



VOLUNTEER HANDBOOK



STUDENTS

HEY THERE!

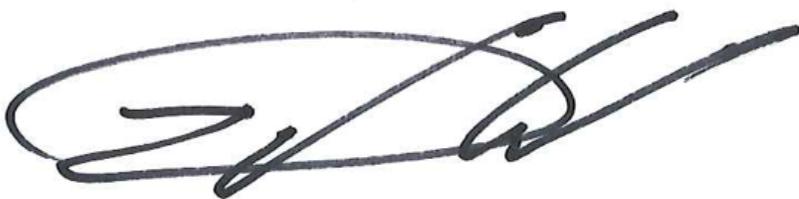
So you want to volunteer with teenagers, huh? Some people might think you're crazy... but we know better. Middle schoolers and high schoolers are awesome. They're hilarious (sometimes on purpose). They're dramatic. They're complicated. And they're a ton of fun.

But most importantly, middle schoolers and high schoolers are at a stage in their lives when they desperately need someone like you to hang out with them, love them (and like them too), and show them what it looks like to follow Jesus.

Whatever your role is in our ministry this year, this Volunteer Handbook will show you some of the ways you can begin making a lasting impact in the lives and faith of teenagers.

Thanks for being willing to serve. Thanks for caring about teenagers. And thanks for letting God use you.

We can't wait to see what this year has in store.

A stylized, cursive handwritten signature in black ink, likely belonging to Taylor.A handwritten signature in black ink that reads "Cliff" in a cursive style.

Taylor and Cliff



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OUR MINISTRY

OUR WEEKLY PROGRAMS

STUDENT GROW GOUPS | SUNDAYS @ 9:00AM AND 10:30AM

Our middle school grow groups (grades 6-8) meet every Sunday at 9:00a and our high school grow groups (grades 9-12) meet at 10:30a.

STUDENT SERVICE | WEDNESDAYS AT 6:30PM

All students (grades 6-12) meet every Wednesday for fun, worship, teaching, and small groups.

OUR ENVIRONMENTS

There are three environments for teenagers in our ministry. Each one is designed to strategically invite teenagers on a journey into deeper relationships with their peers, leaders, and Jesus. Each environment is designed with every teenager in mind - the kid who's grown up in church and the first-time visitor too.

EVENTS

Throughout the year, we'll host several big events designed to help teenagers connect with their peers and small group leaders. Events are often the environment where teenagers will walk into our ministry for the very first time.

WEEKLY PROGRAMS

Our weekly programs happen every single week. They're designed to help teenagers grow in four key areas. (We'll get to those in a minute.)

GROW GROUP

Grow groups are the most important part of what we do. They happen every week in our programs, but the relationships built in grow groups extend outside the walls of our church. They're designed to connect every teenager with consistent trustworthy adults and community of their peers.

OUR BIG WIN

It's hard sometimes to know when you're winning in youth ministry, you know? Like, is anything we're teaching actually sinking in? Are teenagers really growing in their faith? That's why we decided to go ahead and define the big win for our ministry. It's the one thing that we, as a ministry team, want to achieve. It's the goal we want to keep in mind at all times. And it's what motivates and guides everything we do. It goes like this...

WE WIN WHEN A TEENAGER TAKES A STEP TOWARD OWNING THEIR FAITH.

TAKING A STEP

Now, we say "takes a step" for a reason. It's because there's no finish line or certificate of completion when it comes to spiritual growth. Instead, spiritual growth is a journey (a life-long journey) and no two journeys are identical. That's why our big win doesn't have anything to do with a specific skill or achievement. Instead, we win anytime we see a teenager take a single step closer to owning their faith.

OWNING THEIR FAITH

What, exactly, does it look like for a teenager to own their faith? Well, we believe there are four things that both lead to, and are a result of, spiritual growth. We call these four things our '4 Spiritual Habits'.

4 SPIRITUAL HABBITTS

1. **SPEND TIME WITH GOD:** This is an obvious one, right? Sometimes it's the only spiritual habit we can name. After all, isn't "growing spiritually" synonymous with "spending time with God"? Well, not exactly, but it's still pretty important. After all, if teenagers are ever going to make their faith their own, they've got to start spending time with God on their own. It means opening the Bible on their own, having conversations with God on their own, and discovering how they best connect with God through worship on their own.
2. **SPEND TIME WITH OTHERS:** Engaging in healthy community can, and should, be a spiritual habit we help our students develop. But "healthy community" doesn't just mean hanging out with Christians. This spiritual habit is about growing in Christlike relationships with everyone.
3. **USE THEIR GIFTS:** Teenagers need to know that God made them unique, and special, and with really specific gifts, talents, passions, and resources. Then they need to use those gifts to love God, love others, and influence the world around them. Because when teenagers begin to discover who God made them to be, and then use their unique identity to love both God and others, they grow.
4. **SHARE THEIR STORY:** Teenagers need to learn how to talk about God. Sharing your story is the spiritual habit of making faith a regular, everyday, go-to topic of conversation in our lives. Because when we talk about God and His place in our story (or, more accurately, our place in His story), it helps us believe, helps us understand, and helps us take ownership of our own faith.

We count it as a win whenever a student takes a step toward owning their faith by practicing one, or maybe even all four, of these spiritual habits.

DISCIPLING TEENAGERS

Do you know the last thing that Jesus said to His followers while he was on earth? Some people call it The Great Commission: "Go and make disciples." Duplicate yourselves. Go and make more of you. Take your faith and pass it on to someone else. When we talk about helping teenagers begin to own their faith, we're really just talking about discipleship. So what is discipleship? Here are three thoughts.

DISCIPLESHIP IS ABOUT LIVING, NOT LEARNING

Rather than asking, "What can we teach a teenager about God?" we ask, "How can we help a teenager live out their faith?" It's not just about teaching them about Jesus - it's about modeling what faith in Jesus looks like. That's why our small groups spend time together outside of church. Because discipleship isn't taught in a classroom - it's modeled in everyday life.

DISCIPLESHIP HAPPENS IN RELATIONSHIP

In the Gospels, you don't really see Jesus doing one-on-one discipleship. That's because discipleship happens best in a community of people. That's why we focus so much energy on getting teenagers plugged into consistent small groups, why we emphasize the role of parents and families, and why we surround teenagers with tons of Jesus followers. Because discipleship takes all of us!

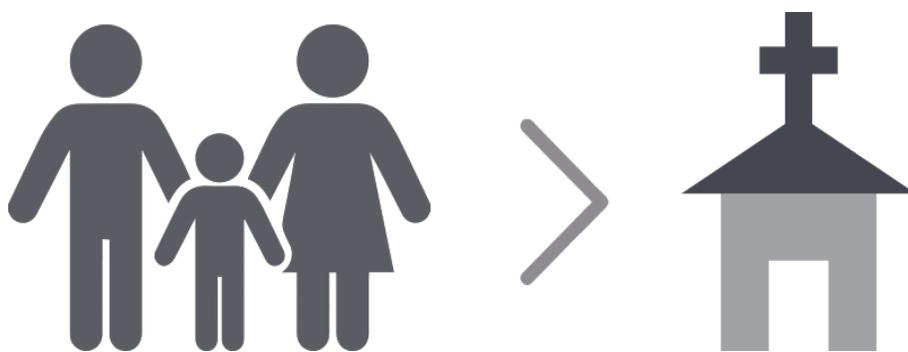
DISCIPLESHIP IS A PROCESS

Discipleship is never really complete because learning to live out our faith is a life-long process. And because we know discipleship takes time, we want to put people in the lives of teenagers who are in it for the long-haul. That's why our small group leaders don't bail on their teenagers after a few months, but stick with them for several years - because it's a process.

ENGAGING WITH PARENTS

As a volunteer, you are making a huge impact in the lives of the teenagers in our ministry. But do you know who's making an even bigger impact in the lives of those teenagers? Their parents.

Before we explain any more about what our ministry is all about, we want to make sure one thing is super clear. (We even drew a picture to help you remember it.) We believe that, in every teenager's life, this is true: the influence of a family is always greater than the influence of a church.



Jim Burns, author of *Partnering with Parents in Youth Ministry*, says it this way: "Long after students stop attending youth groups, they are still connected to their families."

No matter what, a teenager's family (not their church) will always be the biggest influence in their lives. So doesn't it make sense for us to partner with the most powerful, influential people in a teenager's life in order to influence their faith?

That's why our ministry is committed to serving, supporting, partnering with, and engaging the parents of the teenagers in our ministry.

As a volunteer, caring for teenagers isn't your only responsibility. Engaging with parents is part of your job, too.



VOLUNTEER CALENDAR 2018

AUGUST

Kick Off Meeting 5th

Back to School Bash 29th

Grow Group

5th, 12th, 19th, 26th

Student Service

1st, 8th, 15th, 22nd, 29th

SEPTEMBER

Grow Group

2nd, 9th, 16th, 23rd, 30th

Student Service

5th, 12th, 19th, 26th

OCTOBER

Volunteer Meeting 7th

Girl/Guy Weekend

26th-27th

Grow Group

7th, 14th, 21st, 28th

Student Service

3rd, 10th, 17th, 24th, 31st

NOVEMBER

Joy Dance 14th

Grow Group

7th, 14th, 21st, 28th

Student Service

7th,, 21st, 28th

DECEMBER

Volunteer X-Mas Party 9th

Student X-Mas Party 19th

Grow Group

2nd, 9th, 16th, 23rd, 30th

Student Service

5th, 12th,, 26th

JANUARY

Grow Group

7th, 14th, 21st, 28th

Student Service

3rd, 10th, 17th, 24th, 31st

FEBRUARY

Advance Weekend

2nd-4th

Volunteer Meeting 25th

Grow Group

11th, 18th, 25th

Student Service

7th, 14th, 21st, 28th

MARCH

Grow Group

4th, 11th, 18th, 25th

Student Service

7th, 14th, 21st, 28th

APRIL

Dodgeball Tourney 18th

Volunteer Meeting 29th

Grow Group

8th, 15th, 22nd, 29th

Student Service

4th, 11th, 25th

MAY

Grow Group

6th, 13th, 20st, 27th

Student Service

2nd, 9th, 16th, 23rd, 30th

JUNE

Summer Camp

3rd-6th

Leader Luau 24th

Grow Group

10th, 17th, 24th

Student Service

6th, 13th, 20th, 27th

JULY

Grow Group

1st, 8th, 15th, 22nd, 29th

Student Service

4th, 11th, 18th, 25th

GROW GROUP LEADERS

THE WIN

We already talked about the big win for our ministry - *seeing students take a step toward owning their faith*. But not every member of our team has the same role in trying to see that goal accomplished. Small group leaders, though, have a very crucial part to play in seeing that goal accomplished. Here's what we think the win looks like for Grow Group Leaders...

GROW GROUP LEADERS WIN WHEN THEY BUILD RELATIONSHIPS WITH TEENAGERS AND HELP THEM BUILD RELATIONSHIPS WITH EACH OTHER.

Without a relationship, it's impossible to influence a teenager's faith in a significant way. That's why it's so important for grow group leaders to build strong relationships with the teenagers they lead. You can't make a teenager own their faith, but you can build a relationship with that student that allows you to love them and influence their faith. Leaders who connect with students in a SMALL group over time have the potential to make a BIG impact on their faith. So a grow group leader wins when they choose to love and embrace the teenagers God has entrusted to them. They win when they leverage their relationship to lead teenagers, rather than relying on their position. **Our grow group leaders are the youth pastors to their small group.**

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Attend Bootcamp 1.0.

THE SPECIFICS

- Show up to every grow group.
- Connect with students outside of grow group time.
- Come prepared.
- Sign up for Bootcamp 2.0 after completing Bootcamp 1.0.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

COACHES

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Coaches...

OUR COACHES WIN WHEN OUR GROW GROUP LEADERS FEEL APPRECIATED, ENCOURAGED AND CARED FOR.

A Grow Group Leader Coach is someone who feels ownership over the care and development of the Grow Group Leaders (GGL's) they are leading. While our GGL's are the pastors of their small group of students, our coaches are the pastors of our GGL's. Coaches monitor the health and progress of our GGL's as they seek to keep them encouraged and feeling appreciated. Coaches are there every week

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Been through Bootcamp 1.0 and 2.0.
- Have experience leading a grow group for at least two years and have experience in branching a grow group.

THE SPECIFICS

- **Know your leaders:** Be present during students grow group time. Meet with your GGL's twice a year and get to know their stories.
- **Support your leaders:** Fill in for you GGL's when needed. Help them problem solve and give advance where it's needed.
- **Celebrate your leaders:** Do this publicly, privately and consistently. Be sure to let the youth pastor know about cool stories going on among your GGL's.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

WEDNESDAY SMALL GROUP LEADERS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Wednesday Small Group Leaders...

OUR WEDNESDAY SMALL GROUP LEADERS WIN WHEN THEY HELP A STUDENT DISCOVER HOW TO APPLY GOD'S WORD IN THEIR LIFE IN A REAL AND TANGIBLE WAY.

Every Wednesday after large group we circle up into small groups which are comprised of 8-12 students and 1-2 small group leaders. We circle up immediately the following the large group time so that we can already begin to apply the word that was just communicated to our life. Our Wednesday Small Group Leaders are expected to facilitate an environment where students can personally apply God's word to their life. Small group leaders are often Group Group Leaders as well. We encourage this because it is another connection point for our adults and students through out the week. **The more connection points throughout the week, the deeper a relationship can go.** While in certain ways small groups differ from grow groups, both are founded on the same principles. Therefore, we encourage all of our small group leaders to seek out the same training that we offer to our grow group leaders. Bootcamp 1.0 and 2.0!

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Attend Bootcamp 1.0.

THE SPECIFICS

- Show up to every Wednesday.
- Connect with students outside of small group time.
- Come prepared.
- Sign up for Bootcamp 2.0 after completing Bootcamp 1.0.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

GREETERS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our greeters...

GREETERS WIN WHEN THEY MAKE A TEENAGER FEEL WELCOME AND LIKED.

Our greeters are the first people teenagers meet when they arrive and the last people they see before they leave, so they've got a pretty big responsibility! Our greeters have the ability to set the tone for the kind of day teenagers are going to have when they walk through our doors. It's not just about signing them in. It's about making them feel seen, cared for, and liked. An awesome greeter has the opportunity to begin breaking down walls so that, for the rest of our program, teenagers are more open to connect with others, to connect with their small group leaders, and to connect with God.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love smiling.

THE SPECIFICS

- Show up to your shifts.
- Wear your greeter t-shirt.
- Make sure every teenager is greeted with a smile.
- Make sure every teenager signs in.
- Identify first-time guests and introduce them to a small group leader for their grade.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

CAFE TEAM

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Cafe Team members...

THE CAFE TEAM WINS WHEN THEY CAN MAKE A STUDENT OR VOLUNTEER FEEL HAPPY AND FED.

Food is a pretty powerful thing. Seriously, think about the memories, the conversations, and the friendships you've built around food! A meal, a cup of coffee, or a fun treat can bring people together and make them smile. That's what our cafe team gets to do every single week. Whether they're handing a seventh grade boy a bag of Doritos, mixing custom Italian sodas for a group of tenth grade girls, or pouring a cup of coffee for a tired volunteer, our cafe team does work that matters. It's not just about the food. It's about the experience of kindness, generosity, and service they're creating for teenagers and volunteers each and every week.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love making and serving awesome snacks.

THE SPECIFICS

- Show up to your shifts.
- Wear your Redemption apron.
- Greet every customer with a smile.
- Learn to prepare and serve everything on the menu.
- Keep the cafe well-stocked.
- Keep the cafe clean.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

PROGRAM HOSTS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Program Hosts...

OUR PROGRAM HOSTS WIN WHEN THEY KICK OFF OUR PROGRAMMING IN A FUN WAY THAT ENGAGES OUR STUDENTS AND MAKES THEM FEEL WELCOME.

Our goal is to create a fun and engaging environment where students want to be but this takes fun and engaging people who can set the tone! Our hosts are a major part of our programming whether that is doing the announcements, running the game or doing some crazy ice-breaker to get the students engaged! Program Hosts are instrumental in helping students get involved. An effective host knows how separate the distance between the stage and the audience. The beginning of every service sets the pace for the rest of the night and our hosts are in charge of the beginning of our service. Therefore, our hosts are our tone-setters!

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love thinking of awesome ways to kick off our programs.

THE SPECIFICS

- Show up to your shifts and come prepared.
- Be a part of our programming meetings.
- Engage as many students as possible..
- Get as many smiles and laughs as possible.
- Think creatively and strategically in how we can kick off every Sunday and Wednesday programs.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

BAND MEMBERS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Band Members...

THE BAND WINS WHEN THEY ENGAGE TEENAGERS IN WORSHIP.

First off...band members cannot win no matter how awesome the worship set is if they are not being intentional at connecting with students off stage. In fact...connecting with students off stage is a key ingredient in connecting with students while on stage. No matter what song the band is playing, they win when a teenager actively engages with them and with the music. While we can't expect every middle school and high school student to have a profound worship experience every week, we can at least provide music that they enjoy hearing and singing - music that helps them connect with God and inspires them to better live out their faith.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Have some musical talent.
- Schedule an audition and go through the try out process.

THE SPECIFICS

- Show up when you're scheduled to play.
- Connect with students before and after you play.
- Come to band practice.
- Practice on your own.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

TECH SPECIALISTS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Tech Specialists...

OUR TECH SPECIALISTS WIN WHEN THEY ENHANCE OUR WEEKLY EXPERIENCE THROUGH SIGHT AND AUDIO.

We believe in creating an environment where our students want to be. Our tech team is incredibly important in making this a reality. We cannot effectively communicate what we need to communicate without our tech specialists. Sight and audio are two of our primary means of communication. Therefore, we need to always be seeking excellence and effectiveness in these two areas. This is where our tech specialists come in! They are instrumental in making sure band rehearsal, the service, programming, and events run smoothly in the area of sight and audio.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Have some technical knowledge.

THE SPECIFICS

- Show up when you are scheduled.
- Connect with students before and after you the service or weekly program.
- Come to band practice.
- Have everything prepared and ready to go before the service or event you are scheduled to help with.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

COMMUNICATORS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Communicators...

OUR COMMUNICATORS WIN WHEN THEY ENGAGE THE STUDENTS WITH THE GOSPEL IN CLEAR, CREATIVE AND EFFECTIVE WAYS.

If faith comes by hearing and hearing by the Word of God, then we must always be seeking to communicate the gospel in effective and exciting ways. Teaching is a large portion of our weekly programming. Therefore our communicators are an important part to our ministry. Our communicators are men and woman who are seeking experience and training in communicating the Bible and are actively involved in the ministry in other areas.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love the bible.
- Go through the approval process for being a communicator.

THE SPECIFICS

- Speak when you are scheduled and come prepared.
- Connect with students before and after you the service or weekly program.
- Follow the preaching calendar, content and big ideas for each week you are scheduled.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

POINT PARENTS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our point parents...

OUR POINT PARENTS WIN WHEN THEY BUILD A FATHER/MOTHER RELATIONSHIP WITH STUDENTS IN A PARTICULAR GROW GROUP.

Our Point Parents are like team dads and moms for a grow group. They are the grow groups biggest fans! Every group will need a place to hang out and good food. For this reason, Point Parents are hospitable and welcoming, always willing to have the party at their house. More than that, our Point Parents have an opportunity to model to students what a Godly marriage and home look like. Several of our students come from a broken home. Therefore our Point Parents may be the only consistent father and mother figure in their lives. Point Parents love these students like they are their own!

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Be hospitable.
- While owning a minivan is highly encouraged, it is not a deal breaker.

THE SPECIFICS

- Connect to a grow group and begin to build relationships with students.
- Host 2 or more grow group gatherings a year.
- Help transport the students to and from student gatherings.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

INTERIOR DESIGNERS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our interior designers...

OUR INTERIOR DESIGNERS WIN WHEN THEY CREATE AN ENVIRONMENT WHERE STUDENTS LOVE TO BE.

While environment is not everything it really does matter! We don't have to be the coolest or most hip place to be but we do want to be a place where students love hanging out. Interior designers help make our space fun, comfortable and inviting. They have an eye for design and aren't afraid to use their Pinterest skills! Our interior designers help keep our space interesting and up to date. They understand how to be intentional with setting up our student space where relationship is easily fostered.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Have an eye for interior design.

THE SPECIFICS

- Set up the student space in a fun, engaging and relational way.
- Keep our space up to date and exciting..
- Have everything prepared and ready to go before our weekly programming.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

PHOTOGRAPHER/VIDEOGRAPHER

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our photographers and videographers...

OUR PHOTOGRAPHERS AND VIDEOGRAPHERS WIN WHEN THEY DOCUMENT OUR EXPERIENCES AND HELP MAKE STUDENTS HAVE LASTING MEMORIES.

Our photographers and videographers help make lasting memories in more ways than just 'taking good pics'. They help supply us with funny and engaging videos/pictures to share on social media or show during service, whether that's for a game or for the announcements. Our photographers and videographers are critical in helping us capture and celebrate what God is doing in and throughout the ministry. You can never have enough good pictures and good videos because they help us make lasting memories of what God has done!

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Have some photography or videography skills.
- Have a camera to capture awesome pics and vids!

THE SPECIFICS

- Capture photos and create videos to help promote and celebrate student ministry events.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

SOCIAL MEDIA STRATEGISTS

THE WIN

We already talked about the big win for our ministry - seeing students take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Small group leaders, though, have a very crucial part to play in seeing that goal accomplished. Here's what we think the win looks like for our Social Media Strategists...

SOCIAL MEDIA STRATEGISTS WIN WHEN THEY KEEP THE CONVERSATIONS GOING ALL WEEK LONG WITH STUDENTS, PARENTS AND VOLUNTEERS.

Social media is by far one of the best ways to keep everyone informed and involved throughout the craziness of life. We see social media as an opportunity to expand our ministry to a further reach. Our Social Media Strategists are instrumental in keeping our followers 'in the know' about what all is going on throughout the student ministry. And this is not just informational but visionary! A social media strategist thinks of fun and creative ways to communicate necessary information and fun and creative ways to keep the conversation going all week long! Having participation and engagement through out the week will only help participation and engagement when we all gather together for our weekly programs.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Have a good understanding with how to use social media.
- Trustworthy!

THE SPECIFICS

- Help us get the word out about what's going on in the ministry both clearly, effectively and consistently.
- Help celebrate what God is doing.
- Help us engage with students, leaders and parents throughout the week.
- Help us put together a marketing campaign for major events.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

PARENT PRESS SECRETARY

THE WIN

We already talked about the big win for our ministry - seeing students take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Small group leaders, though, have a very crucial part to play in seeing that goal accomplished. Here's what we think the win looks like for our Parent Press Secretaries...

PARENT PRESS SECRETARIES WIN WHEN THEY KEEP PARENTS IN THE LOOP WITH EVERYTHING THEY NEED TO KNOW.

We believe that getting our parents connected to the ministry is crucial to having a healthy ministry. We understand the influence that parents have and it is our desire to come alongside and partner with parents as they disciple their students. BUT! We cannot do this if our parents are not aware of everything that is going on in the ministry. What better way to let parents know about everything going on than through another parent! Our parent press secretaries win when our parents are up to date on all necessary info and have clarity about where the ministry is headed. We believe in our parents and love doing ministry with them but we can't move forward together without our fearless masterminds known as our Parent Press Sec-

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love using their organizational super power for the benefit of the ministry.

THE SPECIFICS

- Be a part of parent discussion groups and calendar meetings.
- Keep us in the know of any questions that parents are asking.
- Help us get the word out about what's going on in the ministry both clearly, effectively and consistently.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

SAFETY TEAM

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Safety Team...

OUR SAFETY TEAM WINS WHEN THEY CREATE A SAFE ENVIRONMENT FOR STUDENTS AND LEADERS TO BUILD RELATIONSHIPS WITH ONE ANOTHER.

We cannot stress enough just how important it is to have a safe place for students and leaders to connect on a weekly basis. We not only desire for students to feel safe but for our parents to feel good about where they are dropping their kids off. Our safety team mirrors our blind spots both inside and out and they make ministry so much easier!

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love creating safe places!
- Responsible.
- Black belt encouraged but not required.

THE SPECIFICS

- Show up when you are scheduled.
- Fulfill the position you are being asked to fulfill.
- Keep student staff informed of any safety concerns.
- Be the go to for any safety issues.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

EVENT COORDINATORS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Event Coordinators...

OUR EVENT COORDINATORS WIN WHEN THEY HELP CREATE, PLAN AND EXECUTE A STUDENT MINISTRY EVENT.

We have roughly 7 big events that we do for our students every year. On top of that we have 6 volunteers meetings, several parent meetings and not to mention all of the smaller events for grow groups in between. With that being said...our Event Coordinators are a huge part in making this possible! They love seeing events like the dodgeball tournament or the back to school bash come to life! They enjoy planning, putting together a team and seeing it through. Let's just say that without our Event Coordinators we just wouldn't have as much fun.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Somewhat organized.
- Love working with a team.

THE SPECIFICS

- Be a part of creative and planning process for the event.
- Help put together a team to execute the event.
- Oversee the team in executing the event.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

EVENT VOLUNTEERS

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Event Volunteers...

OUR EVENT VOLUNTEERS WIN WHEN THEY HELP PULL OFF THE EVENT WITH EXCITEMENT AND EXCELLENCE.

Every event we do is an all hands on deck. Therefore...we cannot pull anything off without our Event Volunteers. They not only make the event a reality but they help create the kind environment we need: fun and relational. Our Event Volunteers are servants, willing to serve in whatever capacity is needed. They understand teamwork and how every role is important. Whether that is taking out trash, rolling up an inflatable or putting in time in the dining booth, our Event Volunteers are our superheroes.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love serving and working with a team!

THE SPECIFICS

- Show up when you are scheduled.
- Fulfill the position you are being asked to fulfill.
- Be flexible, willing to do whatever is needed.
- Always be looking to bring someone else alongside you whether that is a student or another adult. Replace yourself!
- Attend all events, meetings, and gatherings for volunteers.

PRAYER TEAM

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our Prayer Team...

OUR PRAYER TEAM WINS WHEN THEY CONSISTENTLY CREATE AN ATMOSPHERE OF PRAYER ON WEDNESDAY NIGHTS AND AT OTHER STUDENT EVENTS.

This is perhaps one of the if not the most important role in our youth ministry. Satan doesn't care about *prayerless* work because there is no power in *prayerless* work. Before we talk to people about God, we have to talk to God about people. Our prayer team understands the power of prayer and faithfully pray both collectively and individually as a team for the ministry. They are there before students arrive praying every Wednesday and they pray us through the night. They also help us lead the charge in praying through every event we do and are available, accessible and approachable to any student or volunteer who needs prayer! And everyone needs prayer! Prayer is the engine room of the student ministry and this team keeps the engine room in working order.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Love to pray.
- Understand the power of prayer.

THE SPECIFICS

- Start praying by 5:30p on Wednesdays. Feel free to come before to connect with the students you are praying for.
- Pray through the *prayer itinerary* when provided.
- Be available for any student or leader who needs prayer on Wednesdays.
- Show up when you are scheduled.
- The first team that we put together for every event we do should be the prayer team. Help us keep this standard.
- Recruit more prayer warriors to this team.
- Attend all events, meetings, and gatherings for volunteers.

COUNSELOR TEAM

THE WIN

We already talked about the big win for our ministry - seeing teenagers take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for the Counselor Team...

A COUNSELOR TEAM MEMBER WINS WHEN THEY LISTEN TO A STUDENT AND HELP SHOW THEM THE NEXT STEP TOWARD OWNING THEIR OWN FAITH.

We give our students time to respond in whatever way the Holy Spirit is leading them to every Wednesday night and at most every event we do through out the year. For this reason...we need a team who is trained and ready to go! While we expect all of our adult leaders to be able to counsel students, we see the value in having a designated team who is well trained and equipped to articulate the gospel and the steps toward owning your own faith effectively. We use this team on almost ever Wednesday night and event we do through out the year.

EXPECTATIONS

THE QUALIFICATIONS

- Love Jesus and like teenagers.
- Know how to listen well.
- Know how to share your faith.
- While not required, we encourage having attended Share Your Faith Workshop and Evangelism Explosion.

THE SPECIFICS

- Show up when you are scheduled.
- Be easily accessible and identifiable at the start of each response time.
- Keep the Student Staff aware of any major concerns that you are made aware of by a student (*ex: self harm, depression, suicidal thoughts, etc.*)
- Keep track of student information and turn it in to the student staff.
- Wear your counselor name tags.
- Attend all events, meetings, and gatherings for volunteers.

NO PLACE TO PLAY?

As you have read through all of these '**Places to Play**', there is a chance that nothing really stuck out to you. No worries! We understand that we have not thought of all the ways that someone can get involved so we want to hear from you. What places have we not thought of that you can think of? What blind spots are we not seeing? What needs do you see that we don't?

What can you do for the ministry? What hidden skill can you leverage? What are you so passionate about that you can't contain it? What gets your blood pumping and makes you want to run through a wall? We want to know! We are always thinking of new and innovative ways to include more people. If you can think of anything please let us know! Don't hold back.

On the Application/Commitment document located in the back of this book (APPENDIX D), be sure to mark '**other**' as one of your '**places**' that you are interested in and write down your idea on the blank line!

We are always innovating and trying to create more places for people to play. We are excited to hear what you have thought of!

SAFETY GUIDELINES

As a member of our ministry team, it is absolutely essential that you practice healthy boundaries with teenagers at all times, for their safety and yours. These guidelines exist to protect teenagers from harm and to protect you from false allegations. Keep in mind, while these guidelines apply to your interactions with all teenagers, they are absolutely indisputable when dealing with teenagers not of your gender.

NEVER BE ALONE WITH A TEENAGER

If you need to have a private conversation with a teenager, have the conversation in a public place - not behind closed doors or in a room or vehicle alone. Here are some tips to help you navigate through this particular guideline...

- Do not set up one-on-one meetings with teenagers without the knowledge and consent of their parents.
- Avoid initiating one-on-one meetings with teenagers. Allow the teenager or their parents to be the initiators.
- Never transport a teenager anywhere alone. If a teenager needs a ride, arrange to have another adult or teenager ride with you. If that's not possible, say no.

MAINTAIN PHYSICAL BOUNDARIES

Be wise. Maintain healthy and safe physical boundaries with teenagers at all times. This means setting boundaries for yourself, but it may also mean setting and enforcing boundaries with any teenagers who push physical limits. If you have any questions about what is or is not appropriate, talk to our staff, and always err on the side of caution.

LOG ELECTRONIC CONVERSATIONS

If you find yourself in the midst of a sensitive conversation with a teenager, keep in mind that words and intentions can be misconstrued - intentionally or unintentionally. Any time you are engaged in a serious conversation with a teenager, log your conversations (take screen shots, save text messages and emails). This may seem excessive, but if you're ever falsely accused of misconduct from a teenager or parent, you'll be glad you did it.

REPORT DANGEROUS SITUATIONS

As a member of our ministry team, you are a mandated reporter. That means you are legally required to report any dangerous or potentially dangerous situations to our staff immediately. Including...

- If a teenager is being harmed, neglected, or abused.
- If a teenager is harming or abusing someone else.
- If a teenager is harming or at risk of harming themselves.

CODE OF CONDUCT

As a ministry team, there are a few things we'd like everyone to abide by. Here they are!

ALL VOLUNTEERS

WORK HARD

You are so important to our ministry! We need you! So please, show up on time, give it your all, and be faithful with the responsibilities entrusted to you.

"Do your best... Keep in mind always that the ultimate Master you're serving is Christ." (Colossians 3:23)

BE KIND

Ministry is all about people, so to be effective in ministry, you'll need to reflect God's heart for people. With teenagers, parents, other volunteers, and our staff, treat people with gentleness, forgiveness, patience, kindness, and love.

"Get along amongst yourselves... And be careful that when you get on each other's nerves you don't snap at each other. Look for the best in each other, and always do your best to bring it out." (I Thessalonians 5:13-15)

GROW GROUP LEADERS

BE LIKE JESUS

More than any other volunteer role, grow group leaders have the most responsibility because they have the most influence in the lives of teenagers. While we don't expect anyone to be perfect, we do expect every grow group leader to be striving to make wise decisions, to glorify God with their lives, and to strive to look more like Jesus every day - especially in key areas like their treatment of others on our team, social media presence, drug or alcohol use, and sexual behavior.

"Watch what God does, and then do it." (Ephesians 5:1)

SO WHAT'S MY NEXT STEP?

GROW GROUP LEADERS AND COACHES

1. Our Grow Group Leader and Coach positions are unique in the fact that there is specific training that we offer and require for each of these positions. It is called Bootcamp 1.0 and 2.0. We ask our Grow Group Leaders to have attended at least Bootcamp 1.0 and our Coaches to attend both 1.0 and 2.0. If you are interested in becoming a Grow Group Leader or a Coach and you have not yet gone through Bootcamp, your next step is to call the church office today and sign up for the next available Bootcamp!
2. Call the student office at 251-679-3266 to set up an interview with one of our student staff members. We want to meet you and hear your story!
3. Fill out and cut out the Application in the back of the book (*LAST PAGE*). **Please bring it with you to your interview!**

ALL OTHER POSITIONS

1. Call the student office to set up an interview with one of our student staff members. We want to meet you and hear your story!
2. Fill out and cut out the Application in the back of the book (*LAST PAGE*). **Please bring it with you to your interview!**

TEAM COMMITMENT

My name is _____ and I'm ready to serve!

- 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 quiet times, active attendance at church, and involvement in accountable relationships.
- **I will make a committed attempt to help find at least one other adult volunteer** for our growing need of leaders in the youth ministry.
- I will attend Volunteer meetings and gatherings.
- **I promise to follow through on my responsibilities.** If I can't, for whatever reason, I promise to keep our staff informed and to give them as much notice as I possibly can, knowing they'll need to find a replacement for me and that takes time. I will also help find my own replacement.
- **I promise I've read this Volunteer Handbook.** I understand the mission and strategy of our ministry and will support the vision and leadership of the staff.
- **I promise I've read the Safety Guidelines and will abide by them,** for my safety and for the safety of our teenagers.
- **I promise I've read the Code of Conduct and will abide by it.** If I mess up, I promise to be honest with our staff about my actions and will accept whatever consequences they think are reasonable and necessary, knowing that, while they must always act in the best interest of teenagers, they are committed to treating me with respect, love, and grace.
- **I promise I understand the expectations of my role and will work hard to fulfill them.** If I'm having trouble fulfilling any of my expectations, I promise to communicate with the staff and ask for help, knowing they're here to support me.
- I am making a commitment to the youth ministry for at least the full school year.

And finally...

- **I promise to do my part** in making a huge difference in the lives and faith of the teenagers who walk through our doors. And I promise to have a lot of fun doing it.

SIGNATURE: _____ DATE: _____

@gorcstudents



FILL OUT
APPLICATION,
CUT IT OUT
AND
BRING TO
INTERVIEW

APPLICATION



Please fill out, cut out and bring with you to your interview.

Name: _____ **Date** ____/____/____

Email: _____ **DOB** ____/____/____

Are you a member of Redemption Church?

Yes No

How do you want to get involved? *(check all that apply)*

Grow Group Leader

Point Parent

Coaches

Interior Designer

Wednesday Small Group Leader

Photographer/Videographer

Greeter Team

Social Media Strategist

Cafe Team

Parent Press Secretary

Program Hosts

Safety Team

Band Members

Event Coordinator

Tech Specialists

Event Volunteer

Communicators

Prayer Team

Counselor Team

Other: _____
