. We are called to holistic ministry.

- As Jesus did, we address the needs of the whole person: physical, emotional, mental and spiritual.
- We respond to pressing material needs through our Food and Clothing Bank. Our children's and adult programs offer love, hope and Biblically based counseling and education.
- We encourage and support academically at-risk students through our mentor-tutor initiative, Partners in Learning.
- One of the extraordinary joys of our lives is our own congregation birthed out of the work. You can find us at our bilingual service on Sundays at 10am, celebrating our commitment to each other as a family and co-laborers.

3. We are called to community-based ministry.

- We reside in and intentionally identify with the neighborhoods we serve.
- As community members, we help our neighbors define the community's needs and priorities and design creative culturally relevant, sustainable solutions.
- We network and partner with existing community organizations.

4. We are called to mentor indigenous leaders.

- Made in the image of God, every individual has dignity and value. We identify the potential of individuals and create opportunities for them to serve their communities.
- Through faithful, long-term friendships, we nurture individuals in the development and wise stewardship of their God-given gifts and abilities, emphasizing character development and the principles of servant leadership.

5. We are called to affirm the vital role of the local church.

- While technically a Para church ministry, NM was birthed in a local congregation and sees itself as vitally dependent on the local church. Simultaneously, we view ourselves as an extension of the local church, giving tangible expression to the church's call to serve the poor and lost.
- We affirm the central role of the local congregation in discipling new believers.

6. We are called to develop church partnerships that unite the Body of Christ in common outreach efforts.

- We encourage the reconnection of suburban Christians to the needs and dreams of urban families by offering suburbanites the opportunity to participate in Kingdom-building work in the inner city.
- We provide opportunities to build and strengthen cross-cultural relationships, which encourage Christians to celebrate the diversity of the peoples and nations God has created.
- We seek to encourage cooperation among urban churches in addressing urban needs.
- We desire partnerships with participating churches that are characterized by strong relationships between the NM board and staff and the churches' leaders.



We Celebrate Collaborative Efforts & Partnerships:

As urban works try to address the plight of the poor, most realize that to face the problematic issues of their communities, they need to partner with others. Each organization and arm of the church brings unique resources to the task. We have found such partnerships to be tremendously beneficial.

Neighborhood Ministries works in collaboration with many Christian and community organizations as well as other local churches.

- Neighborhood Ministries is a member of the Christian Community Development Association (CCDA).



Neighborhood Ministries Statement of Faith: “We Believe...

The Bible, consisting of the Old and New Testaments, is the inspired Word of God, and of final authority in all matters of faith and practice.

There is one God, eternally existent in three persons—Father, Son and Holy Spirit—and He is all-knowing, all-powerful, just, merciful, wise, unchangeable, and gracious.

Jesus Christ is the Son of God and the Son of Man, fully God and fully man—born of a virgin, perfect in His person and eternal in His being.

We believe that mankind was created in the image of God and was originally without sin. Because of the sin of Adam and Eve, all of mankind are now sinners both by nature and by choice, unable to remedy their own lost condition.

Jesus Christ died on the cross to rescue us from our helpless state –paying the penalty for our sin—and he rose from the dead on the third day, ascended into Heaven, and now sits at God’s right hand as our Mediator.

By God’s grace, those who trust in the work of Christ for their salvation inherit eternal life and are sealed with the Holy Spirit.

Because salvation is a work of God’s grace, believers are eternally secure and released from relying on their own abilities and merits to earn acceptance from God.

Because of God’s grace believers are freed to love as Christ loved, which should lead to unity, greater knowledge of Christ, maturity and the expression of gifting for the benefit of the Church.

The Lord Jesus Christ will return soon, and there will be a resurrection of the saved to eternal life, and of the lost to eternal and conscious judgment.”



Volunteer Overview



And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.

~2 Timothy 2:2

Christmas Again

Lupton, Robert. Theirs is the Kingdom. New York: Harper and Row. 1990.

"Christmas again." The words are barely audible, but his wife knows the feelings. She sees the hurt come into his eyes when the kids come home from school talking about what they want for Christmas. It's the same expression she sees on the faces of other unemployed fathers around the housing project.

She knows this year will be no different than the last. All her husband's hustle, his pick-up jobs, his day labor, will not be enough to pay for presents under the tree. They will do well to keep the heat on. His confident, promising discussions will allow the children their dreams a little while longer.

She will cover for him again because she knows that he's a good man. His lies are his wishes. His flawed attempts to let his children know what the older ones know, but will never admit, that the gifts are not from daddy.

He will not go with her to stand in the free toy lines with all the others. He cannot bring himself to do it. It's too stark a reminder of his own impotence. And if their home is blessed again this year with a visit from a Christian family bearing food and beautifully wrapped presents for the kids, he will stay in the bedroom until they are gone.

He will leave the smiling and the graciousness to his wife. His joy for the children will be genuine, but so is the heavy ache in his stomach as his image of himself as the provider is dealt another blow.

Christmas. That wonderful, awful time when giving hearts glow warm and bright, while fading embers of a poor man's pride are doused black.





What is a Neighborhood Ministries Volunteer?

There are many volunteers that help Neighborhood Ministries by doing a range of practical jobs such as cleaning our facility, caring for our landscaping needs, providing maintenance for our vehicles, and much more. These workers come from the community and may or may not be Christian.

Neighborhood Ministries Youth programs on the other hand, need caring and committed Christians to share their lives and build personal relationships with at-risk youth. These relationships allow you to demonstrate the gospel of Christ through word and deed in a culturally relevant way.

Volunteers are the lifeblood of this ministry. You each bring your own unique and valuable perspectives, ideas and insights. Our paid staff makes up only a small fraction of this ministry. Our few staff employees work very hard planning, coordinating and teaching, but alone they could never achieve the same power for change that we have when we all work together. As a group we stand in the gap, blessed with the opportunity to love many instead of only a few.



Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us.

Romans 12:4, 5

Check Sheet to Become a Volunteer

1. **Show up. Go on a tour. Explore opportunities. Get involved.**
2. **Read this handbook.** Attend one of our Volunteer Training Saturday “New Volunteers” workshops (you will review this handbook) and do an overview of the handbook with your program area leader.
3. **Fill out a Volunteer Application.** You can get a volunteer application (in Spanish or English) at one of our Volunteer Training Saturdays, or go by our Neighborhood Ministries office (1918 W. Van Buren St., Phoenix, AZ 85009) or fill one out online at this link: <http://www.neighborhoodministries.org/>
4. **Pay for your background check.** Please fill out the form at the end of this handbook and turn it into your workshop leader or ministry area leader. Thank you for your willingness to participate in a process through which our primary desire is to attempt to keep our kids safe.
5. **Get your picture taken for the NM database.** Do it today following this workshop or contact Chris Somers (602-818-0137, chris.somers@nmaz.net) to make an appointment to have your picture taken.
6. **Complete a personal interview with your program area leader.** After you have filled out your volunteer application and filled out the background check form, take the initiative to make an appointment with your program area leader to have a personal interview.
7. **Continue attending ministry training sessions and activities.**

*You will be engaging in frontline urban mission work with Neighborhood Ministries. This is not pretend; this is the real deal! Most reasonable people understand that it would be foolish to go to any foreign mission field without proper training. Don't let the proximity of this mission field fool you- you will need to travel hundreds of “cultural miles” (e.g., “Latino-Hispanic culture,” “urban culture,” “the culture of poverty,” etc.) to be an effective incarnational servant leader in this setting. We urge you, in the strongest terms possible, to attend the following training opportunities **each and every time** they are offered. You will not find workshops like these in your suburban church; we will provide “best practices” training born out of more than 25 years of holistic ministry in our inner-city neighborhoods. You will find wisdom, support, encouragement and healing for the journey ahead:*

- **Ministry Area Specific Training-** provided by your program area leader at locations TBA.
- **“Urban Workers in the Barrio” Saturdays-** one early in the fall semester (September) and one early in the spring semester (January). These half-day conferences are held in the Multi-Purpose Room at our Neighborhood Center (1929 W. Fillmore St., Phoenix, AZ 85009).
- **Center for Transforming Mission (CTM) Conferences-** these three-day conferences (Thursday night, Friday night and all day Saturday) are held twice each year in the Multi-Purpose Room at our Neighborhood Center (1929 W. Fillmore St., Phoenix, AZ 85009). You can earn credit or certification by participating in this 3-year program.
- **Urban Youth Workers Institute-** a statewide conference held here in Phoenix in the fall and a national conference held at Azusa Pacific University in the summer. (* **The AZ affiliate of UYWI is “Reload”**)
- **Summer Internships and Work Crew-** for high school students, college students and young professionals. Some of our finest training takes place during our 2-week work crew experience (during Kids Club, the last week of June and first week of July) and our 10-week summer internship program (May- August). This intense, “in the trenches” training/service experience will challenge your head, hands and heart! God can do more in your life during these ten weeks of workshops, living in community with a culturally diverse team and working side-by-side among the poorest of poor in our city than we usually allow Him to do in months, even years back home in our normal routines. Contact us for more details.

Volunteer "Job Description"

1. Seek to Develop A Vibrant Prayer Life

Pray for those you serve- prayer is NOT a last resort, but a first resort. Prayer is the most powerful thing that we can do for our community. We should always be taking each other to Christ as the great healer, not ourselves.

2. Be Committed to Long-term Relationships

We ask that our volunteers complete a minimum of one year with their ministry area- we hope you stay longer. Long-term relationships are the foundation that makes everything work at Neighborhood Ministries. Our community deals with bitter abandonment issues and we want to respond by fostering healthy relationships built upon trust. Long-term relationships provide the time needed for soul-work, much of which takes a lifetime. Unless there is some sort of miracle, most change is very slow. The longer you can commit, the greater the impact will be in your life and the lives of those you desire to serve.

All of our ministry opportunities require you to attend your respective activities according to the agreed upon schedule. Since your presence is important, we ask that you call your ministry area leader in plenty of time for you to help develop a "plan B" if you cannot attend an activity. When relating to kids be consistent. Do what you say you'll do! Be where you say you'll be! Call! **Every conversation builds the foundation of your relationship.** Many of our kids have been hurt, violated or abandoned by adults and leader figures and have built emotional walls to protect themselves. You will not help them heal if you cannot be consistent with your love for them. We encourage you to make positive connections with the people you serve outside the structured weekly activities, whether through phone calls or visits. No time spent with them is wasted, no matter how random or casual.

3. Embrace a "Faithfulness Orientation" Rather Than a "Results Orientation"

In a handout titled, "Seeing Beneath and Beyond Behavior," the director of our High School Ministry, Chris Brewster suggested the following perspective:

"A 'Results Orientation' does not lend itself to long-term relationships. Since lives can be messy and 'progress' can sometimes be cyclical rather than linear, a leader that needs to see the results of their labor will often give up on misbehaving youth rather than exhibit the long-suffering love of Christ. A 'Faith Orientation' on the other hand is one that says, 'I will be patient, I will suffer with you, I will wait on the Lord. I would rather 'do more with love' than 'do more.'... Youth can sense when you truly value them, versus valuing only the successful results of your ministry efforts."

4. Pursue Unity

Neighborhood Ministries is more of a family than an organization. We are brothers and sisters in Christ and we all have joys and sorrows that we need to share with each other. Standing together for one purpose gives us a strength that we don't have alone. Get to know your family members in your ministry area. They will be your encouragers, and you will be theirs. Work and pray for unity and racial reconciliation and guard against disunity.

Two are better than one, because they have a good return for their work: if one falls down, his friend can help him up. But pity the man who falls and has no one to help him up!

~Ecclesiastes 4:9, 10

I have given them the glory that you gave me, that they may be one as we are one: I in them and you in me. May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me.

~John 17:22-23

If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose.

And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together as some are in the habit of doing, but let us encourage one another—and all the more as you see the Day approaching.
~Hebrews 10: 24, 25

5. Pursue Authenticity

Our most effective volunteers are caring individuals who recognize the power of love and desire to learn to love themselves and others in authentic ways.

*If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing... **And now these three remain: faith, hope and love. But the greatest of these is love.***
~1 Corinthians 13: 1-3, 13

Effective volunteers are committed to sharing their lives and living transparently in appropriate ways with the individuals that God brings their way here at Neighborhood Ministries. They are NOT people who think they “have it all together,” or “have it all figured out.” They are genuine, authentic people who are honest and in touch with their brokenness. It is in the midst of our weakness that Jesus shows up and empowers us to serve each other, share our lives, heal, and grow with each other.

God chose the foolish things of the world to confound the wise; God chose the weak things of the world to shame the strong. He chose the lowly things of this world and the despised things—and the things that are not—to nullify the things that are, so that no one may boast before him.
~1 Corinthians 1:27-29

But he said to me, “My grace is sufficient for you, for my power is made perfect in weakness.”

~2 Corinthians 12:9a

6. Embrace These Values

Integrity

- We ask that you display honesty and integrity as a leader.
- Your job is important so we ask that you call if you cannot make it to an activity.

Your Influence

- We ask that you develop and maintain an active personal relationship with Jesus Christ. Kids will look up to you as an example and you cannot lead people beyond where you are yourself.

Work Attire

- We do not have a formal dress code but strive to be a gang-neutral zone and ask that you respect that and use your best judgment about appropriateness.

Developing Interpersonal Relationships

- As you grow more involved as a leader, you will get to know both male and female students. We ask that you be sensitive about how much time you spend with students of the opposite sex. It is easy for them to idealize you as a “Christ-like” person in their lives, so you can protect their hearts by directing serious or personal conversations to leaders of their same sex.

Feedback

- We are a learning ministry. Share your good ideas.
- We are a relational ministry. Share your concerns with the appropriate person—gossip is counterproductive.

Confidentiality

- It is important that kids can trust you with their personal information. Private information should be held in confidence and not openly discussed with other students or leaders. It is not uncommon for kids to share very serious and dangerous information about their lives. If you have any questions about the child’s safety, speak with your program leader to figure out how it should be dealt with.



7. Take Steps to Facilitate Your Own Development as a Servant Leader

- Look for another leader with more experience or insight than you who is willing to be a mentor and encourager to you. Talk to your ministry area leader about this.
- Look for someone who is willing to be a prayer partner. It is encouraging and also helps create networks of support that we all need.
- Stay connected to a church. You need to be getting spiritually fed in order to have anything in you that you can share with others.
- Try to find time, however short, to debrief with someone in your ministry community about the events that took place during your volunteer time that day/night. It's difficult to remember accurately and make connections about your experience if you wait very long to talk about it. There is power in talking about your experiences. Talk with your ministry area leader about arranging this.
- If you don't get to speak to someone about your day/night, journaling is another helpful tool that helps us reflect and learn from our experiences.
- Attend all of your ministry area training sessions. We can all learn from those who have gone before us! Plus these experiences will help you get to know the other volunteers in your ministry area and feel more a part of the Neighborhood Ministries family.
- Attend Neighborhood Ministries Volunteer Training Saturdays (one in early September and one in January). None of us can do this kind of work on our own- these half-day training days will provide you help for this amazing journey you are on with Neighborhood Ministries.
- Attend Center for Transforming Mission (CTM) Conferences sponsored in partnership with Neighborhood Ministries. This training opportunity will empower your holistic ministry skills, knowledge and values. These conferences are very important and beneficial to our growth as a community.



How to Approach Relational Ministry: “Doing Life Together”



My Secret

Campolo, Bart. Kingdom Works. Ann Arbor: Servant Publications. 2001.

Now I am going to share with you my deepest and most carefully guarded secret. Yes, the time has come for me to reveal that crucial piece of knowledge, which has enabled me to live and work among the urban poor for so long without being overwhelmed by the injustice of it all. And here it is: I am a natural-born winner.

Had I been growing up in the ghetto, I would have escaped. Count on it. No matter what, I would have found my way out, and once out, no one and nothing would have ever pulled me back.

If my mother had smoked crack and my father had gone off to prison, or just gone off altogether, I would have gotten over it. I would have found someone else to raise me, or else I would have had to raise myself. I would have done it right, too, teaching myself manners and self-respect and instilling in myself a work ethic out of thin air. So what if I lived in a dirty little house filled with too many other children and too little food, with only a television set left on all day to baby-sit? All the more reason for me to get a job. All the more reason for me to get down to the public library.

In that library I would have taught myself to read and write, of course, never minding if the school in my neighborhood did not have enough qualified teachers or books or even metal detectors to keep me safe from harm.

And that job? You can bet it would have been good and legal, even if that meant earning no more than the minimum wage. Drug dealing would never have been an option for me, regardless of how much easy money there was to be made. Sure, all my friends would have been out there every day, working the corners, talking on their cell phones, flashing their guns, and buying all the latest styles, but no amount of instant gratification would have tempted me. The good life can wait, I would have told myself over and over again, at least until I graduate from college.

And graduate I would, you see, because graduate I did. The proof is in the pudding. Obviously I have what it takes to succeed. I know I did not have to contend with any of those obstacles along the way, but I most certainly believe I could have. As a matter of fact, believing that is the reason I feel so confident in my role as a missionary, showing those who have fallen by the wayside the path to righteousness. Of course, I also believe that if it were me in the ghetto, that "ghetto me" would have grown up thinking and acting the same way that this "privileged me" thinks and acts right now. I picture myself overcoming those dire circumstances possessed with all the intellectual, emotional, and spiritual resources required to do so, conveniently forgetting where such resources actually came from in my real life. In imagining this great escape from poverty and despair, I take myself for granted, instead of facing up to the obvious truth of the matter: that if it had been me in the ghetto, I would not be who I am at all.

A friend of mine tells me to shut my mouth whenever I begin a sentence "If I were you." "If you were me," he always interrupts, "you would do exactly what I am doing, for exactly the same reasons, because you would see things the same way I do, because, after all, you would be me." That kind of logic always slows me down.

Perhaps a lot of us missionary types need to slow down. Perhaps before we can really love people who are living as prostitutes, junkies, child-abusers, drug dealers, alcoholics, criminals, and welfare parents, we have to get honest about the way we really see ourselves in relation to those people, and ask God to help us see the truth instead.

Relational ministry does not embrace “us” and “them” paradigms.

Bart Campolo gave a message in 1999, “Stories not Statistics,” in which he asked us “What’s the difference between *us* and *them*?” He had us think about it. Is it money? Do we work harder? Are we smarter? Do we have a naturally stronger moral character? Basically he said that **there is no “us” and “them,” it’s all “us.”**

Most rich people are rich because they were born in the right place at the right time. Most poor people are poor because they were born in the wrong place at the wrong time. It’s not because some people just naturally work hard. I am a Christian because someone else was faithful, loving and hung in there with me for the long haul. Someone else is not a Christian because nobody was faithful; no one loved them and was willing to hang in there with them for the long haul. The kids we work with are considered “throw-away” kids by many in this city. They sin, like all of us but they also have been sinned against. They have suffered the kinds of abuse (both personal and systemic) that no one should have to deal with.

We are in this together; we share more in common than we are sometimes initially willing to admit. As we spend time together and follow Jesus into loving relationships we learn how much we need each other, how much we have in common and we realize that distinctions of “us” and “them” hinder the development of genuine community.

Relational ministry is primarily about doing life together and loving each other rather than trying to “fix” each other.

Sometimes urban ministry can be intimidating. Much is asked of you, including your heart. Campolo says that you can’t help people without getting close (presence) and “getting your hands dirty.” It is about doing life together in a way that makes us realize how much we need each other. We all need help and we all need healing. According to Matthew 25 we encounter Jesus in our service among the poor in ways that cannot be experienced in any other context. It has been our experience that spiritual formation happens in profound ways in mission among the dispossessed. Rudy Carrasco the executive director of Harambee Ministries in Pasadena, CA put it this way, “No more drive-by outreach, firing off Bible verses and making clothing drops as we sped into- and out of- communities. No more ministry by Scud missile, launching benevolence bombs from a safe distance, but never getting close enough to see if we hit the target. No more Gospel playboys, making spiritual babies via mass outreach events, but not staying around to raise those infants. We determined to disciple as Jesus had disciplined, living in community with each other and those we were teaching” (“The Phone Call,” Community Onramps, 2006). Relationships are more important to us than programs and it is about doing life together in authentic ways, holding on tightly to Jesus’ hand as He goes about healing and transforming lives.

Allison Nagle, director of our Jeremiah Project, highlighted the following in a handout titled, “Principles for Mentoring At-risk and Adjudicated Youth.” These principles are effective for working with people of all ages:

- **Earn the Right to be Heard (gain their trust).** You do not have the authority to speak into their lives automatically because of age, gender, what we’ve been through or overcome ourselves. Go slowly, it takes time.
- **Building a Relationship With Youth.** Youth will trust you if you show them you care, are committed, that you are there for them, that you are not trying to save them or feel good about yourself.

- **Ministry of Presence.** More is caught than taught. Jesus' disciples and followers not only heard His words but saw how He lived and lived with and among them. His life authenticated His message. They witnessed how He responded to suffering, sinners and the brokenhearted. You will have more opportunities for teachable moments because you are doing real life together.

Relational ministry is about having a vision for indigenous servant leadership development.

Think of your ministry community or small group as a fertile garden for growing future servant leaders. Servant leaders are not a special class of multi-talented people but anyone who is willing to lead by serving. The question to ask ourselves is not whether or not we are a servant leader. God has called us all to servant leadership (Mark 10:42-45), so the question to ask ourselves is how do we follow Jesus in developing our servant leadership skills? Ask God to give you eyes to see every child and adult in your community the way He sees them. See the gifts that God has placed in their lives- He has done that for everyone- do you have eyes to see? Rather than focusing only on how needy people are, focus on what gifts they have and create opportunities for them to serve your community and make it stronger by using their gifts. Help them become a people with a Godly vision for their lives and see themselves not as "clients" or "projects" but as community transformers in Jesus name. When they fail, as we all do, provide them the support and love they need to learn from their mistakes and allow God to demonstrate His power through their weakness. In the midst of failure we focus on restoration, not punishment. In her handout, "Principles for Mentoring At-Risk and Adjudicated Youth" Allison Nagle (director of our Jeremiah Project) offers principles that are effective with people of all ages:

- Do not feel sorry for youth and therefore do things for them that will keep them dependent on you or someone else in an unhealthy way.
- Your role is to empower them with all the skills, tools, knowledge that were passed on to you!
- Your role is NOT to become their caretaker or rescuer, it is to help them become future healthy adults who know how to problem solve, trust the Lord, and rely on community. You do not want to inadvertently teach them to be dependent on others to rescue them out of their problems!
- This is very hard to do when you see a child or teen suffering a painful life. Ask God to help you make every interaction with them filled with compassion while maintaining the mindset that you are helping develop this precious one of God's to be a healthy adult, not a victim! How would you prepare *your child* to deal with the extreme difficulties they face?
- Please feel free to ask a lot of questions of your program coordinator especially in this area. We would love to walk you through these tough situations.

They ARE the future leaders of this church; that is the infrastructure of Christ's church encouraged in 2 Timothy 2:2 and Ephesians 4:12.



Grace-based Discipline

- ❖ **Deal with you first.** It is often tempting to ignore or justify our own behavior as well as that of others, but entering into community is life-changing. We learn that we must humbly open ourselves up to God and be willing to accept his healing transformation in our life before we can share that power with others. Although we want to be able to fix others, “we are not the healers . . . [but] sinful, broken, vulnerable people who need as much care as anyone we care for.
- ❖ **Earn the right to be heard.** Despite what tradition tells us, when serving our vulnerable brothers and sisters we must first respect them and build their trust before demanding respect. Respect does not come simply from your “role” as leader. Instead we focus on building our relationships by spending time together, listening with genuine interest and asking relevant questions. The time you share builds “relational collateral” that you can draw from later.
- ❖ **Create a safe environment.** If you are accepted as a “safe place” or “safe person” you can better encourage others to grow in their relationship with Christ. We are all the aunts and uncles in the extended family; discipline and guidance are everyone’s responsibility. Every struggle is an opportunity to solidify a relationship and pass on truth.
- ❖ **Pursue a grace-based relationship.** In the midst of failure we concentrate on restoration, not punishment. A youth’s failures do not define them. Grace allows youth to fail without fear of abandonment. Love is the power that allows us to look beyond the dark and gross exterior of bad behaviors to see a living soul precious to God, created in the image of God.
- ❖ **Pick your battles.** Trying to correct every little behavior feels more like power tripping. We need to choose our battles carefully. When we have a difficult issue to talk with someone about, do it privately and do not speak flippantly with the arrogance of being right. Speak with words of love and share in their burdens and grief over sin. Your attitude should be that of a “wounded healer” who asks, “How can I help you carry this burden?” You must constantly reflect on God’s will in these situations through prayer and study of scripture.
- ❖ **Look beneath behavior.** Behavior is not the point; building a transforming relationship with Christ is the point. This does NOT mean dismissing bad behavior. This does NOT mean behavior is irrelevant. We must deal compassionately with behavior issues though because it is not simply “bad kids acting badly”. The people we serve are BOTH sinners AND sinned against. The wounds people receive from culture, family systems and their environment cause dysfunctional coping and acting out behaviors. Abandonment, abuse, neglect, grief, shame, sadness, and anger contribute to why we all act out.
- ❖ **Utilize natural consequences.** We suggest using natural consequences. Be careful not to overreact to behaviors in frustration. Be consistent and don’t be afraid to discipline in love.
- ❖ **Use the 5-Minute Rule.** Don’t wait too long to discuss a behavior issue. After a few minutes people forget. If someone has “pressed your buttons” and you are feeling very angry you should take a few minutes to process your response so you don’t strike out negatively in a fit of anger, but don’t wait for a significant amount of time.
- ❖ **Actions speak louder than words.** *How* you correct behavior is more important than *what* you say to correct it... “We work hard with our own hands. When we are cursed, we bless; when we are persecuted, we endure it; when we are slandered, we answer kindly...” (1 Corinthians 4:12-13)... Correcting bad behavior is a chance for a leader to show the patience and mercy of Christ. A youth’s failures are opportunities for growth, “We grow when the pain of changing is less than the pain of staying the same” (unknown).
- ❖ **Protect from shame.** Shame is “the nagging feeling that says I do not measure up... that I am unacceptable... that I am unworthy... that I am less than the good person I am supposed to be... shame feels like a vague undefined heaviness that presses on our spirit” (Lewis Smedes, *Shame and Grace: Healing the Shame we Don’t Deserve*). Signs of shame are self-critical, self-hatred, approval needy, perfectionism, fear of abandonment and self-doubt. Shame-based youth often assume that others are rejecting them when they are angry at them or confront them with a problem. **You might be asking “What do I do?”** Address behaviors, not someone’s identity; separate people from their behavior. For example, rather than saying, “You are mean!” say, “You are acting very mean to her.” Don’t blame with “you are” statements. Don’t discipline in anger. Get at people’s level with your body level and your language. Offer people unconditional acceptance

* In a handout titled, “Seeing Beneath and Beyond Behavior,” Chris Brewster, the Director of our Senior High Ministry outlines the principles for dealing with negative behaviors: Chris also included a section on “The Power of Culture: The Three R’s of Gang Culture (and aspects of Hip-Hop culture).” This is very helpful information, ask him for a copy.

Effective Listening

Closed Response: *Denies a person the right to his/her feelings by demonstrating the listener's unwillingness to accept and understand.*

Open Response: Acknowledges a person's right to his/her feelings by demonstrating that the listener accepts what they feel as well as what they say. It indicates that the listener understands.

<u>Child's Remarks</u>	<u>Closed Response</u>	<u>Open Response</u>
I am never going to play with her again!	Just forget about her. She probably didn't mean it.	You're really angry with her.
I can't do it!	Don't talk like that! You just got started.	It seems very difficult for you.
I wish I could go. My older brother and sister get to do everything.	When you're older, you'll probably get to go too.	This seems really unfair to you.
Look at my model!	That's nice, now are you ready to go?	You worked really hard on that.
I don't want to go to school. Susan's a jerk.	Everyone has to go, it's the law.	You're dreading Susan picking on you?
My sister is the meanest person in the world.	(practice)	
I'm not going to wear my coat. Nobody in my class dresses like that.		
I don't like vegetables and I'm not going to eat them.		
I hate my teacher.		
Nobody really cares about me.		

Suggested Reading

This list was compiled by John Spencer. For a more comprehensive reading list, check the NM link below:

[Books](#) and "God's Heart for the Poor Bible Study" - [God's Heart](#)

Bakke, Ray. *The Urban Christian*

This book is a great primer for anyone doing urban ministry. It is however, somewhat outdated (1987), and focuses on urban settings throughout the world. One of my favorite chapters was "A Theology As Big As The Poor," in which he evaluates Biblical characters and applies their lives to urban ministry. Another great book of his is A Biblical Word for an Urban World.

Grig, Viv. *Companion to the Poor*

This book, set in Manilla, tells the story of a missionary who discovers God's heart for the poor and applies it to the mission field. I liked how personal he kept it and how he integrated his experiences with Bible verses that deal with God's Heart for the Poor.

Payne, Ruby. *A Framework for Understanding Poverty*

My favorite selection of this book was the hidden rules among classes, which helped explain why the kids sometimes act the way that they do. I also enjoyed the case studies. It was great to have an educated perspective, because Monday nights resemble the classroom structure and because I am an education major.

Perkins, John. *Beyond Charity*

I recommend this book because it deals with relocation, redistribution, reconciliation, etc. There is a really good chapter about the costs of doing urban ministry, and a great segment on not building up a welfare dependency.

Pilgrim, Walter E. *Good News to the Poor* (*hard to find)

This book evaluates the poverty by going through scripture in both the Old Testament and the New Testament. He looks over the gospels and reviews the framework of poverty set up in the Old Testament and poses biblical perspectives of dealing with poverty.

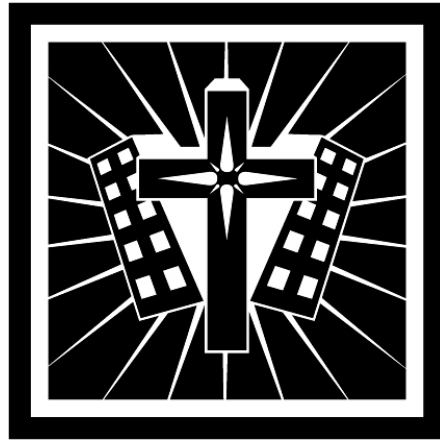
Sider, Ron. *Rich Christians In an Age of Hunger*

Sider evaluation of poverty is applicable both globally and locally. He offers practical solutions of how people can get involved and help others that are suffering. He uses academic language, but explains his references for a broad audience. Sider presents a thorough, lucid explanation of theological concepts dealing with the poor, economic justice, wealth and social evil.

Yancey, Phillip. *Soul Survivor*

This is about the mentors who have helped him keep his faith. Most of his mentors were famous figures and some of them were writers. It is a great reminder of the difference a mentor can make in someone's life.

Liability Issues
&
Documents to
Sign and Return



Liability Issues

Insurance

- You must have car insurance in order to legally have children in your vehicle.
- You must be added to the Neighborhood Ministries insurance policy in order to drive a Neighborhood Ministries vehicle.

Permission Slips

- Permission slips must be signed by minor's parent or guardian in order to go to camp or field trips.
- Parents should give verbal permission for any activity with minor. Communication with parents / guardians is key to maintaining a good relationship.

Abuse

- Any suspicion of abuse or neglect must not be ignored. Report any concerns to your program lead so that they can delegate the legal process.

Volunteer Application....

Forms To Be Completed and Returned

- Volunteer Application
- Background Check Release Form
- Community Values Commitment Form
- Child Abuse Form
- Volunteer Liability Release Waiver
- Volunteer Menu Response Card

• OPPORTUNITY MENU •

•DIRECTIONS FOR FILLING OUT MENU•

Check two boxes below, one for your “first choice” service learning project and a second one for your “second choice” service learning project. Next to each box you select write “first choice” or “second choice.” Go to the “Volunteer Sign Up Page” link above (also here- <http://www.nmaz.net/info/volunteer/>) and let us know about your interests.

Faith Options: *Those service learning opportunities when you may need to interact constructively with expressions of the Christian faith in informal and formal instructional settings.*

Non-faith Options: *Those service learning options when you will not have to interact with expressions of the Christian faith in informal and formal instructional settings.*

**Ideally, for some of the opportunities below we would like to see you commit for an entire school year so that our kids don't feel abandoned but a full-year commitment is only required for Small Group Leaders and "I Can Do It" mentors.*

1. **Head Start** (Mon.-Fri., 8:00-1:00 PM- preschoolers / Contact: Silvia Rangel, silvia.rangel@nmaz.net, 602-509-1690 and intern Lenny Reel, lenny.reel@nmaz.net, 602-317-8739). *Before, during and after-care for preschoolers; we have a partnership with the City of Phoenix.*

Faith Options	Non-faith Options
<input type="checkbox"/> Program Support Team Member- Depending on what time of day you are able to help us we will plug you into our program to assist our staff with general programming and child-support needs (help with lessons, serve snacks, clean rooms, run errands, etc.). *Need to have TB skin test. *Need a Fingerprint card. *Need to attend 60 min. training/orientation. *High School Diploma or GED. *Need 4 references (name, address, phone number). *Need two letters of recommendation (1 professional & 1 personal).	<input type="checkbox"/> Program Support Team Member- Depending on what time of day you are able to help us we will plug you into our program to assist our staff with general programming and child-support needs (help with lessons, serve snacks, clean rooms, run errands, etc.). *Need to have TB skin test. *Need a Fingerprint card. *Need to attend 60 min. training/orientation. *High School Diploma or GED. *Need 4 references (name, address, phone number). *Need two letters of recommendation (1 professional & 1 personal).

2. **Kids Life** (Mondays, 6:00-9:00 PM- K-7 graders / Contact: Emily Fankhauser [emily.fankhauser@nmaz.net], 602-487-1298). *About 450 kids gather to enjoy creative activities, singing, sports, small group sharing, Bible stories and snacks.*

Faith Options	Non-faith Options
<input type="checkbox"/> Small Group Leader- Meet with a small group of kids (4-7) and track with them throughout the night. *For this option you will need to commit to the entire school year, not just one semester. <input type="checkbox"/> “Bus Helper” • Monday Nights- Bus routes begin at 5:00 and finish drop-offs around 10:00 PM. You will ride in a bus that picks up kids and help the driver make the bus ride safe by keeping an eye on kids. Patience is a virtue with this job but you will get to know kids super well. In between pick up and drop off we will try to fill your service learning time with your “second choice” option. <input type="checkbox"/> “Activity Class” Teacher- You will need to be there from 7:00-8:30 (prep, help during class with kids, clean-up) and spend a couple hours each week to plan and gather materials. Kids sign up for a class and commit to it all semester. Examples of classes are- cooking, art, crafts, dance, model car building, woodworking, etc. You will have 20-30 third through sixth graders, the class activity is 45 minutes long (7:30-8:15), and small group leaders will be in the class to help kids. <input type="checkbox"/> Van Driver- You will start picking up kids at 5:30 and return them home at 9:30 (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option. <p style="text-align: center;">Must be 21 years or older to be a van driver.</p>	<input type="checkbox"/> “Activity Class” Teacher- You will need to be there from 7:00-8:30 (prep, help during class with kids, clean-up) and spend a couple hours each week to plan and gather materials. Kids sign up for a class and commit to it all semester. Examples of classes are- cooking, art, crafts, dance, model car building, woodworking, etc. You will have 20-30 third through sixth graders, the class activity is 45 minutes long (7:30-8:15), and small group leaders will be in the class to help kids. <input type="checkbox"/> Van Driver- You will start picking up kids at 5:30 and return them home at 9:30 (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option. <p style="text-align: center;">Must be 21 years or older to be a van driver.</p>

3. **Kids Club** (Monday through Friday, last week of June and first week of July, 9 AM-3:30 PM - K-7 graders / Contact: Emily Fankhauser [emily.fankhauser@nmaz.net], 602-487-1298). *About 550 kids gather to enjoy creative activities, singing, sports, small group sharing, Bible stories, field trips and snacks.*

Faith Options	Non-faith Options
<p><input type="checkbox"/> Small Group Leader (Day Crew)- Meet with a small group of kids (4-7) and track with them throughout the day. 9:30 am to 4:00 pm Monday through Friday. *For this option you will need to commit to the two weeks</p> <p><input type="checkbox"/> Small Group Leader (Work Crew)- Meets with a small group of kids (4-7) and tracks with them throughout the day. Lives with the entire team of small group leaders at a dorm day and night for the entire two weeks. Costs \$200 to cover the cost of housing and food. *For this option you will need to commit to the two weeks</p> <p><input type="checkbox"/> “Activity Class” Teacher Pre-K through 2nd graders (Mondays and Wednesdays)- You will need to be there from 11:30 am - 3:30 pm (prep, help during class with kids, clean-up). Kids sign up for a class and commit to it all week. Classes are- cooking, crafts, ice cream and games, video rest, and water play. You will 5 different classes for 40 mins each. The classes are Pre-K through 2nd Grade. The small group leaders and teachers will be in the class to help kids.</p> <p><input type="checkbox"/> “Activity Class” Teacher 3rd through 7th graders (Monday and Wednesdays or Tuesdays and Thursdays)- You will need to be there from 11:30-3:30 (prep, help during class with kids, clean-up). Kids sign up for a class and commit to it all week. Examples of classes are- cooking, art, crafts, dance, model car building, woodworking, etc. You will have 20-30 third through seventh graders, the class activity is three 60 minutes long classes, and small group leaders will be in the class to help kids.</p> <p><input type="checkbox"/> Van/Bus Driver- You will start picking up kids at 7:30 am and return them home at 4:30 pm (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option. Must be 21 years or older to be a van driver. Need CDL to Drive a Bus!</p> <p><input type="checkbox"/> “Kids Club” Administrative Preparation for Summertime Program- We could use your help, 3-hours per week to get our programming ready for this amazing two-week summertime program (last week of June through the first week of July). We can arrange your volunteer time to fit your schedule. You do not have to participate with us during those two weeks but you sure are welcome to see the amazing results your administrative work accomplished! You will help organize bus routes, contact families, contact locations to take kids to for activities, phone recruiting, etc. We need 2 highly self-motivated people who can be given a task and run with it.</p>	<p><input type="checkbox"/> Small Group Leader (Day Crew)- Meet with a small group of kids (4-7) and track with them throughout the day. 9:30 am to 4:00 pm Monday through Friday. *For this option you will need to commit to the two weeks</p> <p><input type="checkbox"/> Small Group Leader (Work Crew)- Meet with a small group of kids (4-7) and track with them throughout the day. Lives with the entire team of small group leaders at a dorm day and night for the entire two weeks. Costs \$200 to cover the cost of housing and food. *For this option you will need to commit to the two weeks</p> <p><input type="checkbox"/> “Activity Class” Teacher Pre-K through 2nd graders (Mondays and Wednesdays) - You will need to be there from 11:30 am - 3:30 pm (prep, help during class with kids, clean-up). Kids sign up for a class and commit to it all week. Classes are- cooking, crafts, ice cream and games, video rest, and water play. You will 5 different classes for 40 mins each. The classes are Pre-K through 2nd Grade. The small group leaders and teachers will be in the class to help kids.</p> <p><input type="checkbox"/> “Activity Class” Teacher 3rd through 7th graders (Monday and Wednesdays or Tuesdays and Thursdays)- You will need to be there from 11:30-3:30 (prep, help during class with kids, clean-up). Kids sign up for a class and commit to it all week. Examples of classes are- cooking, art, crafts, dance, model car building, woodworking, etc. You will have 20-30 third through seventh graders, the class activity is three 60 minutes long classes, and small group leaders will be in the class to help kids.</p> <p><input type="checkbox"/> Van/Bus Driver- You will start picking up kids at 7:30 am and return them home at 4:30 pm (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option. Must be 21 years or older to be a van driver. Need CDL to Drive a Bus!</p> <p><input type="checkbox"/> “Kids Club” Administrative Preparation for Summertime Program- We could use your help, 3-hours per week to get our programming ready for this amazing two-week summertime program (last week of June through the first week of July). We can arrange your volunteer time to fit your schedule. You do not have to participate with us during those two weeks but you sure are welcome to see the amazing results your administrative work accomplished!</p>

4. **Lake Day** (Second Friday in July, 9 AM-3:30 PM @ Canyon Lake- K-7 graders / Contact: Emily Fankhauser [emily.fankhauser@nmaz.net], 602-487-1298). *About 550 kids gather to enjoy a day at Canyon Lake to play, eat, ride on the boats, and fish.*

Faith Options	Non-faith Options
<p><input type="checkbox"/> Lifeguards- People to hang out in the water with the kids to help keep a boundary of where our kids can be swimming and playing. Keeps an eye out to prevent any problems and to be aware if a kid is having trouble in the water.</p> <p><input type="checkbox"/> Boat Drivers- People who own boats who would be willing to give their time to bring their boat to the lake for the day to give kids a ride around canyon lake. Would take kids on a boat with their small group leader. Rides would start at 10 am through 3 pm.</p> <p><input type="checkbox"/> Set Up Crew- People who are willing to help our team load up all of the lake day supplies at our property and to also help unload it at Canyon Lake.</p> <p><input type="checkbox"/> Clean Up Crew- People who are willing to help clean up after lake day finishes at Canyon Lake. Picking up trash, loading up left over supplies</p>	<p><input type="checkbox"/> Lifeguards- People to hang out in the water with the kids to help keep a boundary of where our kids can be swimming and playing. Keeps an eye out to prevent any problems and to be aware if a kid is having trouble in the water.</p> <p><input type="checkbox"/> Boat Drivers- People who own boats who would be willing to give their time to bring their boat to the lake for the day to give kids a ride around canyon lake. Would take kids on a boat with their small group leader. Rides would start at 10 am through 3 pm.</p> <p><input type="checkbox"/> Set Up Crew- People who are willing to help our team load up all of the lake day supplies at our property and to also help unload it at Canyon Lake.</p> <p><input type="checkbox"/> Clean Up Crew- People who are willing to help clean up after lake day finishes at Canyon Lake. Picking up trash, loading up left over supplies</p>

<p>supplies to take back to our property.</p> <p><input type="checkbox"/> Nurse- Need one or two certified people to be a nurse at Canyon Lake during Lake day. 9am through 4pm. We have supplies.</p>	<p>supplies to take back to our property.</p> <p><input type="checkbox"/> Nurse- Need one or two certified people to be a nurse at Canyon Lake during Lake day. 9am through 4pm. We have supplies.</p>
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5. **Carnival Day** (First Friday in July, 11 AM-4:00 PM @ Canyon Lake- K-7 graders / Contact: Emily Fankhauser [emily.fankhauser@nmaz.net], 602-487-1298). *About 550 kids gather to enjoy a day at Canyon Lake to play, eat, ride on the boats, and fish.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<p><input type="checkbox"/> Run Games- People to run the games and activities during carnival games from 11 am to 3:30 pm.</p> <p><input type="checkbox"/> Set Up Crew- People who are willing to help our team set up all of the carnival games at our property. 8 am to 11 am.</p> <p><input type="checkbox"/> Clean Up Crew- People who are willing to help clean up after carnival day finishes. Picking up trash, loading up left over supplies supplies, cleaning up the carnival games. 3:30 pm – 5:30 pm.</p> <p><input type="checkbox"/> Nurse- Need one or two certified people to be a nurse at Canyon Lake during Lake day. 9am through 4pm. We have supplies.</p>	<p><input type="checkbox"/> Run Games- People to run the games and activities during carnival games from 11 am to 3:30 pm.</p> <p><input type="checkbox"/> Set Up Crew- People who are willing to help our team set up all of the carnival games at our property. 8 am to 11 am.</p> <p><input type="checkbox"/> Clean Up Crew- People who are willing to help clean up after carnival day finishes. Picking up trash, loading up left over supplies supplies, cleaning up the carnival games. 3:30 pm – 5:30 pm.</p> <p><input type="checkbox"/> Nurse- Need one or two certified people to be a nurse at Canyon Lake during Lake day. 9am through 4pm. We have supplies.</p>

6. **Senior High** (Wednesdays, 7:00-9:00 PM- 8-12 graders / Contact: Ian Danley [ian.danley@nmaz.net], 602-758-9370). *About 100 kids gather for fun and safe activities that include discipleship and leadership training.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<p><input type="checkbox"/> Program Chaperon- Help with program and activity facilitation while tracking with students throughout the night.</p> <p><i>*For this option you will need to commit to the entire school year, not just one semester. Also, a commitment to brief bi-monthly leader meetings is mandatory while informal relational involvement outside of program nights is highly encouraged.</i></p> <p><input type="checkbox"/> Van Driver- You will start picking up kids at 5:30 and return them home at 9:30 (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option.</p> <p>Must be 21 years or older to be a van driver.</p>	<p><input type="checkbox"/> Van Driver- You will start picking up kids at 5:30 and return them home at 9:30 (approximate). Your route will include kids that live in relatively the same neighborhood- you will have 10-15 kids in your van and will discover that this is a great way to bond with a group of kids of all ages. In between pick up and drop off we will try to fill your service learning time with your “second choice” option.</p> <p>Must be 21 years or older to be a van driver.</p>

7. **Education For Life** (K-12th grades) (to be arranged after school & weekends / Contacts: Jeremy Wood [jeremy.wood@nmaz.net], *An incentive-based program designed to help kids succeed in school.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<p><input type="checkbox"/> Mentor- one-on-one relationship with a student once a week for 2-4 hours the rest of your life.</p> <p><input type="checkbox"/> Admin Support- Typing, filing, phone calls, miscellaneous jobs, data entry, finding more activities for mentors, and transportation needs, etc.- one person.</p> <p><input type="checkbox"/> Fast ForWord- Assisting with a computer-based reading intervention program. Volunteer as many days as you want. The program is Mon-Fri. 4-6pm.</p>	<p><input type="checkbox"/> Fast ForWord- Assisting with a computer-based reading intervention program. Volunteer as many days as you want. The program is Mon-Fri. 4-6pm.</p> <p><input type="checkbox"/> Admin Support- Typing, filing, phone calls, miscellaneous jobs, data entry, and transportation needs, etc.- one person.</p> <p><input type="checkbox"/> Mentor- one-on-one relationship with a student once a week for 2-4 hours the rest of your life.</p>

8. **Barrio Works Bike Shop** (Monday through Friday, Afternoons / Contact: Chris Williams [chris.williams@nmaz.net], 602-321-0186). *The Barrio Works building is the future site of a job skills training workshop. The Neighborhood Bike Shop is our first phase of that process. Throughout the fall and spring we will run through all facets of bike maintenance and repair in an attempt to establish our presence as a free place to hang out and fix bikes in the neighborhood. We hope to teach grade school youth (10-15 years) skills necessary to maintain their own bicycles and utilize the help of older high school kids (16-18) around the shop.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<input type="checkbox"/> Bike Repair Support Team- We need people who are knowledgeable of or willing to learn bike repair and willing to get their hands dirty working on bikes with kids. If you are willing to be patient with kids this is a great fit for you.	<input type="checkbox"/> Bike Repair Support Team- We need people who are knowledgeable of or willing to learn bike repair and willing to get their hands dirty working on bikes with kids. If you are willing to be patient with kids this is a great fit for you.

9. **Art Center** (Special Events, to be arranged afternoons/evenings/weekends, Mondays 6:00-9:00 PM- various ages / Contact: Noel Barto [noel_barto@yahoo.com], 602-228-2238). *We have a variety of projects where kids and artists are meeting to complete projects that have come out of their own talents and dreams. The projects include various murals, the Zine, video projects and more! We also need help from those who may not consider themselves to be very artistic- see below!*

<u>Faith Options</u>	<u>Non-faith Options</u>
<input type="checkbox"/> Artist Mentor- Use your talents/interests in drawing, photography, ceramics, dance, music, etc. and spend time with one kid a couple hours each week. <input type="checkbox"/> Activity Class Teacher- Help teach a group of 15-25 kids (3-6 th graders) in an activity class during Kids Life on Monday nights, and high school students on Wednesday nights. The classes we need help with are Choir (3-6th grade), Poetry Workshop (Jr. High/ High School), Freearts Workshops (all ages), Dance (3-6th grade), Tile Class (3-6th grade). <input type="checkbox"/> Help Gather Resources & Donations- Pick up, drop off and help organize what materials go where as the need arises.	<input type="checkbox"/> Activity Class Helper- Help teach a group of 15-25 kids (3-6 th graders) in an activity class/project during Kids Life on Monday nights (dance, choir, guitar, etc.). <input type="checkbox"/> Help Gather Resources & Donations- Pick up, drop off and help organize what materials go where as the need arises.

10. **Hope House** (Monday- Friday, 2:30-11:00 PM / Saturdays, 10 AM- 6 PM / Sundays, afternoons / We can also try to work around your schedule / Contact: NM Offices [office@nmaz.net], 602-252-5225). *Hope House is a transitional living home for young women 18-35 yrs old with or without children. At the Hope House they participate in a stable/loving home environment where mentoring, discipleship, foster care and preparation for self sufficiency takes place.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<input type="checkbox"/> “Doing Life Together”- (Mon.- Friday, call for appointment)- We invite you to join us for whatever we happen to be doing that day- whether it be cooking, cleaning, helping with homework, hanging out, yard work, etc. Come with an open, servant’s heart and be flexible. <input type="checkbox"/> Help With Gardening/Yard Work (Friday afternoons, Saturdays 10- 6 PM and by appointment)- For those of you with special gardening skills or those who are just looking for a place to get their hands dirty helping others the Hope House needs lot’s of tender-loving care! We have grass, trees shrubs, plants, flowers, concrete, a swimming pool, a sprinkling/bubbler system, fencing, etc.- they all need some ongoing special attention. <input type="checkbox"/> Bring/Prepare Meals (by appointment)- We will be living in community and preparing our meals together but if you want to meet some of the girls and get a feel for the Hope House either provide us a meal or come and help us prepare a meal together for special occasions. It is a privilege to rub shoulders with these girls- they have so much to teach you about urban issues/development.	<input type="checkbox"/> “Doing Life Together”- (Mon.- Friday, call for appointment)- We invite you to join us for whatever we happen to be doing that day- whether it be cooking, cleaning, helping with homework, hanging out, yard work, etc. Come with an open, servant’s heart and be flexible. <input type="checkbox"/> Help With Gardening/Yard Work (Friday afternoons, Saturdays 10- 6 PM and by appointment)- For those of you with special gardening skills or those who are just looking for a place to get their hands dirty helping others the Hope House needs lot’s of tender-loving care! We have grass, trees shrubs, plants, flowers, concrete, a swimming pool, a sprinkling/bubbler system, fencing, etc.- they all need some ongoing special attention. <input type="checkbox"/> Bring/Prepare Meals (by appointment)- We will be living in community and preparing our meals together but if you want to meet some of the girls and get a feel for the Hope House either provide us a meal or come and help us prepare a meal together for special occasions. It is a privilege to rub shoulders with these girls- they have so much to teach you about urban issues/development.

11. **Moms' Place** (Thursdays, 6:30-8:30 PM- young urban mothers/ Contact: Susan Leon [susan.leon@nmaz.net], 602-538-5451). *Teenage mothers learn parenting skills, experience community and mentor support.*

Faith Options	Non-faith Options
<p><input type="checkbox"/> Children Teacher- Teach children (ages 2-6) Bible stories, songs, craft, prayer, etc. (curriculum & craft materials supplied) *Prefer a full year commitment</p> <p><input type="checkbox"/> Mentor a Mom- Participate in a weekly Bible Study with moms and develop a mentoring relationship with 1 mom. *MUST BE A FULL YEAR COMMITMENT!!! **Must come to NM fall/spring volunteer training (Fall Semester- second Sat. in Sept., Spring Semester- second Sat. of Feb.- call for exact dates) & periodic Moms' Place training sessions (Fall Semester- October; Spring Semester- March.).</p> <p><input type="checkbox"/> Driver (using your vehicle)- Begin by 5:00-5:30 to pick up moms & babies (your vehicle must have working seat belts in all seats, mom or Moms' Place will provide car seats if you do not have any yourself). Drive home route is approx. from 8:30-9:30 depending on distance & number of moms in each vehicle. *This activity can also be coupled with non-driving options.</p> <p><input type="checkbox"/> Van Driver (using NM van)- Begin by 5:00-5:30 to pick up moms & babies. Drive home route is approx. from 8:30-9:30 depending on distance & number of moms in each vehicle. Must be 21 years or older with good driving record. *This activity can also be coupled with non-driving options.</p> <p><input type="checkbox"/> Meal Preparation/Serving/Cleanup- We provide the food, which can either be prepared/cooked at the NC Kitchen OR can be brought from your home ready to be served by 6:30. We feed 15-20 adults and 25-30 6-month old children through 6 yrs. *This activity can also be coupled with driving.</p> <p><input type="checkbox"/> Childcare- Care for 10-22 children ranging in ages from newborn to 2 years. *This activity can also be coupled with driving.</p> <p>NOTE: Even though some of the options above only take 1 hour of time in themselves, we would like this volunteer to be part of our mealtime (1/2 hour) and to help transport at least 1 mom and child(ren). That will fully meet the 3-hour per week goal.</p>	<p><input type="checkbox"/> Driver (using your vehicle)- Begin by 5:00-5:30 to pick up moms & babies (your vehicle must have working seat belts in all seats, mom or Moms' Place will provide car seats if you do not have any yourself). Drive home route is approx. from 8:30-9:30 depending on distance & number of moms in each vehicle. *This activity can also be coupled with non-driving options.</p> <p><input type="checkbox"/> Van Driver (using NM van)- Begin by 5:00-5:30 to pick up moms & babies. Drive home route is approx. from 8:30-9:30 depending on distance & number of moms in each vehicle. Must be 21 years or older with good driving record. *This activity can also be coupled with non-driving options.</p> <p><input type="checkbox"/> Meal Preparation/Serving/Cleanup- We provide the food, which can either be prepared/cooked at the NC Kitchen OR can be brought from your home ready to be served by 6:30. We feed 15-20 adults and 25-30 6-month old children through 6 yrs. *This activity can also be coupled with driving.</p> <p><input type="checkbox"/> Childcare- Care for 10-22 children ranging in ages from newborn to 2 years. *This activity can also be coupled with driving.</p>

12. **Jeremiah Project** (Mon.-Wed., 12:00-6:00 PM / We can also try to work around your schedule. / youth and young adults ages 14-30 / Contact: **Manuela Sheehan** [manuela.sheehan@nmaz.net], 602-370-4128). *The Jeremiah Project is an outreach and development program of Neighborhood Ministries designed to instill hope and encourage the future dreams of at-risk and adjudicated youth (14-30). We do this by encouraging the development of life skills, educational skills, job readiness skills, and spiritual development, empowering them toward strong character and career development.*

Faith Options	Non-faith Options
<p><input type="checkbox"/> Driver License Preparation- Monday- Wednesday from 3:00- 6:00 PM, come and teach our youth how to study the driver's license manual in preparation for the MVD Test. Contact Manuela Sheehan for details (see above).</p> <p><input type="checkbox"/> Healthy Relationship Class – Monday Nights from 6:30 -8:30 p.m., help us run through “Within My Reach” curriculum which teaches our young mom’s and young Latina females about healthy relationship practices.</p> <p><input type="checkbox"/> Driver (using your own vehicle, must have insurance) - Monday thru Friday drive individuals when schedule permits to job fairs, job interviews, DES appointment, doctors appointments, grocery shopping, school registration, court dates and other appointments as necessary. Coordination will be managed by case managers.</p> <p><input type="checkbox"/> Mentoring- Monday- Sunday (your schedule)- use your knowledge and talents to mentor a youth in job preparation, such as filling out applications, practice interview skills, writing resumes, etc. Another option is to hang out with a youth or two building relationships. (Fall Semester- October; Spring Semester- March) Contact Manuela Sheehan for details (see above).</p>	<p><input type="checkbox"/> Driver License Preparation- Monday- Wednesday from 3:00- 6:00 PM, come and teach our youth how to study the driver's license manual in preparation for the MVD Test. Contact Manuela Sheehan for details (see above).</p> <p><input type="checkbox"/> Healthy Relationship Class – Monday Nights from 6:30 -8:30 p.m., help us run through “Within My Reach” curriculum which teaches our young mom’s and young Latina females about healthy relationship practices.</p> <p><input type="checkbox"/> Driver (using your own vehicle, must have insurance) - Monday thru Friday drive individuals when schedule permits to job fairs, job interviews, DES appointment, doctors appointments, grocery shopping, school registration, court dates and other appointments as necessary. Coordination will be managed by case managers.</p> <p><input type="checkbox"/> Mentoring- Monday- Sunday (your schedule)- use your knowledge and talents to mentor a youth in job preparation, such as filling out applications, practice interview skills, writing resumes, etc. Another option is to hang out with a youth or two building relationships. (Fall Semester- October; Spring Semester- March) Contact Manuela Sheehan for details (see above).</p>

13. **Mi Nana's Tamales** (Will Work With Your Schedule- providing employment for our neighbors near the Neighborhood Center / Contact: Manny Esparza [many.esparza@nmaz.net], 480-330-4304). *Mi Nana's Tamales micro-enterprise goal is to provide employment for our neighbors that otherwise would not have an opportunity to earn extra income and to learn soft skills required by the business community. Tamales are a holiday favorite with not only the Hispanic community but also the general public. Last year we sold 2400 tamales and this year our goal is 5,000.*

Faith Options	Non-faith Options
<input type="checkbox"/> Assist our Job Development Director, Manny Esparza (see contact info. above) in the following ways: -Developing operational policies in the preparation of tamales (working with indigenous Parent Volunteers). -Developing marketing strategies (e.g., E-mailing and phone contact with potential customers). -Developing procedures for the selling & delivering of tamales (e.g., decide on how checks/cash are processed).	<input type="checkbox"/> Assist our Job Development Director, Manny Esparza (see contact info. above) in the following ways: -Developing operational policies in the preparation of tamales (working with indigenous Parent Volunteers). -Developing marketing strategies (e.g., E-mailing and phone contact with potential customers). -Developing procedures for the selling & delivering of tamales (e.g., decide on how checks/cash are processed).

14. **NM Job Developer** (Will Work With Your Schedule- providing employment for our neighbors near the Neighborhood Center / Contact: Manny Esparza [many.esparza@nmaz.net], 480-330-4304). *Follow up on job seekers and assist in developing contacts with potential employers.*

Faith Options	Non-faith Options
<input type="checkbox"/> Assist our Job Development Director, Manny Esparza (see contact info. above) in the following ways: -Contact and interview job seekers through the NM Job Development program to ascertain current job status and duration of employment. -Help in developing relationships with potential employers, agencies and other employment sources. -Assist in keeping other NM staff (e.g., Jeremiah Project) informed about job placement status of our NM community.	<input type="checkbox"/> Assist our Job Development Director, Manny Esparza (see contact info. above) in the following ways: -Contact and interview job seekers through the NM Job Development program to ascertain current job status and duration of employment. -Help in developing relationships with potential employers, agencies and other employment sources. -Assist in keeping other NM staff (e.g., Jeremiah Project) informed about job placement status of our NM community.

15. **The Food & Clothing Center** (Fridays 9:00-Noon- urban families / Contact: Jorge Macias [jorge.macias@nmaz.net], 602-818-6761). *We distribute essentials to those in need.*

Faith Options	Non-faith Options
<input type="checkbox"/> Food & Clothing Center Helper- Help us pick up supplies, clean the center, organize the center, distribute essentials, and whatever else needs to be done.	<input type="checkbox"/> Food & Clothing Center Helper- Help us pick up supplies, clean the center, organize the center, distribute essentials, and whatever else needs to be done.

16. **Sunday Morning Childcare** (Sundays 10:00-Noon- children K-6th grade / Contact: Billy Thrall [wmthrall@aol.com], 602-818-6760). *Every Sunday morning during our worship services at the Neighborhood Center we release our children (K-6th) to go to activity time- we could use weekly help or help once each month in the following areas.*

Faith Options	Non-faith Options
<input type="checkbox"/> Help Setup and Cleanup- Setup will begin at 9:30 AM and cleanup should finish by 12:30 PM. <input type="checkbox"/> Teacher Assistants- Assist our teachers in all they do- setup, arrange and administrate crafts, supervise kids during lesson, etc. <input type="checkbox"/> Play outdoor recreation games with kids- Play outdoor games with kids that include soccer, kickball, tag and any other games you are willing to supervise. <input type="checkbox"/> Create simple "crafts" for ages 2-5- During the week design and gather materials for crafts for our kids. If you are already in a setting where you are making crafts just create extra crafts for our kids!	<input type="checkbox"/> Help Setup and Cleanup- Setup will begin at 9:30 AM and cleanup should finish by 12:30 PM. <input type="checkbox"/> Play outdoor recreation games with kids- Play outdoor games with kids that include soccer, kickball, tag and any other games you are willing to supervise. <input type="checkbox"/> Create simple "crafts" for ages 2-5- During the week design and gather materials for crafts for our kids. If you are already in a setting where you are making crafts just create extra crafts for our kids!

17. **Vehicle Maintenance** (to be arranged with- Contact: Jorge Macias [jorge.macias@nmaz.net], 602-818-6761). *We could use your help with oil changes and other light vehicle maintenance work on our vans and buses.*

Faith Options	Non-faith Options

Maintenance Helper- Help us take care of light maintenance work on our vans and busses- change oil, change filters, tire/brakes maintenance, tune-ups, cleaning, etc. Let us know if you have an area of expertise.

Maintenance Helper- Help us take care of light maintenance work on our vans and busses- change oil, change filters, tire/brakes maintenance, tune-ups, cleaning, etc. Let us know if you have an area of expertise.

18. **Parents Christmas Store** (Culminating Event- Sat. in early December, 6:00-9:00 PM- urban families / to be arranged- Contact: Office [office@nmaz.net], 602-252-5225). Help us help hundreds of parents in the barrios provide their families with a very special Christmas. Preparations have already begun.

Faith Options	Non-faith Options
<p><input type="checkbox"/> Wednesdays 2-5 PM Christmas Store Preparation- Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Fridays noon-3 PM Christmas Store Preparation- Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p>	<p><input type="checkbox"/> Wednesdays 2-5 PM Christmas Store Preparation- Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Fridays noon-3 PM Christmas Store Preparation- Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p>

19. **Christmas Fiesta** (Culminating Event- Sat. in early December, 6:00-9:00 PM- urban families / to be arranged- Contact: Office [office@nmaz.net], 602-252-5225). Help us help hundreds of parents in the barrios provide their families with a very special Christmas. Preparations have already begun.

Faith Options	Non-faith Options
<p><input type="checkbox"/> Wednesdays through Thursday 2-5 PM Children's Gift Store Preparation- Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Fridays noon-3 PM Children's Gift Store Preparation - Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Saturday 8 AM-5 PM Children's Gift Store Preparation - Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p>	<p><input type="checkbox"/> Wednesdays through Thursday 2-5 PM Children's Gift Store Preparation - Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Fridays Noon-3 PM Children's Gift Store Preparation - Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p> <p><input type="checkbox"/> Saturday 8 AM-5 PM Children's Gift Store Preparation - Picking up donations, contacting retailers, making signs, making price tags, designing best use of space for our "store," etc. You will also be invited to help decorate the Neighborhood Center, set up the store on and help operate the store.</p>

20. **Parents Spring Store** (Culminating Event- Sat. in mid-April, 9:00-Noon- urban families / to be arranged- Contact: Office [office@nmaz.net], 602-252-5225). Help us help hundreds of parents in the barrios provide their families with household supplies and furniture. Preparations have already begun.

Faith Options	Non-faith Options
<p><input type="checkbox"/> Make donations and encourage others to make the following donations of new or "just like new" items- GIFT CARDS ARE OUR GREATEST NEED!!</p> <p>-Kitchen items- pots, pans, cooking utensils, silverware sets, sets of glasses, kitchen towels.</p> <p>-Furniture- twin beds or bunk beds (no king-size beds), couches, dinettes, dressers, coffee tables, desks, card tables, chairs, etc.</p> <p>-Appliances- televisions, clothes washer, refrigerators, vacuums, microwaves, blenders, irons, toasters, can openers- all in new or good condition.</p> <p>-Baby Items- infant and baby clothes, new diapers (from infant to toddler), baby formula (brand to buy = <i>Infamil with iron</i>), Baby Wipes, high chairs, strollers, cribs, play pens, PLEASE NO BABY TOYS!</p> <p>-Personal Care Items- shampoo & conditioner, hand soap, body wash & soap, deodorant, toothpaste, toothbrushes, lotion, shaving cream, new socks, underwear (kids and adults), etc.</p> <p>-Household Items- cleaning supplies (Pine Sol, liquid dish soap, Windex, Lysol, Pledge, etc.), mops, brooms, dustpans, toilet paper, paper towels, dish towels, oscillating fan, etc.</p> <p>-Tools- wrenches, hammers, auto mechanic tools, etc.</p> <p>-New Linens & Bedding- blankets, comforters, pillows, bathroom towel sets, sheet sets, etc.</p>	<p><input type="checkbox"/> Make donations and encourage others to make the following donations of new or "just like new" items- GIFT CARDS ARE OUR GREATEST NEED!!</p> <p>-Kitchen items- pots, pans, cooking utensils, silverware sets, sets of glasses, kitchen towels.</p> <p>-Furniture- twin beds or bunk beds (no king-size beds), couches, dinettes, dressers, coffee tables, desks, card tables, chairs, etc.</p> <p>-Appliances- televisions, clothes washer, refrigerators, vacuums, microwaves, blenders, irons, toasters, can openers- all in new or good condition.</p> <p>-Baby Items- infant and baby clothes, new diapers (from infant to toddler), baby formula (brand to buy = <i>Infamil with iron</i>), Baby Wipes, high chairs, strollers, cribs, play pens, PLEASE NO BABY TOYS!</p> <p>-Personal Care Items- shampoo & conditioner, hand soap, body wash & soap, deodorant, toothpaste, toothbrushes, lotion, shaving cream, new socks, underwear (kids and adults), etc.</p> <p>-Household Items- cleaning supplies (Pine Sol, liquid dish soap, Windex, Lysol, Pledge, etc.), mops, brooms, dustpans, toilet paper, paper towels, dish towels, oscillating fan, etc.</p> <p>-Tools- wrenches, hammers, auto mechanic tools, etc.</p> <p>-New Linens & Bedding- blankets, comforters, pillows, bathroom towel sets, sheet sets, etc.</p>

<p>☐ Store Preparation and Administration Needs- -The Weds. & Thurs. before the event- We need help picking up, unloading and sorting/organizing Spring Store donations. If you can bring a truck that would be wonderful. -The Fri. before the event- We need help setting up all day and going through part of the evening. -The Sat. of the event- -8-9AM, We need help setting up. -9-noon, We need help running the store and helping people load their stuff- we could use 40-50 volunteers!! -noon-2PM, We need help cleaning up.</p>	<p>☐ Store Preparation and Administration Needs- -The Weds. & Thurs. before the event- We need help picking up, unloading and sorting/organizing Spring Store donations. If you can bring a truck that would be wonderful. -The Fri. before the event- We need help setting up all day and going through part of the evening. -The Sat. of the event- -8-9AM, We need help setting up. -9-noon, We need help running the store and helping people load their stuff- we could use 40-50 volunteers!! -noon-2PM, We need help cleaning up.</p>
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21. **Back to School Store** (Culminating Event- Sat. in early-August, 9:00-Noon- urban families / to be arranged- Contact: Office [office@nmaz.net], 602-252-5225). *Help us help hundreds of parents in the barrios provide their families with household supplies and furniture. Preparations have already begun.*

Faith Options	Non-faith Options
<p>☐ Make donations and encourage others to make the following donations of new or “just like new” items- -GIFT CARDS ARE OUR GREATEST NEED!! -School Supplies- backpacks, pens, pencils, paper, notebooks, crayons, markers. -School Uniforms- Navy Blue/Maroon/White Polo’s and Blue/Khaki Pants -Kitchen items- pots, pans, cooking utensils, silverware sets, sets of glasses, kitchen towels. -Furniture- twin beds or bunk beds (no king-size beds), couches, dinettes, dressers, coffee tables, desks, card tables, chairs, etc. -Appliances- televisions, clothes washer, refrigerators, vacuums, microwaves, blenders, irons, toasters, can openers- all in new or good condition. -Baby Items- infant and baby clothes, new diapers (from infant to toddler), baby formula (brand to buy = <i>Infamil with iron</i>), Baby Wipes, high chairs, strollers, cribs, play pens, PLEASE NO BABY TOYS! -Personal Care Items- shampoo & conditioner, hand soap, body wash & soap, deodorant, toothpaste, toothbrushes, lotion, shaving cream, new socks, underwear (kids and adults), etc. -Household Items- cleaning supplies (Pine Sol, liquid dish soap, Windex, Lysol, Pledge, etc.), mops, brooms, dustpans, toilet paper, paper towels, dish towels, oscillating fan, etc. -Tools- wrenches, hammers, auto mechanic tools, etc. -New Linens & Bedding- blankets, comforters, pillows, bathroom towel sets, sheet sets, etc.</p> <p>☐ Store Preparation and Administration Needs- -The Weds. & Thurs. before the event- We need help picking up, unloading and sorting/organizing Spring Store donations. If you can bring a truck that would be wonderful. -The Fri. before the event- We need help setting up all day and going through part of the evening. -The Sat. of the event- -8-9AM, We need help setting up. -9-noon, We need help running the store and helping people load their stuff- we could use 40-50 volunteers!! -noon-2PM, We need help cleaning up.</p>	<p>☐ Make donations and encourage others to make the following donations of new or “just like new” items- -GIFT CARDS ARE OUR GREATEST NEED!! -School Supplies- backpacks, pens, pencils, paper, notebooks, crayons, markers. -School Supplies- Navy Blue/Maroon/White Polo’s and Blue/Khaki Pants -Kitchen items- pots, pans, cooking utensils, silverware sets, sets of glasses, kitchen towels. -Furniture- twin beds or bunk beds (no king-size beds), couches, dinettes, dressers, coffee tables, desks, card tables, chairs, etc. -Appliances- televisions, clothes washer, refrigerators, vacuums, microwaves, blenders, irons, toasters, can openers- all in new or good condition. -Baby Items- infant and baby clothes, new diapers (from infant to toddler), baby formula (brand to buy = <i>Infamil with iron</i>), Baby Wipes, high chairs, strollers, cribs, play pens, PLEASE NO BABY TOYS! -Personal Care Items- shampoo & conditioner, hand soap, body wash & soap, deodorant, toothpaste, toothbrushes, lotion, shaving cream, new socks, underwear (kids and adults), etc. -Household Items- cleaning supplies (Pine Sol, liquid dish soap, Windex, Lysol, Pledge, etc.), mops, brooms, dustpans, toilet paper, paper towels, dish towels, oscillating fan, etc. -Tools- wrenches, hammers, auto mechanic tools, etc. -New Linens & Bedding- blankets, comforters, pillows, bathroom towel sets, sheet sets, etc.</p> <p>☐ Store Preparation and Administration Needs- -The Weds. & Thurs. before the event- We need help picking up, unloading and sorting/organizing Spring Store donations. If you can bring a truck that would be wonderful. -The Fri. before the event- We need help setting up all day and going through part of the evening. -The Sat. of the event- -8-9AM, We need help setting up. -9-noon, We need help running the store and helping people load their stuff- we could use 40-50 volunteers!! -noon-2PM, We need help cleaning up.</p>

22. **Administrative Projects** (to be arranged with- Contact: Office [office@nmaz.net], 602-252-5225). *Work with various Neighborhood Ministries staff, on independent projects that will help us meet our myriad of administrative needs.*

Faith Options	Non-faith Options
<p>☐ Administrative Assistance- Help us with all kinds of office and administrative needs- phone calls, letter writing, copying, brochure design, data entry, filing, enhancing the use of office space, video editing, CD/DVD copying, etc. Let us know if you have an area of expertise.</p>	<p>☐ Administrative Assistance- Help us with all kinds of office and administrative needs- phone calls, letter writing, copying, brochure design, data entry, filing, enhancing the use of office space, video editing, CD/DVD copying, etc. Let us know if you have an area of expertise.</p>

23. **Research Projects & Short-term Missions Projects** (to be arranged with- Contact: Office [office@nmaz.net], 602-252-5225). *Work with various Neighborhood Ministries staff on independent research projects that will help us find and build best practice models that lead to successful programs.*

Faith Options	Non-faith Options
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<input type="checkbox"/> Research Assistant- If you have a gift and passion for doing research let's negotiate a project that will help us find and build best practice models for programs/strategies to effectively assist the poor. Let us know if you have an area of expertise. <input type="checkbox"/> Short-term Missions Projects or Short-term Work Projects- If you have a group that is looking for a one-day, weekend or a week-long short-term mission or work project we have all kinds of opportunities that can be tailor-made to suit your group.	<input type="checkbox"/> Research Assistant- If you have a gift and passion for doing research let's negotiate a project that will help us find and build best practice models for programs/strategies to effectively assist the poor. Let us know if you have an area of expertise. <input type="checkbox"/> Short-term Missions Projects or Short-term Work Projects- If you have a group that is looking for a one-day, weekend or a week-long short-term mission or work project we have all kinds of opportunities that can be tailor-made to suit your group.
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24. **Development Projects** (to be arranged with- Contact: Christina Fankhauser [Christina.fankhauser@nmaz.net], 602-689-1706). *Work with Christina Fankhauser, Neighborhood Ministries' Development Coordinator, on independent projects that will help us meet our need for resources and funding.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<input type="checkbox"/> Contact us for details.	<input type="checkbox"/> Contact us for details.

25. **Internships** (to be arranged with- Contact: Kit Danley or Sarah Leon [kit.danley@nmaz.net or sarah.leon@nmaz.net], 602-818-6733 or 602-299-8858). *Maybe you have a passionate idea that you've always wanted to do and Neighborhood Ministries is just the vehicle you have been looking for. Try one of our internships to take the next step.*

<u>Faith Options</u>	<u>Non-faith Options</u>
<input type="checkbox"/> Summer Intern (Self Funded) – 10 week long internship. Part urban ministry training and part summer program preparation. 10 am – 7 pm daily. Attend the Kids Club, Kids Camp program, and other events during the duration of the internship. <input type="checkbox"/> Summer Internship (Raise Support)- Raise \$4000 for the 10 week long internship. Covers housing, program costs, and \$2000 take home stipend. <input type="checkbox"/> Professional Internship (Self Funded)- Personal/Professional development. Dependant on skills of participant and the needs of Neighborhood Ministries. Contact Kit Danley. <input type="checkbox"/> Professional Internship (Raise Support)- Personal/Professional development. Dependant on skills of participant and the needs of Neighborhood Ministries. Contact Kit Danley.	<input type="checkbox"/> Summer Intern (Self Funded) – 10 week long internship. Part urban ministry training and part summer program preparation. 10 am – 7 pm daily. Attend the Kids Club, Kids Camp program, and other events during the duration of the internship. <input type="checkbox"/> Summer Internship (Raise Support)- Raise \$4000 for the 10 week long internship. Covers housing, program costs, and \$2000 take home stipend. <input type="checkbox"/> Professional Internship (Self Funded)- Personal/Professional development. Dependant on skills of participant and the needs of Neighborhood Ministries. Contact Kit Danley. <input type="checkbox"/> Professional Internship (Raise Support)- Personal/Professional development. Dependant on skills of participant and the needs of Neighborhood Ministries. Contact Kit Danley.

26. I AM GOING TO FIND MY OWN AGENCY WITH WHICH TO DO A SERVICE LEARNING PROJECT.

In the box below write down the name, mailing address and phone number of the agency with whom you will be doing your 3-hour per week service learning project: