

# *Sweet Home Student Ministries Leadership Packet*

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## IF GOD IS LEADING YOU TO WORK WITH US

1. **Express Interest:** You may have an interest to serve God by loving His people, but are unsure as to where you can help make a difference. We are here to help you do this. As you prayerfully consider this ministry, please do not hesitate to seek out Min. Hayes or another leader to ask questions of the ministry.
2. **Receive Student Ministry Material:** Please read over all of the information provided to you in this packet. This will give you the basic information that you need as you consider your commitment to the ministry.
3. **Observe Programs:** We invite you to observe the areas of ministry that you are interested in. Please contact Min. Hayes in advance so that arrangements can be made for you to observe. You will have the chance to meet students and other leaders. Please write down any questions that you may have for our future meeting.
4. **Prayerfully consider your commitment:** We want you to take time to pray and think through your commitment. We also encourage you to seek the counsel of family and friends as you make this decision.
5. **Complete the Application Package:** This application package was developed to obtain appropriate information for your interview process. Please make sure that all pages are filled out and returned by the deadline. The deadline for this packet is \_\_\_\_\_.
6. **Interview with the youth pastor:** Please do not be alarmed. This is an opportunity for you to share your observations, describe your spiritual journey, and communicate your gifts and desires for working with the student leadership team. We will also discuss your application and specific areas of interest.
7. **Commitment Sheet and Criminal Background Check:** Sign the “Commitment Form” and turn it in along with your “Background Consent Form” to Min. Hayes. Please include a check for **\$10.00** made payable to Sweet Home Missionary Baptist Church for the cost of your background check. Your application process does not go any further until your criminal background check is received. Please be advised that all information is kept confidential.
8. **Beginning Ministry:** Once everything has been received, we will discuss your start date in ministry and your addition to the ministry schedule.
9. **Evaluation Meeting:** At your two month mark, we will meet to evaluate your feelings and perceptions regarding your involvement with the team so far. This is to give you an opportunity to evaluate your role in order to better fit your style, personality, and strengths.
10. **Enjoy the journey:** This is going to be an exciting time of watching students grow in their walk with the Lord. I pray that as you pour into them, God pours into you a double portion. Let’s enjoy the journey.

## **WHAT YOU CAN EXPECT FROM THE TEAM**

- Structure and leadership
- Encouragement
- Training and learning opportunities
- Communication of support and direction
- Challenge to develop your ministry
- Plans to ensure that you are successful
- Sincere prayer

## OUR GENERAL PHILOSOPHY OF MINISTRY

Sweet Home Student Ministries is not glorified babysitting! In fact, it is far from it. SHSM gives students the opportunity to grow spiritually in a loving, safe, and caring environment that instills biblical concepts through age-specific learning.

### **Ministry Objective**

To develop devoted followers of Jesus Christ and empower them to live lives that reflect Jesus while drawing others to know Him.

### **Purpose Statement**

Sweet Home Student Ministries exists to serve students in the development of their personal relationship with the Lord Jesus Christ. We exist to model, teach and develop disciples. We exist to serve our community through outreach and evangelism and empower students to represent for Christ.

### **Biblical Imperatives**

Matthew 9:35-38 (NKJV)

<sup>35</sup> Then Jesus went about all the cities and villages, teaching in their synagogues, preaching the gospel of the kingdom, and healing every sickness and every disease among the people.<sup>[a]</sup> <sup>36</sup> But when He saw the multitudes, He was moved with compassion for them, because they were weary<sup>[b]</sup> and scattered, like sheep having no shepherd. <sup>37</sup> Then He said to His disciples, “The harvest truly *is* plentiful, but the laborers *are* few. <sup>38</sup> Therefore pray the Lord of the harvest to send out laborers into His harvest.”

Romans 12:1-2 (NKJV)

<sup>1</sup> I beseech you therefore, brethren, by the mercies of God, that you present your bodies a living sacrifice, holy, acceptable to God, *which is* your reasonable service. <sup>2</sup> And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what *is* that good and acceptable and perfect will of God.”

1 Timothy 4:12 (NKJV)

“[Take Heed to Your Ministry] Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity.”

### **Core Values**

- Biblical
- Balanced
- Beneficial

## **EXPECTATIONS OF LEADERS**

- Be COMMITTED to God and to the Student Ministries here at Sweet Home. Regularly attend church services, participate in worship and commit to tithing.
- Exhibit the love of Christ to all who come our way.
- Participate wholeheartedly! No leader should be sitting on the sidelines. We are to model for the students what participation looks like and get involved.
- Actively seek for ways to make meetings, bible study, special events, etc. run smoothly.
- Participate in problem solving.
- Follow through on responsibilities.
- Pray regularly for our youth ministry, its leaders, and the church as a whole.
- Be on time for all activities (at least 15 minutes prior unless otherwise stated).
- It is very important to know in advance if you are unable to attend – especially if you are leading or teaching in one way or another. Please make arrangements so that any responsibility under your care is adequately taken care of.
- Attend leadership trainings and meetings.
- Commit to regular prayer, bible study, personal worship and spiritual growth.
- Diffuse gossip, rumors, and conflict.
- Hold matters discussed in small group/bible study in confidence, unless otherwise required by law to disclose information to leadership.
- Actively seek to make sure that student ministry areas are safe environments for students.
- Please be submitted to delegated authority.
- Apply the biblical model of conflict resolution as outlined in Matthew 18:15-20

## **STAFF BOUNDARIES**

Please utilize careful judgment at all times in the exercise of personal freedom, particularly when associated with and/or relating to students, either publicly or privately. We recognize that many of us may have different opinions when it comes to certain issues; however our focus remains clear and we choose to limit our individual freedom if that freedom threatens to hurt a fellow brother or sister in Christ.

Personal liberty is to be set aside:

- When its exercise could hinder a student's spiritual development.
- When its exercise could be misunderstood in such a way as to hinder one's own witness
- When the action could endanger another person's safety or well being

Please keep in mind that the following is to serve as general guidelines for student and adult interaction. As well as serve, as documentation on this ministry's stance in regards to these issues.

- Please be mindful of direct interaction with students. When speaking with students keep female students with female leaders and males with males.
- Do not counsel anyone behind closed doors alone at any time. Always seek the assistance of another leader or the youth and children's pastor.
- Please be mindful of language and that cursing is never acceptable.
- Yelling, screaming, or belittling a student is NEVER acceptable.
- Physical, mental, sexual abuse will NOT be tolerated and reported to the authorities immediately.
- Please be mindful of your personal limitations. Do not always try to answer a student's questions, at some point challenge them to seek answers on their own and guide their process. This prevents the "god-complex" and the development of co-dependent relationships. Always point them back to God and not you.
- Be mindful that you serve as an adult leader and not a peer leader. We are to develop relationships with students, but they must be kept in the context of what we seek to achieve based upon our philosophy to ministry. Always be the adult.
- It is never appropriate to ask a student or student's family for any gifts and or financial assistance.
- Do not have any contact with students that parents are not aware of, i.e. secrete phone calls or emails, texting, Facebook messages, etc.

## **AREAS OF MINISTRY YOU CAN BE A PART OF**

### Age Groups and Times:

- Baby Kingdom ages 0-3
  - 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> Sundays at 7:30am and 11:00am services
- Power Generation ages 4-12
  - 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> Sundays at 11:00am service
- AWANA ages 4-12
  - Wednesday nights at 7:15pm
- DV8 ages 13-18
  - Wednesday nights at 7:15pm

### Areas:

- Administration Team
  - Check in and checkout process
  - Student and leader database management
  - Supply requests
  - Copies and teacher support
- Set Up Team
- Teaching/Facilitating Teams
- Food/Snack Preparation Team
- Pep-Rally Team (Power Generation Only)
- Greeter/Crowd Control Team

## WHAT STUDENTS NEED FROM YOU

Changing the lives of students happens one life at a time and is dependent upon the Holy Spirit.

As a leader, God will work through you to minister to the lives of the students you come in contact with. These students need leaders who will:

- Love God and allow Him to live through them
- Be genuinely interested in their lives
- Spend time talking to them and not at them
- Seek to understand them
- Pray for them
- Be real and honest
- Encourage them
- Believe in them
- Be consistent in life and ministry
- Be patient with them
- NEVER give up on them
- Love them enough to set clear boundaries
- Be a leader and not a peer
- Be available

## COMMITMENT FORM

After spending some time in prayer and discussing with my family (if applicable) the commitment involved with being an adult leader, I choose to commit to the following:

- I acknowledge the Lordship of Jesus Christ in my life and have a personal relationship with Him.
- I am committed toward growing and maturing my relationship with God through personal devotions, active and regular attendance at Sweet Home Missionary Baptist Church, personal times of worship, tithing, and involvement in accountability.
- I am committed to choices and lifestyles that are both godly and “above reproach” knowing that my lifestyle is a model for the students that I serve and that I will one day give an account to God for how that was handled.
- I am making a commitment to SHSM for one calendar year.
- I will attend meetings, trainings, and seminars when scheduled and/or will communicate any conflicts as soon as possible.
- I understand, agree, and will work hard to fulfill the purposes and vision of SHSM and this leadership team.
- I am committed to releasing back to God my time and energy as an act of worship, trust and obedience to God.
- Because I am making a significant commitment and my presence is important, I agree to be consistent and timely in my responsibilities. I also agree to communicate with the designated leadership team if I will be absent or unable to fulfill my responsibilities in a timely manner.
- I am committed to praying for the students, fellow leaders, and the Sweet Home ministry as a whole.
- I commit to doing my part to “build the house and advance the Kingdom.”

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Print Name

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Signature

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Date