

Dear

I AM GLAD YOU'RE INTERESTED IN WORKING WITH OUR STUDENT MINISTRY!!

Our church is always looking for volunteer leaders to serve on our team in the student ministry. We believe that a major component of a solid youth ministry is the building of relationships between adult staff and students. Relationships are keys to a student feeling loved and understanding God's love in practical ways. When students are connected to mature Christian adults, real spiritual growth takes place in their lives. This is because they have authentic models to pattern themselves after.

The quality of our staff is very important! We are looking for men and women who have a commitment to Christ and a desire to care for students. With the aid of prayer and careful consideration, I ask you read this packet of information. I then encourage you to observe one of our youth services before making a decision as to whether or not to proceed down this path towards being actively involved in the FBJB youth ministry. If you decide that God may be leading you in our direction then fill out the application. Because we place great value on this ministry, we place great value on our staff and on the steps necessary to become part of our team!

Once I have received your application, I will call you to schedule an appointment. All information will be kept strictly confidential. In the meantime, please feel free to observe one of our youth services.

Youth ministry is an incredible way to invest your time, your energies and fulfill the purpose God has for your life as you serve Him! I'm looking forward to meeting with you and spending some time talking about your hopes and desires for ministry. If you have any need to reach me, feel free to call.

In His Grip,

Mark Hubbard
Youth Pastor- FBJB Student Ministries

What Students Need From Caring Adults

Changing the youth world happens one student at a time. Students do not connect to programs; they connect to people. The most effective way to influence students is through significant relationships with key people in their lives. Our goal is to develop leaders who minister to students.

Students need adults who will:

- Love God and live for Him
- Be genuinely interested in their lives
- Take initiative to spend time with them
- Pray for them
- Be real
- Say encouraging words
- Believe in them
- Laugh
- Go to “their world”
- Remember their names and care for and about them
- Share God’s love through personal experience
- Be consistent to the programs and attendance
- Be patient
- Enjoy life

How to be involved in Student’s lives

We will later explain the application process, but first it is important for you to understand what commitment we ask from our staff. For effective ministry with students, you need to:

1. Understand the Purpose and Planned Values of our ministry. Take a look at the values and goals that make our youth ministry effective in reaching & caring for students.
2. Commit to a specific job or program. Consider the role for which God has specifically made you. What is your “SHAPE” in His great plan and how does it fit into this youth ministry in order to help build relationships with students. (we will help you figure this one out if you don’t know for sure)
3. Grow as a minister. Leaders are learners. Develop your personal relationship with Jesus Christ and the ministry He has called you to, which will ultimately influence students.

Understanding the Purpose and Planned Values of

Purpose/ Mission Statement:

Our youth ministry exists to reach **out, up, around, in** and then **back out** again, to teenagers and their families; helping them discover and live a VERTICAL”ly” focused, God-centered life.

We will:

- **Reach out** to students who don't have a relationship with Jesus Christ or the church in real, relevant & teen-friendly ways, **sharing** the good news that God wants to give them a purpose now & an eternity soon, through His son Jesus. (evangelism)
- **Reach up** in worship and connection to Christ(Luke 10:38-42). We will model & teach youth to **honor** and **love** God with their lives and encourage them to connect with Him both corporately and privately. Our goal will be to live, model and teach VERTICAL living. In other words, a life that focuses on and revolves around God being at the center of everything we do. (worship)
- **Reach around** them to help them **connect** with other Christian believers in meaningful relationships and friendships. We will be **intentional** in how we go about this with **purposeful programming and follow-up**. Our goal will be to establish a reputation that the Vertical youth ministry is a place where EVERY teen feels like they matter and make a difference. (fellowship)
- **Reach in** to the hearts and minds of students, **teaching** them God's word, its application to their lives and its power to change them. (discipleship) Our goal will be to help them mature as Christian young people and to **grow** them in their faith, while challenging them too....
- **Reach back out again** to others as together we seek to discover their ministry and the plan God has for their lives based on the way He's wired them, their experiences, spiritual gifts and passions so that they can be used by Him for the greater good of His kingdom. (ministry)

REACH:

OUT	UP	AROUND	IN	BACK OUT AGAIN
"Go and make disciples"	"Love the Lord your God"	"Baptize them"	"Teach them to do"	"Love your neighbor"
EVANGELISM	WORSHIP FELLOWSHIP	DISCIPLESHIP	MINISTRY	

THE GREAT COMMANDMENT

"Jesus replied: 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."

Matthew 22:37-40

THE GREAT COMMISSION

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Matthew 28:19-20

Program	Purpose	Target
1. Friendgism	(Evangelism)	Community
2. Hot night events	(Evangelism)	Community
3. Youth worship services	(Worship. Disc. Evang.)	Crowd/Comm.
4. Newbies Training	(Fellowship. Discipleship)	Crowd → Congregation
5. Dinner and the Pastor	(Fellowship)	Crowd
6. Ministry Teams	(Ministry/ Fellowship)	Crowd → Congregation
7. Bridge Events	(Fellowship/ Disc.)	Crowd → Congregation
8. Life Groups	(Fellowship/ Disc.)	Congregation
9. InStep	(Discipleship)	Committed
10. Missions	(Ministry/ Fellowship)	Congregation → Committed
11. Bible Study Groups	(Discipleship)	Committed
12. Student Ministry Leader	(Ministry)	Core →
13. Student Leadership	(Ministry)	Core
14. Student Leadership U.	(Discipleship/ Evan.)	Core

****Bold faced type indicates primary program.** Regular type indicates secondary program.

In all efforts, programming and planning, we acknowledge the family unit as the primary tool God has put in place for the purposes of evangelism and discipleship of children. To that end, our youth ministry will seek in every way possible, to be a resource to parents and a support to the entire family for the growth and development of Christian teenagers.

Commit to a program

We don't ask for and frankly don't want you to feel like you are signing your life away to work in this youth ministry. It is unhealthy for you and for our ministry if you are spread too thin. We do however, believe that commitment to a task is essential to both your development as a leader of youth and in your own personal faith development. It is equally important to the growth and smooth operations of this FBJB student ministry.

The VERTICAL JOURNEY

1. Friendgelism

(Acts 1:8 "...You will be my witnesses, telling people about me everywhere....")

This is not a program, it's a process. A process communicated and taught to Vertical student's to model his or her transformed life to someone in need of God's grace. It's also not an option. It's a non-negotiable. We will be evangelistic.

- i. Develop an evangelistic attitude (in our ministry and students)
 - Teach Friendgelism yearly at the beginning of the school year as part of the "On Purpose" series or on it's own. Students are encouraged to take "baby steps" in this process and are celebrated by assigned staff members all along the way with each victory (especially as friends come to into a relationship with God)
 - a. **Step 1: Tell your friend you are a Christian**
 - b. **Step 2: Invite your friend to an appropriate program**
 - c. **Step 3: Tell your friend why you're a Christian**
 - d. **Step 4: Tell your friend how you became a Christian**
 - e. **Step 5: Ask your friend if he or she would like to become a Christian**
 - Maintain friendgelism emphasis all year long with the Friendgelism Challenge "HIT" list.
 - a. Students are given a small business card with the 5 steps on one side and spots for 5 unsaved friend's names they will commit to pray for all year long.
 - b. Adult leaders informally/ continually ask them about their HIT list if they have taken up the challenge.
 - Model evangelism through the personal lives of the staff and hold kids accountable to the names they put on their "HIT" list
 - Celebrate victories as kids take each step and lives are changed as friends come to Christ
- ii. Continually challenge students to be evangelistic (Sunday morning services as well as home teams. To accomplish this, adult staff must model and teach this need to continually "take a walk."
- iii. Develop a worship service to which students are proud to bring their friends.
 - Inviting and welcoming atmosphere
 - Teen friendly youth area
 - Relevant messages, music and presentation
- iv. Provide specific outreach events designed to encourage regular Vertical students to bring their lost friends (hot night events).

2. Hot Night Events

Designed to complement "friendgelism." Strategic events hosted on nights where teens are looking for a place to go such as 5th Quarters after big football games, Graduation night, Halloween, or even New Year's Eve, etc. (check out the latest calendar to note upcoming "Hot Night Events")

3. Worship Services

HS: Sunday nights- 5:30-7pm

MS: Wednesday nights- 6:30-8pm

This is our large-group meeting that is designed to have a friendly, fun, challenging and exciting atmosphere. This program is designed to shatter the “church is boring” stereotype and provide students a comfortable environment to get acquainted with our ministry. For students who come regularly, these services are designed to provide them a place that they are proud to invite their friends to. Videos, games, food, kickin’ music, singing, drama and relevant messages that move students towards spiritual maturity are all characteristics of this service. Numerous tasks go into making our FJB youth services a success. We will not simply point you at the kids and say, “go get ‘em.” From coordinating greeters, to the follow-up team, there is a bunch that needs doing. Sound and lights, video, food, “zone” adults, attendance, clean up...and the list goes on. We ask each of our adult staff to think about what fits them best, and then do it with excellence and passion to make their small piece, work towards making the whole thing an awesome experience for the kids each week. Mark will share with you the numerous options available and help you find a job that fits you.

4. Newbies Training

A one-on-one mentoring adventure whereby we connect teens who’ve just made a decision to trust Christ as their savior. Our goal is two fold: 1) Answer many of the questions of “now what?” that fills the mind of these new believers as we ground them in the basics of the decision they’ve just made (topics such as eternal security, baptism, next steps to growth, Bible study and more are covered). The material is in a self-study format with the help and accountability of a caring adult leader to encourage and provide direction/ answers as needed. 2) Work to immediately connect the student to the body in a greater degree

5. Dinner and the Pastor

We invite crowd students who are visiting or feel unconnected to church for dinner with Pastor Mark. We eat, tell stories and try to help the unconnected...connect. The only thing overtly spiritual about the evening is the prayer for the meal.

6. Ministry Teams

Any student can join a ministry team at any time. Each is overseen by an adult coordinator and possibly a student leader. Teams include but are not limited to:

- i. Drama
- ii. Video
- iii. Greeters
- iv. Worship band
- v. Worship singers
- vi. Worship back-up singers
- vii. Audio/ lights
- viii. Design/ production
- ix. Set-up and tear down
 - Other examples might include art/ design, camping, paintball, digital scrapbooking, prayer, photography, etc.

These teams offer a fun and easy way to get students involved and connected.

7. Bridge Events

These are events designed for fun, connection and a bit of learning. They will help “bridge” the gap between a crowd student and a congregation student by facilitating connections through fun activities. These may include but are not limited to:

- D-Now trips
- Beach outings
- Met Games
- Trips to the mall/ movies/ Tropical Smoothie/ etc.
- Pool parties
- Theme parks
- Rafting/ canoeing/ tubing, etc.

8. Life Groups

Life groups meet every Sunday morning upstairs in The Attic youth area from 9:15- 10:30am. Everyone meets together as a whole at this time for a time of Hanging out, food and weekly announcements. At approximately 9:30am the groups break up and go to their specific classes. This is a key program to making our big group, small. At this time we break into small groups for closer interaction, relational development and group discussion as we dig into God’s Bible. This time is geared towards building a sense of community amongst the youth and helping develop them as disciples with a next step towards biblical comprehension.

9. InStep

Our main goal of discipling students will be to push them towards and attitude of ownership concerning their spiritual growth. We want students to grow “on their own.” To get them to this point, we will hold their hand, help them gain the skills necessary to grow with coaching and provide a significant reward for their diligence. Simply put, we will help students become like Christ by providing them a system by which they are helped to create the consistent habits associated with spiritual growth as they systematically study God’s word:

- Hang time with God (consistent prayer and bible reading)
- Accountability (close relationship with another believer)
- Bible memorization
- Involvement/ service with the church body (not just the youth group)
- Tithing commitment (understand it and participate)
- Study of scripture (on their own)

The process starts when a student asks to get involved with InStep

- \$50 Deposit to start***
- 13 week devotional provided

Devotional Procedures:

- Weekly synopsis (found at the beginning of each week)
 - Memory verse to study (optional but highly encouraged)
 - Live the Word challenge (NOT optional/ will vary week to week/ a service component of the program)
 - Outline of the week’s study
- Student has 7 days to complete 5 lessons
 - Each week runs Monday to Sunday

- MS and HS students are both required to answer all questions.
- HS students are also required to fill out the “key verses” and “journaling” sections that follow the questions in order to receive credit for completing the week. For MS students, these 2 sections are optional but again, HIGHLY recommended.
 - KEY VERSES: simply underline/ highlight verses in your Bible that stand out in the reading for the day and tell me why they were meaningful to you. If none are, write that down.
 - JOURNAL SECTION: this is a spot to record your thoughts, questions, prayers and/ or spiritual insights.
- It’s highly encouraged that students do these lessons daily. Waiting until the last day of the week and “shotgunning” through 5 lessons in one hasty evening, does NOT create the spiritual habit of bible study and does NOT promote spiritual growth.
- End of the Week Report (Students)
 - Upon completion of the week’s study, students fill out the top portion of the report.
 - Verse(s) memorized: Y/N and what it was.
 - Summary for the week: a few quick sentences of summary for all that they read (additional space is provided on the back if needed)
 - Service: where they served and when (children’s church, youth band, Awana, clean-up crew, A/V booth, etc.) All students are required to serve somewhere on a weekly basis and during quarterly Java Nights (Fridays 7-9pm)
 - Service notes: do they have the notes from youth or church services that were attended during the course of the week? If not, an honest reason why MUST be provided.
 - Questions or prayer needs: this is a communication piece for them to inform myself and our youth staff of anything.
 - Live the Word: tell me how you accomplished this task, how you felt, how it made others feel or how God used you to bless others.
 - Student then signs and dates the report attesting to the truthfulness of their efforts for the week.
- End of the Week Report (parents)
 - Parents meet with their teen: sit down each week and take a couple of minutes to review their work, ask them questions about what they thought, answer any questions they may have (if you don’t know the answer, just tell them so and that you’ll find it out...then do just that and get back to them), listen to them say their memory verse if they did it and absolutely, positively, whole-heartedly PRAY with them and for them.
 - Summary: your thoughts, questions, and prayer needs in the next section. This is your communication piece to myself and our youth staff (if you have confidential concerns, call me 334-2202 or email me at markhubbard@fbjb.com)
 - Sign and date
- Reports are due by the Wednesday following the completion of each week (due dates for each report are provided at the top of each individual sheet)

- Turn in filled out reports along with all service notes in the InStep mailbox in the youth room, to a Life Group leader, Pastor Mark or the office no later than due dates on the report.
- Exceptions to the above rule would be in cases of vacation, sickness, family crises or inclement weather issues. Please make me aware of these extenuating circumstances in the actual report once you are able to turn them in.
- Credit:***
 - If reports/ notes are turned in late or incomplete, no credit will be given (the goal is to get students into a regular habit of spending time in God's word so they must show punctuality and consistency).
 - Scholarships are awarded to both summer camp+ D-Now weekends. Scholarships are assessed on a fair and equitable percentage scale applied to every participant so once again, consistency and commitment are keys to them receiving these rewards.

10. Mission Teams

2 mission trips a year (summer/ spring break)
 Local missions work each summer (local body of FBJB)
 Samaritan's Purse (Christmas shoeboxes)

11. Bible Study Groups

Provide committed students with more in-depth biblical knowledge. Meet weekly at various spots around town or at leaders homes.

1. Exogetical Bible studies
2. Apologetics
3. Theology
4. InStep material review
5. Accountability

12. Student Ministry Leader (core students)

After showing consistent spiritual growth, commitment to church/ youth group and interviewing with Pastor Mark, students can start a ministry or lead an existing one. They become an "apprentice" leader to the adult leader of that ministry serving to make sure the team functions well, is performing its designed purpose and task effectively and that the members of that team are being cared for. At the proper time and with the approval of the adult ministry leader and Pastor Mark, that student is given the opportunity to solo lead their area of ministry with the goal being that they work into an even deeper level of commitment and take on the task of developing as a leader through Student Leadership training

13. Student Leadership (core students)

- i. High level of commitment/ accountability
- ii. Completed minimum of 2 years of InStep/ connected to a Life Group
- iii. Minimum of 1 year of service on an existing ministry team
- iv. Committed to Friendgelism
- v. Committed to a Bible Study group

- vi. **Committed to student leadership training meetings once a month**
- vii. **Committed to a Campus LG as an apprentice during their Junior year and leading a campus LG as a Senior on their HS campus.**

14. Student Leadership University

This is the last step in the process and one that we hope all student leaders may take advantage of. Each year, scholarships will be offered to the top students of our ministry to take on the task on intensive conference training at SLU in Orlando, FL. We will also press students to grow “in house” so to speak as we will help them to write a life mission statement and challenge them to commit to Friendgelism. They are also asked to commit to attending an extended mission trip offered during the year as well as the local mission work of the summer. Additionally we introduce them to the concept of Campus Life Groups and ask them to commit to being in one with the goal that during their senior year, they lead one.

***many other job titles and tasks are available. This is just a short list of some of the possibilities of areas that you may get involved in and how we do student ministry.

Planned Values

Planned values are descriptive words that reflect our values, attitudes, styles and beliefs that “influence” our purpose. We try to incorporate these key elements into our programs and our lives. It is all built on RELATIONSHIPS.

R.E.L.A.T.I.O.N.S.H.I.P.S.

Relational approach (friendships are high on a teen’s priority list so they will be with ours)
Encouragement and excellence (1 Thes. 5:11 “So encourage one another and build each other up..”)
Laughter & celebration
Acceptance (not tolerance), **A**ccountability (not judgement)
Transparency (being real)
Involvement of students (we will develop leaders)
Outreach oriented (not optional)
Numerical growth
Spiritual growth (the verse says to “go and make disciples..” not just converts)
Home-Teams/ home like atmosphere
Intimacy with God and each other/get past the surface
Parental involvement (we’re family-based and family supportive (period))
Strategic follow-up

WHAT AM I COMMITTING TO?

- Consistent attendance at a program (we ask that you arrive at least 15 minutes early and stay at least 15 minutes late. These extra minutes become key relational times with students).
- Relational ministry with students during the week (1/2 hour additional time commitment for follow-up with students through notes, phone calls, meetings, etc..)
- Attendance at Sunday morning staff development/ planning meetings (8:45-9:15am most every Sunday morning)
- Spiritual growth as a follower of Christ

******You must understand that it is NEVER about us**...how cool, friendly, giving or smart we are. We can never do Holy Spirit work. We will never be God! We must depend upon Him to change hearts. To that end, understand that how we do things around here is based on Jesus' example that we find in the Bible. Follow HIS ministry priorities the way He lived them out, and you, as well as our student ministry, will become more effective, less tired, less frustrated and more vibrant as God's spirit works in and through you.

1. Pray with passion
 - a. It's our life blood to stay intimately connected to Him. Your goal should be to give to students from the overflow of what God is doing in you, never the reserve that is merely sustaining you.
2. Go deeper with Christ
 - a. How do you develop your relationship to Jesus? Go deeper into an intimate and passionate relationship with Jesus and live that relationship out by obeying Christ and reflecting His character to those around you (Mark 1:7-8)
3. Grow as a leader
 - a. Allow yourself to develop as a student ministry leader. Leaders are learners so continue to offer yourself up for training, seek knowledge and refine your skills in ministry to teens so that you are better equipped to reach and disciple students (Mark 1:16-20)
4. Disciple Students
 - a. How do you disciple students to develop spiritual passion and become spiritual influencers with their friends? Challenge them to move toward maturity in their relationship to Jesus through small group discipling relationships (Mark 3:13-15)
5. Penetrate the Culture
 - a. Plain and simple...go where students are by spending time in their culture, and equip them to reach their friends and their culture (Mark 1:40-42). Going to their world says, "I CARE ABOUT YOU AND WHAT YOU ARE DEALING WITH!" And it says it to them in capital letters. 10,20,30 minutes a week with students in their world will have more positive affect than any program or event we will EVER be able to do.
6. Create Outreach Opportunities
 - a. Once we follow Jesus pattern by staying connected to Him, going deeper in our relationship with Him, developing as a leader and developing others, teaching students and communicating that we care by going to where they are, then we will have created an atmosphere that is ripe to harvest this lost and dieing generation that are so far from God. The spiritual momentum

God generates is attractational (Mark 4:1-2) so if we then provide students with events or opportunities to invite, bring, or drag friends to experiences that they can hear the life-changing message of Jesus, we should expect God to do what He did to the church back in Acts 2:47b "...and each day the Lord added to their fellowship those who were being saved."

Our goal is to help volunteer leaders move from a program-directed ministry (dependent on the program) to self-directed ministry (independent minister). A few keys to help you develop as a minister are:

- Time: Be patient; feeling comfortable and connecting with students takes time. DON'T PUT UNDUE PRESSURE ON YOURSELF
- Participation: Going on special events and TRIPS will help intensify and solidify your relationships with students.
- Initiative: the more you invest, the more you will get out of it. Your relationships will grow deeper as you invest your time.

How to Become a member of the FBJB youth staff team: The Application Process

1. Express Interest

You may have an interest in serving God by loving students but are unsure as to where you can help. We will help you. Some of the most “unlikely people” make the greatest youth workers (i.e. you don’t have to be under 30, drive a sports car, climb mountains or enjoy rock music. We are simply looking for people who love God and can love teens and live as solid examples to students), so take the next step as you prayerfully consider this ministry. Let someone know: Mark, another youth staff leader or one of the youth leaders.

2. Receive Youth Ministry Packet

This packet gives you the basic information that will help you make decisions about our ministry. We have tried to explain as much as we can, but the clear picture happens when you observe a program or service.

3. Observe Programs/ Services

Before you fill out the application, we encourage you to observe how we do things at one of our programs or services on Wednesday or Sunday nights even a Sunday morning Life Group. This is a good opportunity to get a better feel for the ministry without having expectations or responsibilities placed on you. You will have a chance to meet students, other staff, and write questions for our future meetings together. It will be natural for you to feel uncomfortable while observing a program (students won’t typically go out of their way to make you feel welcome until you get to know them). Relax and simply watch.

4. Complete Application Packet

This application packet was developed to obtain appropriate information for our screening process. We request three references. You can choose a pastor, close friend, and/or an employer within the past year.

5. Interview with Youth Pastor

This is an opportunity for you to share thoughts from your observations, describe your spiritual journey, and communicate your gifts and desires for working in student ministry. We will discuss a more specific job description that “fits” you and the gifts, talents and experience that God has given you. Our goal is to place you in a position in which you can succeed. If you win, our students win.

6. Prayerfully Consider your Commitment

We want you to take time to pray and think through this commitment. We also encourage you to seek the counsel of family and/or friends regarding your commitment. It takes time! Some have more than others so don’t feel that we’re asking you for every Saturday, availability at 3am or for you to give up your day job to hang out with kids. However we do want you to know that it will take time from other things. See what you can comfortably give that you and your family are comfortable with and then ask God to do his math. He will absolutely multiply whatever investment you are able to give Him and this youth ministry

7. Return the Signed Commitment Sheet

After deciding to make a commitment, sign the commitment sheet & return it to Mark.

8. Get in there and start loving on and connecting with teenagers

Staff Conduct and Guidelines

Because of who we are in Jesus Christ, the organization that we represent, and the impressionable age we work with, each of us must be willing to pay the price of leadership in every area of our lives.

The following areas are very important if you are to maintain a good reputation. We need your compliance in each of these areas for you to be a FBJB youth staff member.

1. You must NOT have a lifestyle that is contrary to clear Biblical principles
2. Do NOT plan activities with students without parental approval.
3. Attend church on a regular basis.
4. Never date junior high or senior high aged youth (you'd be surprised).
5. We must never voice critical opinions about any Christian Church, staff, parents, or students in front of students. This especially includes our ministry itself! Leaders lead! Leaders are POSITIVE! Negative issues are open for discussion with Mark or other staff in the proper setting only. DON'T be a momentum breaker.
6. Do not use illegal drugs and do not abuse ANY drugs.
7. Do not drink, smoke, dip or chew tobacco around, with or in the presence of youth (ours or others because word will get around). Be EXTREMELY discretionary about the purchase or consumption of such substances as you never know who is watching you and who you may be causing to stumble. I was once tapped on the shoulder by two of my youth and their mother at 1:30am, on a school night, while I was in the checkout line of Wal-Mart buying my wife some cold medicine. Had I been purchasing beer or tobacco, those kid's view of me, and my ability to lead them would have been trashed. My preference is that you completely cut out the use of all alcoholic and tobacco products but at the very least, please be discreet.
8. When driving students you must obey all laws and use safe driving habits.
9. NEVER drive a student of the opposite sex home alone!!!!
10. Male staff are expected to spend time primarily with male students, female staff with female students. We're not saying to completely segregate. We're talking about the larger percentage of your time and in any close relationships.
11. Do not initiate touch with the opposite sex (back-rubs, hugs, etc.). If a student initiates a hug, don't refuse. just give them the 'ol sideways hug. Simply be careful and use discretion.
12. You must carry personal auto insurance. On your auto insurance we highly recommend that you carry min. liability limits of 100/300/50.

(signature)

(date)

(youth pastor signature & date)

Counseling Policies

1. Since counseling appointments are confidential, you should not share details with any person other than a pastor/ church staff for the purpose of gaining wisdom on how to best handle the situation.
2. In all situations, men build relationships with young men, women build relationships with young women. Inappropriate displays of affection should be avoided.
3. You MUST report to the youth pastor/Sr. pastor any of the following situations within 24 hours or sooner if necessary:
 - a. Physical abuse
 - b. Sexual abuse of any minor reported to you
 - c. When a student tells you he/she is suicidal (take them seriously/ react immediately)
 - d. When a student is in a life threatening situation
 - e. When a student confesses pregnancy to you
 - f. If you become involved in a runaway situation
 - g. When a student confesses a felony to you
 - h. When you have reason to believe a student is going to commit a crime
 - i. Any other situation that arises that you determine will hurt this student physically or is against the law

**Do not allow yourself to get in over your head. If any situation presents itself that goes beyond your abilities to offer advice or pray with a student or if their situation requires what you feel is “professional” counseling, seek the assistance of the youth or senior pastor. They will help you determine the right course of action and how to inform parents.

**Do not attempt to be a “parent” to our students. We are to assist parents, not replace them. Support students, but make every effort to side with parents (exceptions exist of course such as parental abuse, neglect, or if parental advice is in direct conflict with God’s word.) Be wise. If you are unsure, seek help from the youth pastor, other adult CPC youth staffers, or the senior pastor.

I have read the above and accept the STAFF CONDUCT AND GUIDELINES AS WELL AS THE COUNSELING POLICIES.

Prospective staff signature/ date: _____

FBJB Youth Staff Application

Name _____
Last First Middle (Nickname)

Address _____
Street City Zip

Home Phone _____ Work Phone _____

Cell Phone _____ E-mail _____

Best time to be contacted _____

Marital Status: _____ (Single, Married, divorced, other)

Education

(high school) (year graduated)

(college/trade school) (year graduated)

(degree) (minor)

(other education) (year graduated)

Church positions (if any) held in the past _____

Occupation _____

Where employed _____ Full-time / Part-time

Favorite Food: _____ Favorite Candy: _____

Hobbies: _____

If I could meet anyone alive or dead, I'd want to meet: _____

I'm deathly afraid of: _____

I absolutely LOVE to: _____

My favorite Bible verse is: _____ Because: _____

I think teens are cool because: _____

Personal and Spiritual History

Write a brief testimony about how you became a Christian (include date and use the back if necessary).

Write briefly about significant events in your life that have impacted you spiritually.

Describe 2 or 3 major ways in which you have grown in your spiritual journey since you became a Christian.

How would you describe your spiritual relationship with Jesus now?

How would others you know describe your spiritual relationship with Jesus now?

Do you have an accountability partner?

What do you do when you have a conflict with someone? How do you handle confrontation?

Are there any special issues or concerns happening in your life right now that would have an impact in your commitment and involvement in this youth ministry? (ex. Relationships, other commitments, etc.)

In caring for students, we believe it is our responsibility to seek adult staff that are able to provide healthy, sage and nurturing relationships. Please answer the following questions accordingly. Any special concerns can be discussed individually with the pastoral staff.

- Are you using illegal drugs? yes no
- Have you ever been convicted of a criminal offense other than traffic tickets? yes no
 - If yes, please describe

- Have you ever gone through treatment for alcohol or drug abuse? yes no
 - If yes please describe.
- What is your view on drinking alcohol?

- Have you ever had sexual relations with any minor after you became an adult? yes no
- Have you ever been accused or convicted of any form of child abuse? yes no
 - If yes please describe.

- Have you ever been a victim of any form of child abuse? yes no
- If yes, would you like to speak to a counselor or pastor? yes no
- Are you willing to submit to a criminal and sexual offenders background check? yes no

How long have you attended First Baptist Church Jensen Beach? _____

Are you a member?

___yes ___no

List the date and activities of other ministry experiences here at FBJB and the reason for ending that ministry.

Date started Ministry/ activity Date ended reason

Know these verses (they are what "VERTICAL" means and signifies)

Colossians 3:1-2 "1 Since you have been raised to new life with Christ, set your sights on the realities of heaven, where Christ sits in the place of honor at God's right hand. 2 Think about the things of heaven, not the things of earth.

Psalms 123:1 "I lift my eyes to you, O God, enthroned in heaven."

Matthew 6:33 "Seek the Kingdom of God above all else, and live righteously, and he will give you everything you need.