

Student Ministry Leader
Handbook
for



Student Ministry Leader Handbook

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SECTION 1

Dear Student Ministry Leader,

I'M THRILLED AND EXCITED THAT YOU ARE SERVING IN OUR STUDENT MINISTRY!

Every believer has something to offer the body of Christ and we believe that every member of First Montgomery Baptist Church should have an area of service. Not only that, but we believe God has uniquely given us abilities and desires to serve in a particular area of ministry. We are thrilled you are considering making an investment in the lives of our students.

God has entrusted us with a great group of students that we minister to on a weekly basis, and we believe that healthy relationships with adult leaders foster and encourage healthy spiritual growth. We are looking for adult leaders who have a strong commitment to Christ and a strong desire to care for students. The quality of adult leadership is extremely important to us. Because we emphasize a high commitment and care for our students, I encourage you to prayerfully look over this adult leader information packet to understand the expectations of a student leader.

Once we have received your application forms, we will contact you and set up a time to discuss serving in the student ministry. In the meantime, we will set up a time for you to sit in on a Sunday morning small group bible study or The Gathering on Wednesday night.

Student ministry is a great place to make an eternal investment in the lives of teenagers! I'm thankful you are considering serving here! I look forward to talking with you soon about your hopes and desires for ministry. If you have any questions, feel free to contact me at 936-494-5728.

Without Christ's Love We All Perish,

A handwritten signature in black ink, appearing to read 'Levi Stone', with a stylized, flowing script.

Levi Stone

Student Pastor

936-494-5728 | levi@firstmontgomery.org

Welcome to the Student Ministry at First Montgomery Baptist Church!

What an awesome privilege it is to serve on the Student Ministry team. We are committed to healthy spiritual growth in the life of students, and we are convinced that it is through the time and investment of volunteers like yourself that this can be accomplished.

The teen years can be some of the most difficult years in life, especially for parents and student ministry volunteers! But they can also be some of the most fruitful! What a privilege it is to come alongside students during this critical time to help facilitate healthy spiritual growth! We are glad to have you on the team!

THE VISION AND PURPOSE OF FIRST STUDENTS

Purpose:

"We teach our students that, through intentional relationship, our mission is to love God and love others well, so that we can make disciples of all nations."

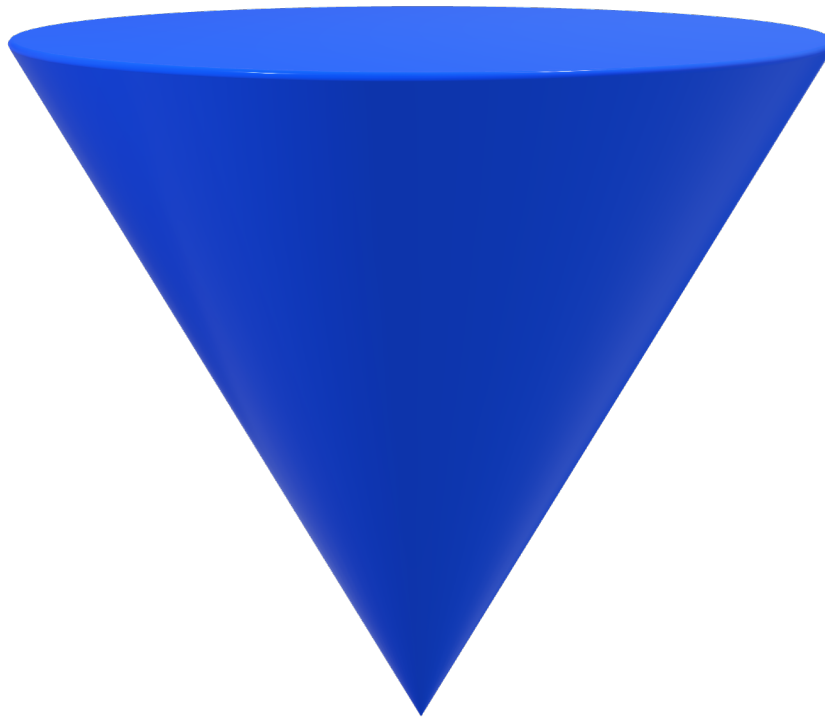
Tagline: "Sharing God's love and building relationships within our community."

Goals:

- I. **LOVE FIRST** - Show the love of Christ to others [Love our neighbor] (1st John 4:19; Matthew 22:36-40)
- II. **REACH** - Evangelize to the unchurched [Matthew 9:37-38; 1st Corinthians 9:22]
- III. **GROW** - Grow spiritually in our walk with Christ [Hebrews 6:1-3]
- IV. **CONNECT** - Discipleship through intentional relationship and accountability [John 13:34-35; Proverbs 27:17]
- V. **GO** - Outreach to the local community and our world [service projects and mission trips] [Matthew 28:19-20]

Youth Ministry Model:

Model: **Commitment Level**



A Community Student

A Congregation Student

A Committed Student

A Core Student

THIS WILL BE EXPLAINED LATER

Core Value: HUMILITY

- Description: The focus for this core value is to show that to be a follower of Christ we must be humble. Humility is blessed by our Father in Heaven whereas pride is the root of all evil. We should desire to do the work of Christ rather than get noticed. We should be okay going unnoticed.
- Principle: Christlike humility should be emulated
- Key passage: Philippians 2:1-11
 - i. *"Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus: Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross! Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father."*
- Expressed in Ministry: All lessons will show how Christ expressed humility through His ministry. We will express how pride is the root of all sin. It is important to find joy in being unknown. Students will discuss this in small groups.

Core Value: CHRISTLIKE LOVE

- Description: The focus for this core value is to show that to be a follower of Christ we must show others love just like Christ loved us. This means to sacrifice and to be there for others, even if they are our enemies. We should be there to love everyone. With this, we do not sacrifice biblical truth, and we show love through the truth of the Bible.
- Principle: Christ's love should be shown to everyone
- Key passage: 1 John 4:7-16
 - i. *"Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God. Whoever does not love does not know God, because God is love. This is how God showed his love among us: He sent his one and only Son into the world that we might live through him. This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins. Dear friends, since God so loved us, we also ought to love one another. No one has ever seen God; but if we love one another, God lives in us and his love is made complete in us. This is how we know that we live in him and he in us: He has given us of his Spirit. And we have seen and testify that the Father has sent his Son to be the Savior of the world. If anyone acknowledges that Jesus is the Son of God, God lives in them*

and they in God. And so we know and rely on the love God has for us. God is love. Whoever lives in love lives in God, and God in them."

- Expressed through Ministry: All lessons will show how Christ expressed his love for us through His ministry and interaction with both Jews and Gentiles. We will demonstrate that own love to our students and explain how they can emulate it to their friends and peers at school. Students will be able to demonstrate this concept at school and in their interactions with anyone. Students will discuss what love means in small groups.

Core Value: THE GREAT COMMISSION

- Description: The focus for this core value is to show that the most important thing we can do as Christians is to tell people about the Good News. Evangelism is one of the most important things we can do as followers of Christ. That is our mission as Christians.
- Principle: Make Jesus known to everyone we meet
- Key passage: Matthew 28:19-20
 - i. *"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."*
- Expressed through Ministry: The students will be able to demonstrate this by example through evangelistic events that we put on as a youth group. They will be given the opportunity to participate with the church during this event. All lessons will be focused on how we can show Christ to others.

Core Value: SERVANTHOOD

- Description: The focus of this core value is on service and becoming selfless like Christ. We must become the hands and feet. One of the most important things we can do as Christians is to volunteer and give a helping hand to people in need. It is not about being noticed. It is about finding joy in being unknown.
- Principle: Becoming a servant is necessary as a follower of Christ
- Key passage: Mark 10:45
 - i. *"For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."*
- Expressed through Ministry: The youth group will have several opportunities for the students to do outreach within the community. The youth group will also go on short term mission trips to demonstrate and put into practice serving others and not to be served. The students will discuss and come up with ideas for different trips in their small groups.

Core Value: SAVED BY CHRIST ALONE

- Description: The focus of this core value is to show students that salvation comes from Christ and Christ alone. We must go through Christ in order to get to the Father in Heaven. Salvation comes to us from Christ being the atoning sacrifice for all of our sins, once we accept him.
- Principle: Christ is the one who gives us salvation
- Key passages: John 3:16-17; John 14:6; Romans 10:9-10
 - i. *"For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. For God did*

not send his Son into the world to condemn the world, but to save the world through him."

ii. *"Jesus answered, 'I am the way and the truth and the life. No one comes to the Father except through me.'"*

iii. *"If you declare with your mouth, 'Jesus is Lord,' and believe in your heart that God raised him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you profess your faith and are saved."*

- Expressed through Ministry: All lessons will make a beeline to Jesus and how he was the atoning sacrifice for our sins. The lessons will help students understand the importance of accepting Christ as their Savior. Being saved comes through faith in Christ and Christ alone. Students will understand that the only way to the Father is through faith in Christ. Students will discuss in small groups what it means to be saved.

Core Value: IDENTITY IS IN CHRIST

- Description: The focus of this core value is to focus students' attention to their identity. Their identity is not found in the things of this world or who society says they are. Their identity is found in Christ and they are followers of Christ, or Christians.
- Principle: The students' identity is found in Christ
- Key passage: Galatians 3:27-28
 - i. *"for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus."*
- Expressed through Ministry: All lessons about this topic will all end with one premise and that is that the students' identity is found in Christ. The emphasis will be on what God says about them and not what society says about them. We will ensure they know the truth that is found in the Bible about their identity in Christ. The students will talk with their small groups about identity struggles. We will do a lesson series every other year on this topic for high school and for middle school every year.

Core Value: DISCIPLESHIP

- Description: The focus of this core value is simple and that is we want all of our students to become disciple makers and be involved in community with the church. We will encourage our students to get a mentor so that they can grow in their faith and in wisdom so that they can become leaders in the body of Christ.
- Principle: Christian community and discipleship is important for spiritual growth
- Key passage: 2 Tim. 2:2
 - i. *"And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."*
- Expressed through Ministry: All students will enter into a mentorship when deemed appropriate. The environment we create will be one focusing on building each other up and encouraging each other spiritually. The students will know how to disciple others and make disciples. Lessons about this topic will also include training about the appropriate ways to disciple another person.

THE FIVE PURPOSES OF STUDENT MINISTRY SMALL GROUPS

Everything we do in the student ministry small groups can be summed up in these five points based on the Lead Small strategy.

1. Be present
 - a. Connect their faith to a community
 - i. Show up predictably
 - ii. Show up mentally
 - iii. Show up Randomly
2. Create a Safe Place
 - a. Clarify their faith as they grow
 - i. Lead a Group
 - ii. Respect the Process
 - iii. Guard the Heart
3. Partner with Parents
 - a. Nurture an everyday faith
 - i. Cue the Parent
 - ii. Honor the Parent
 - iii. Reinforce the Family
4. Make it Personal
 - a. Inspire their faith by your example
 - i. Live in Community
 - ii. Set Priorities
 - iii. Be Real
5. Move them Out
 - a. Engage their faith in a bigger story
 - i. Move Them on to Someone Else
 - ii. Move Them to be the Church
 - iii. Move Them to what's Next

You can't be present, create a safe space, partner with parents, make it personal, and move them out for every kid or student out there. But you can do it for a few.

SECTION 2

Adult Leader Essential Info and Expectations

HOW DO I GET INVOLVED?

4 Step Plug-in Process: Student Ministry Leader Process

Our goal is to make it as easy as possible to channel through the process of serving in our ministry. Our path to leadership is simple and straight forward.

#1

OBSERVATION

Potential Leaders observe areas of ministry twice and are given an Observation packet that includes job descriptions, leader handbook, and leader application.

#2

INTERVIEW

Potential Leader Interview & volunteer leader form- All potential volunteers will fill out a volunteer leader form & meet with one of our staff members for a 30-minute interview to help determine your area of interest, our needs, expectations, & start date.

#3

TRAINING

Annual Planning and Training Retreat - All leaders (and new leaders) are required to participate in an annual planning and training retreat. It is one full day of team building and training for the entire year. Every position is a yearly commitment.

Student Ministry Volunteer Meetings - All leaders are required to attend Leadership Meetings every other month on the 3rd Sunday of the month

#4

1ST SERVE

Go Time! - After the previous three steps have been completed and a background check has been passed, you will begin serving in FMSM!

Student Ministry Volunteer Job Description

Volunteer Job Title: Small Group Leader (Wednesday Nights)

Reports To: Student Pastor (Levi)

Scheduled Shift: Wednesday Nights 6:00PM-7:45PM

Job Location: Youth Room, Small Group Rooms (First Montgomery)

Commitment Length: 1 year*

*Unless discussion about length of commitment is needed

Job Responsibilities:

- Be well prepared each week to lead the group in open discussion of the lesson (25-30 minutes). All small group leaders use the same curriculum and do not lead discussion outside what the curriculum teaches unless approved by the Student Pastor.
- Devote time to discussing current events, student's weeks, and general relationship building with students (15 minutes)
- Promote church wide and student ministry activities through the announcements (5 minutes)
- Personally speak to every student that comes to your group
- Welcome visitors and include them in discussion time
- Attend leadership meetings on the 3rd Sunday of every other month (excluding June and December) and attend a one-day training per year.
- Maintain relationships with students by calling students, sending letters/postcards/emails, attending games/events they are involved in
- Follow up every week on *every* visitor to your class that week with a phone call or email thanking them for coming.
- Keep students updated on current events in the student ministry via texts/calls.
- Be on time, teamwork is a must, live life as a role model for the students
- Be willing to substitute teach when the Bible study teacher is absent on a Sunday
- Every student on your small group roll should receive a contact weekly
- Attend camps, retreats, monthly events, etc.
- Other responsibilities as assigned by the Student Pastor (Levi)

What Does a Win Look Like?

- You are personally healthy and having fun
- You help every visitor stick to your small group
- Every student on your roll has a name and a story (seen, known, belong)
- Students being won to Jesus, not a personality

Student Ministry Volunteer Job Description

Volunteer Job Title: Bible Study Teachers (Sunday Morning)

Reports To: Student Pastor (Levi)

Scheduled Shift: Sunday Mornings, 10:35AM-12:00PM

Job Location: Youth Room, Small Group Rooms (First Montgomery)

Commitment Length: 1 year*

*Unless discussion about length of commitment is needed

Job Responsibilities:

- Be well prepared each week to lead the group in teaching and leading open discussion of the lesson (40 minutes). All Bible study teachers use the same curriculum and do not teach or lead discussion outside what the curriculum teaches unless approved by the Student Pastor.
- Devote time to discussing current events, student's weeks, and general relationship building with students (15 minutes)
- Promote church wide and student ministry activities through the announcements (5 minutes)
- Personally speak to every student that comes to your group
- Welcome visitors and include them in discussion time
- Attend leadership meetings on the 3rd Sunday of every other month (excluding June and December) and attend a one-day training per year.
- Maintain relationships with students by calling students, sending letters/postcards/emails, attending games/events they are involved in
- Follow up every week on *every* visitor to your class that week with a phone call or email thanking them for coming.
- Keep students updated on current events in the student ministry via texts/calls.
- Every student on your small group roll should receive a contact weekly
- Be on time, teamwork is a must, live life as a role model for the students
- Attend camps, retreats, monthly events, etc.
- Other responsibilities as assigned by the Student Pastor (Levi)

What Does a Win Look Like?

- You are personally healthy and having fun
- You help every visitor stick to your small group
- Every student on your roll has a name and a story (seen, known, belong)
- Students being won to Jesus, not a personality

Student Ministry Volunteer Job Description

Volunteer Job Title: Hands and Feet Personnel

Reports To: Student Pastor (Levi)

Scheduled Shift: Anytime Needed, Monthly Events, Camps, Retreats, Etc.

Job Location: Youth Room, Small Group Rooms (First Montgomery), Anywhere

Commitment Length: 1 year*

*Unless discussion about length of commitment is needed

Job Responsibilities:

- Be willing to be available to come set up for The Gathering, Monthly Events, or any time needed.
- Be willing to tear down, clean up, and make sure youth room is in order.
- Be willing to supervise students to ensure a safe environment and that they aren't doing things they shouldn't
- Devote time to discussing current events, student's weeks, and general relationship building with students
- Promote church wide and student ministry activities actively
- Personally speak to every student that comes to an event/gathering
- Welcome visitors and include them in what is going on at that event
- Attend leadership meetings on the 3rd Sunday of every other month (excluding June and December) and attend a one-day training per year.
- Maintain relationships with students by calling students, sending letters/postcards/emails, attending games/events they are involved in
- Follow up every week on *every* visitor that comes to a student event/gathering with a phone call or email thanking them for coming.
- Keep students updated on current events in the student ministry via texts/calls/emails.
- Be on time, teamwork is a must, live life as a role model for the students.
- Attend camps, retreats, monthly events, etc.
- Other responsibilities as assigned by the Student Pastor (Levi)

What Does a Win Look Like?

- You are personally healthy and having fun
- You help every visitor stick to your small group
- Every student on your roll has a name and a story (seen, known, belong)
- Students being won to Jesus, not a personality

Student Ministry Volunteer Job Description

Volunteer Job Title: Chaperone

Reports To: Student Pastor (Levi)

Scheduled Shift: Monthly Events (Service Saturdays, Fun Events)

Job Location: Youth Room, Small Group Rooms (First Montgomery), Wherever Event is Held

Commitment Length: 1 year*

*Unless discussion about length of commitment is needed

Job Responsibilities:

- Creating a safe environment for students, ensuring the safety of all students, and supervising students (making sure they are not doing anything they shouldn't)
- Come early to help set up; stay after to help tear down and clean up
- Spend time to discussing current events, student's weeks, and general relationship building with students
- Personally speak to students that come to our events (DO NOT HUDDLE UP WITH OTHER ADULTS)
- Welcome visitors and include them in the event; ensure they feel welcomed and at home
- Attend leadership meetings on the 3rd Sunday of every other month (excluding June and December) and attend a one-day training per year.
- Keep students updated on current events in the student ministry.
- Be on time, teamwork is a must, live life as a role model for the students.
- Attend monthly events, and if interested, attend a retreat/summer camp/mission trip.
- Other responsibilities as assigned by the Student Pastor (Levi)

What Does a Win Look Like?

- You are personally healthy and having fun
- You help every visitor stick to your small group
- Every student on your roll has a name and a story (seen, known, belong)
- Students being won to Jesus, not a personality

STUDENT MINISTRY POLICIES AND GUIDELINES

Personal Interview

Church policy requires each person, before becoming an official Student Ministry leader, to have a one-on-one interview with the Student Pastor. During this interview, the following required forms will be discussed: Our online volunteer form, Our Student Ministry Covenant, Truths We Hold Dear, Your Personal Testimony, and a background check.

Worship Service Attendance

The student ministry staff joins with our pastor in encouraging attendance to Sunday Service. Sixth through twelfth grade students are old enough to participate in the worship service. Students learn experientially and what they learn and experience through worship cannot be taught in small groups. Please encourage the students to put into Sunday Service what they put into small groups.

Individual Classroom Activities

Individual classroom activities should be planned in advance all flyers and correspondence should be professionally typed in order to represent our ministry well. If you are planning an overnight or out of town trip, students must have a parent signed permission form.

Absentees and Substitute Teachers

If you are going to be absent, please call/text the student pastor who will, in turn, find a substitute for your Small Group. If you find out that you will be out at the last minute due to unforeseen circumstances, call Levi immediately.

Appropriate dress

Appropriate dress is expected of our leaders. Modesty is the rule. Skirts shorter than finger length, halter tops, strapless dresses, tight clothing that accentuates your body, clothing that shows cleavage, short shorts, and plunging necklines would be considered inappropriate for an adult leader in the student ministry on Sunday mornings, Wednesday nights or any time you are with students. One piece bathing suits or tan-kinis if they do not reveal your stomach are appropriate. Men, swimming trunks, no speedos.

Relationships with Students

Developing an emotional/sexual relationship with a student is unwise and not acceptable as an adult leader at First Montgomery Baptist Church. Single leaders may **NOT** date students.

Lessons

Always, always have a Bible lesson prepared based on the curriculum provided by the Student Ministry. (Be creative and sensitive to those in your class, but stick with the curriculum given.) Teaching outside the curriculum on a consistent basis is not acceptable.

Weekly Connections

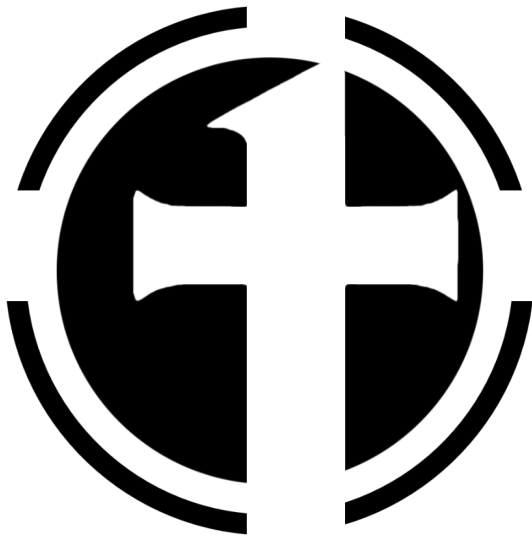
Weekly connections are to be entered on the contact forms and turned in before you begin your lesson. This is critical for our ministry. (Even if you must report that no connections were made, let us know EACH week.)

Student Ministry Leadership Meetings

Attendance is required, unless providentially hindered, for every leadership meeting. We meet the 3rd Sunday of every other month, except for June and December. The meeting begins at noon in the youth room.



OF



*First
Students*

GENERAL POLICIES

1. First Montgomery is committed to protecting the students in this ministry from any form of abuse. First Montgomery has a Zero-Tolerance Policy that prohibits any act of sexual, emotional or physical abuse. This zero-tolerance policy requires all First Montgomery employees and volunteer leaders (those who work directly with students) to immediately report any occurrence (or suspected occurrence) of child abuse to a member of our staff.
2. Each staff member/volunteer leader in the Student Ministry is required to sign a criminal background check and authorization form. Staff/volunteer leaders are required to read and understand this student safety policy. Additionally, each staff member/volunteer leader in the Student Ministry must execute an acknowledgment form that this entire policy has been read, understood, and will be followed. Thus, Student Ministry staff members/volunteer leaders MUST address any concerns and/or issues with questions before executing the acknowledgment and initiating work. Staff/volunteer leaders who fail to adhere to this student protection policy may be asked to step down from their role.
3. In all programs, events and activities, the safety and well-being of students is maintained through healthy relationships and adult supervision. First Montgomery practices the “two adult” rule which requires a reasonable number of adult leaders (minimum of two) to be maintained when supervising students (a married couple or two family members would only account for “one” in this “two adult” rule). Additionally, in general, for every additional 7-10 students, an additional leader should be involved in supervision beyond the initial two adults. With the exception of limited circumstances (such as Discipleship Groups) pre-approved by a Student Ministry Staff Member, First Montgomery will observe the “two adult” rule.
4. Staff members and volunteer leaders should discuss immediately with their supervisor any inappropriate action or breaking of this policy and will seek counsel from the church leadership and attorney, if needed. See “Reporting Protocol” at the end of this document.
5. The Student Ministry of First Montgomery will follow the legal guidelines set by the state of Texas and federal laws concerning issues of sexual abuse.

ONE-TO-ONE INTERACTIONS WITH STUDENTS

In general, First Montgomery staff and volunteer leaders should never be alone with students of the same or opposite gender. However, we recognize that meeting the emotional needs of students may occasionally require staff/volunteer leaders to minister to them on an individual basis. Staff/volunteer leaders should observe the following guidelines when planning to hold a counseling session or any one-to-one meeting with a student:

1. Staff members and volunteer leaders should conduct one-to-one meetings with an individual student at a time when others are present and where interactions can be easily observed unless prior approval is obtained from a Student Ministry Staff Member.
2. If a closed-door meeting must occur with a student, this should be done in a room/office with a window at the church (never in a private residence) and the staff/volunteer member must inform a staff member and ensure the door remains unlocked.
3. Never hold a counseling meeting or any other one-on-one meeting with a member of the opposite gender. You may discuss this with a staff member to make alternative plans.
4. Any ongoing meetings with students (such as counseling, one-on-one discipleship, etc.) should be discussed with a Student Ministry Staff Member for approval.
5. Staff/volunteer leaders are not permitted to date students in the student ministry.

APPROPRIATE / INAPPROPRIATE TOUCH

It is important that all of our staff members and volunteer leaders understand the difference between appropriate/inappropriate touch with students. The reality is that appropriate touch is needed and encouraged, but it is vital that staff/volunteer leaders do not blur or cross the lines. In light of this, the following guidelines should be observed:

1. Staff and volunteer leaders should look for opportunities to give plenty of “high fives” and “fist bumps” with students unless this makes a student feel uncomfortable.
2. As for hugs, this should be done in public view and should be kept brief. When it comes to hugging someone of the opposite gender, hugs should always be limited to side-hugs.

3. No staff/volunteer leader is allowed to have a sexual relationship with a student. In addition, there is not to be any touching of a minor on their sensitive areas (breasts, buttocks, genitals) even when a student has been hurt in one of these areas nor even to allow casual contact to these areas over the clothes.
4. Staff/volunteer leaders are not to sit on the laps of students or allow students to sit on their laps. There is also not to be any holding of hands with students unless it's part of a worship/prayer service or as part of a group game.
5. Staff/volunteer leaders should be guarded to never be overly rough with students during informal interactions, games, etc. to where students may be unintentionally injured.

ONLINE INTERACTIONS WITH STUDENTS

As many of our students now communicate through phones, social media, and other forms of technology, it is important that our staff/volunteer leaders maintain healthy boundaries with students that are "above reproach."

Specifically, Staff Members and Volunteers should observe the following guidelines when it comes to communicating with students over technology:

1. Staff Members and Volunteer Leaders should never one-on-one DM "direct message" with students of the opposite sex. Leaders should also be cautious to avoid ongoing, in-depth message chains with students of the same gender. These online chats should be used to encourage students and to make connections but not for extended dialogue which may blur the lines between leader and friend for students.
2. Staff Members and Volunteer Leaders should avoid talking about anything of a sexual nature when talking with students over social media/texts/etc. Even over the phone, staff and leaders should proceed with caution.
3. Staff Members and Volunteer Leaders should be cautious about what they post on their personal social media websites if any of their followers/friends are minors. Our personal lives should be a good model for students, so leaders should be cautious with posts.
4. For communicating with students by text, volunteer leaders should never send a private (non-group) text to a student of the opposite gender. Staff members may occasionally text a student of the opposite gender for reasons such as: remind them about an event, rehearsal, meeting, or

ongoing ministry tasks [with interns, student leaders, etc.]. All staff and volunteer leaders should still be cautious when communicating with students of the same gender and avoid ongoing, in-depth conversations over texts.

5. It is recommended that staff and volunteer leaders not follow/friend students they do not already know and have an established relationship with. Even for students that staff/volunteer leaders do know, it is recommended that they allow students to initiate the friend/follow request.

DISCIPLINE

It is the policy of First Montgomery that staff members and volunteers are prohibited from using physical discipline in any way for behavior management of students. **No form of physical discipline is acceptable.** This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction or inappropriate behaviors by students. If a student is unruly or fails to comply with verbal warnings or instructions from staff/volunteers, that student will be asked to leave (if not endangered by doing so) or the student's parent will be contacted to pick up the student. In the event of a fight or physical altercation, staff/volunteer will verbally redirect students involved and will try to avoid physical intervention unless the student poses a danger to others or himself/herself. In these instances, staff/leaders are allowed to restrain a student with appropriate physical force as needed. Uncontrollable or unusual behavior should be reported immediately to parents and a Student Ministry Staff Member.

TRANSPORTATION

Staff members and volunteers may occasionally be in a position to provide transportation for students. The following guidelines should be strictly observed when leaders are involved in the transportation of students:

1. Students should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Staff members and volunteers should avoid transportation circumstances that leave only one student in transport unless approval has been given by the parents.
2. Staff members and volunteers should avoid physical contact with students while in vehicles.
3. Cell phones should not be used by drivers while transporting minors (other than GPS for directions). An exception arises only with an obvious

emergency situation and safe, temporary halting of the vehicle is preferred. Texting or web surfing is strictly prohibited while driving.

4. No drivers under age 25 may drive First Montgomery owned or rented vehicles.
5. No high school students may drive other students as part of a First Montgomery event.
6. Drivers should only take the number of students that they have seatbelts for in the vehicle. Seatbelts should be worn at all times while in the car. No one should be double buckled. Extra caution should be used when driving students.
7. Drivers should never be alone in a vehicle with a student of the opposite sex.

PLANNING EVENTS FOR GROUPS

In planning any events for a group (Sunday morning Groups, Wednesday Night Groups, Discipleship Groups, etc.), volunteer leaders should keep parents/staff informed of details and abide by all the guidelines in this document. Some events may require you to bring a release form.

SEXUALLY ORIENTED CONVERSATIONS

Staff members and volunteer leaders are prohibited from engaging in any sexually oriented conversations with students and are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating or sexual activities with any student in the program. However, it is expected that from time-to-time student's ministry discussions and lessons may address issues related to purity, dating, sex and human sexuality. In addition, we are aware that students may have questions/struggles in this area and desire to confide in a trusted adult leader for guidance. In light of that, here are some guidelines to follow:

1. Staff and volunteer Leaders are not to discuss anything of a sexual nature with students of the opposite gender. The only exception to this is up-front large group teaching from God's Word on this subject. Staff and Leaders should proceed with great caution and be sure to teach with sensitivity and from a biblical perspective.
2. It is recommended that, when possible, adults have another adult present when talking with students about sensitive issues concerning biblical

definitions of sex [such as in a small group setting]. Staff and Volunteer Leaders are asked to convey to students the biblical views on these topics.

3. If a student's questions or comments on a sexual matter become too detailed or explicit in a group setting, the leader should use discretion and set up another time to meet with this student.
4. For volunteer leaders who set up a time to meet with a student about sexual matters, they are asked to first inform a student ministry staff member.
5. If there is a question as to whether your conversation could possibly be interpreted as a "sexually oriented conversation," you are required to treat the conversation as if it is unquestionably a sexually oriented conversation and follow this policy accordingly. Then, clarify the question with a Student Ministry Staff Member.

OVERNIGHT EVENTS

It is anticipated that certain Student Ministry activities/events will require overnight sleeping arrangements to be made for students and staff/volunteers (i.e., camp, mission trips, etc.). In the event an activity requires sleeping arrangements, staff members and volunteers will strictly observe the following rules:

1. Overnight sleeping arrangements must be discussed with a Student Ministry Staff Member (prior to the activity) and approved.
2. The two-adult rule must be followed. The two-adult staff/volunteer leaders present must have previously completed the First Montgomery Student Ministry application and screening process.
3. An adult of the same gender as students is required on all overnight events or activities.
4. As long as any students are awake, one of the leaders must also be awake and monitoring students, to ensure safe behavior.
5. Leaders should use good judgment regarding PG or PG-13 movies. No R-rated movies are permitted. Any questions should be discussed with a Student Ministry Staff Member. Leaders should never view any form of pornography with students.
6. Appropriately modest sleeping attire must be worn.

7. In the event of a sleepover on campus that involves both guys and girls, guys and girls must sleep in separate rooms, properly supervised by leaders of the same gender.
8. No staff/volunteer leader should sleep in the same bed with a student. No staff/volunteer leader should be alone in a room with a student unless the door is open.
9. Whenever possible, at least one staff or volunteer will sleep in the same room as students or in an adjoining room with the door between the rooms kept open.
10. In the event that overnight arrangements do not include standard beds, each staff, volunteer, and student will use single sleeping bags or blankets. In these instances, a “one-person-to-one bag or blanket” rule will be observed.
11. Staff and volunteers in the student ministry should never be nude in the presence of students in their care. If there is a situation where staff and volunteers will be showering or changing clothes when students are nearby, proper precautions should be taken. Any questions or concerns should be discussed with the Student Ministry staff member.

REPORTING PROTOCOL

1. By law, our church/student ministry is required to report any suspicion of abuse and/or neglect by a leader, staff member, teacher, worker, family member or anyone else.
2. Any volunteer leader who hears about any form of abuse/neglect is required to report this to a staff member as soon as possible. No suspicion or accusation should be treated as frivolous. Staff/Volunteer leaders should remain calm, listen carefully and take detailed, written notes of the incident/accusation. These details should include: name, age, contact information, date of incident, details of what took place, names of any witnesses and any other pertinent details.
3. Volunteer leaders and staff members should never make promises to students that they will “keep it confidential” as we are mandated reporters. When students say, “I have to tell you something, but you must first promise not to tell anyone else,” our response should be something to the effect of “if you trust me enough to tell me, then please trust me enough to do what is best.”

4. Once an accusation has been reported to a staff member, that staff member will report this to the Senior Pastor. From there, the staff member and executive leadership will discuss any further steps such as notifying police or other government agencies, parents, etc. The person who first received the accusation of abuse may then be asked to make an official report to the police or other government agency under the direction of the church leadership.
5. The decisions regarding further assessment of any danger, seeking consultation, notification of parents/custody holders, and any further necessary services will be based on the decision of the Executive Pastor in consultation with the Senior Pastor.
6. The Senior Pastor of First Montgomery should handle all press communication related to any sexual molestation or abuse. All questions and inquiries should be referred to this individual.

Reporting Policies and Procedures

Sexual Abuse Signs:

1. Disconnected/Detached
 - a. Personality Change
 - b. Grades start slipping
2. Engaging in risky behaviors
 - a. Drugs, Self-Mutilation, Wrong Crowd, Tobacco/Smoking
3. Become Isolated
4. Women become more emotional
5. Men become more angry
6. Junior High may be more vocal, they may act out what they've seen or what has been done
7. History of running away

Physical Abuse Signs:

1. Marks on body
 - a. Bruises, scratches,
2. "Accident Prone"
 - a. Very unlikely that they are THAT accident prone
3. Most marks will be in places that can be hidden
4. Disconnection/Isolation/Suicidal
5. Different triggers (loud noises, flinching, etc.)
6. Jumpy, sudden movement may freak them out
7. Not responding well to someone raising voice
8. History of running away

Emotional/Mental/Verbal Abuse Signs:

1. "Doomsday attitude"
 - a. Not a positive thing/no positive outlook
 - b. Feeling of worthlessness
2. Isolation
3. Overachiever to fit in
4. Someone who gets their feelings hurt easily
5. Sensitive

Suicide Signs:

1. Before an attempt is made, there is an outcry for help.
2. Self-Harm (Slits on wrists, arms, etc.)
3. Depression, Anxiety, Dark View of World/Life

Reporting Steps for Abuse:

1. Anything brought up (explicitly stated/obvious outcry) needs to be brought to my attention immediately.
2. I will make the decision whether or not to move forward with reporting.
3. Everyone is a mandated reporter by law.
4. First course of action, CPS is called and/or proper law enforcement is called. (Action taken by me, Levi).
5. I must make the decision on whether or not to provide protection.
6. Are they in immediate danger?
 - a. If they are, call 911 immediately.
 - b. If not, then we will take the necessary precautions/measures.

7. Confidentiality is important, do not ask questions of victim (you are the outcry witness and write down what you are told).
8. In Montgomery County, they will be transported to Children's Safe Harbor and be interviewed without knowing they are interviewed.

Reporting Steps for Suicide:

1. This comes to me immediately, unless student is in immediate danger. If student is in crisis, call 911 immediately.
2. Err on the side of caution, take everything seriously.
3. Do not leave the student alone.
4. Make an agreement with the student that they won't harm themselves, so that law enforcement has time to show up.
5. If student is not responding well to person they are with, switch with another adult that they prefer to be with.
6. Ensure the student is in a safe location.

*These are signs that something could be occurring, not a definitive that something is actually happening. Nonetheless, one should be aware of everything happening.

I, _____, have read and understand these warning signs and reporting policies and procedures.

Signature: _____

Moral Conduct:

- Staff members are not to be alone, under any circumstances, with the opposite gender
- Staff members must keep a 2:1 (leader to student) ratio, when speaking with opposite gender
- When giving rides home, 2 staff members must be present in the car and students must sit in the back seat (exceptions can be made if staff member has own children in vehicle).
- Staff members are to report **any** misconduct of **any** kind
- If any staff are caught in misconduct, they will be relieved of their duty and reported to proper authorities.
- If unusual behavior is seen, student pastor will have a one-on-one conversation with staff member. Then the youth minister will meet with student and one other leader and ask questions about such behavior.
- Staff will sign a moral conduct form agreeing to moral conduct policies. (Will go in their file)

Boundaries:

- Small groups will have appropriate number of leaders according to the 5:1 (student to leader) ratio.
- Small groups will be split up according to gender and grade. (boys with boys, girls with girls)
- Staff members are not to spend time alone with a student outside of youth meetings. They must always meet in groups.
- Student pastor must be notified and told about all meetings that are happening outside of the regular youth gatherings or events.
- Student pastor must be notified a week in advance of all meetings outside of the regular youth gatherings or events.
- Staff members are not allowed to give frontal hugs to opposite gender. Side hugs are allowed (if hug cannot be avoided).
- Staff will only give high fives, fist bumps, or handshakes to students.
- Staff will not be alone with students in the rest room.
- Staff will sign a boundaries form agreeing with boundaries policies. (Will go in their file)

Social Media:

- Staff members are to have no contact with students through Direct Messaging on the following apps: Snapchat, Pinterest, Twitter, etc. (same gender is okay through Facebook)
- Staff members may contact youth via text message with one other staff member included within the chat if text is going to opposite gender.
- Staff members are able to message youth directly, if the youth are in a group chat via text message.
- Staff may add students on the following platforms: Facebook, Instagram, and Twitter.
- Staff are to sign a form agreeing to social media policies. (Will go in their file)

I, _____, agree to **ALL** of these policies and procedures.

Signature: _____



Student Safety Policy Agreement Form

I have read and understand the First Montgomery Baptist Church Student Safety Policy concerning behavior around students and sexual abuse (or allegations of sexual abuse). I agree and will adhere to these policies.

FOR STAFF AND VOLUNTEERS:

Name (Print):

Today's Date:

Signature:

OUTREACH EXPECTATIONS

Outreach is a very high priority for student ministry. Here are some expectations for outreach...

- Every visitor that attends your class should receive a phone call/email the same week from you thanking them for attending and encouraging them to return. Ideally, the phone call would be the same Sunday they attend.
- When a student has visited your class, make sure they fill out a connect card. This is your reminder to follow up with visitors. Every visitor that comes to your class should be followed up. If the visit is too far, a phone call will be fine.

HOW TO COMMUNICATE WITH STUDENTS

Thought we would take a quick look this week at ways to communicate with students—ways that are Hot or Not. Here's our take:

NOT: Email

When you're communicating to parents, email is as hot as can be. The older people get the more possessive/stagnant they become with technology. Students on the other hand are quick to jump on what is next, usually before adults have even heard of it. If you are emailing students and it is working, realize that it is a miracle of God and won't last very long. Email is out.

HOT: Texting

Probably right up there with Facebook is texting—it comes in two flavors: individual and mass, and both work incredibly well. Use a service like Simply Text or Duffled to build a list of everyone, and don't discount the power of a personal text from their small group leader or youth pastor. Texting is where it is at right now for sure.

NOT: Paper

You've gotten very good at Publisher 2003. I get it. You like clip art and flyers made on the church photocopier. We do too, but those days have past. Sorry to be the one to break it to you.

HOT: Calendars

Calendars, if they make it home, have a tremendous return. Put a magnet on the back and you might get on the refrigerator for 2-3 months!

NOT: mass postcards in the mail

The shelf life is just too short for a postcard for a series and the cost is typically prohibitive, too. I love these and am sad to see them already fading out, but unless

you've got cash to spare or a cheap printer to crank them out this one is dropping quickly.

HOT: individualized postcards from small group leaders

This one will never go out of style. Try it out this week: Pick up some postage-paid postcards and scribble out a few handwritten notes this week and see if it works. Or just trust us...no technology will ever replace the power of a handwritten note!

SMALL GROUP LEADERSHIP MEETINGS

Continual growth is necessary if we are to lead students who are growing as well. The law of the lid states that those under our leadership will only grow as far as we have grown. Therefore, we provide a training opportunity every month, except June and December. Attendance to meetings is **required**, unless providentially hindered.

At these meetings, you can expect....

1. Fun, upbeat atmosphere
2. Food
3. Important information distributed (upcoming dates, etc.)
4. Discussion of current issues, curriculum
5. A lesson on leadership
6. Tips on how to be a better student worker
7. Occasionally, a student testimony of what God is doing

WHEN: Every 3rd Sunday every other month @ noon
WHERE: Youth Room, unless we say otherwise
WHO: All adult small group leaders

2022-2023 Dates

May 15, 2022

August 6, 2022 (Annual Planning/Training Retreat)

September 18, 2022

November 13, 2022 (Second Sunday 3rd Sunday falls right before thanksgiving)

December 16, 2022 (Christmas Party at Levi's)

January 15, 2023

March 19, 2023

May 14, 2023 (busy month, meet second Sunday instead)

July 16, 2023

SMALL GROUP LEADER TIME COMMITMENT

Small group leader's **weekly** time commitment

- > Small group and preparation - 2 hours
- > Phone calls/emails/letters - 30 minutes

Small group leaders **monthly** time commitment

- > Small group and preparation - 8 hours
- > Mandatory Leadership Meeting - 2 hours
- > Phone calls/letters/emails - 2 hours
- > Connect with students outside of small group - 2 hours

TOTAL per month - 14 hours or.....27 minutes per day or.....53 seconds per hour.

Think about it...for the amount of time most spend watching TV, you will be making an investment that lasts beyond time by leading a small group of students!!

Ministry Ideas for the Time Conscious Volunteer

If you have 15 minutes a week...

- write a note to a student
- make a phone call
- drive a student home
- initiate two 1-on-1 conversations before or after meetings

If you have 30 minutes a week...

- write a note or two to a student
- make a few phone calls
- drive one student home
- initiate two 1-on-1 conversations before or after meetings
- go to thirty minutes of a youth event (sports, drama, etc.)
- have a coke with a kid
- take a student on an errand

If you have two hours a week...

- write some notes to students
- write a letter to a parent
- have lunch with a parent
- take a Bible class

- go visit a youth event (sports, drama, etc.)
- help someone with their homework
- start a small group
- help us in the office

If you have four hours a week...

- organize a note-writing campaign for adult leaders
- volunteer to help a school team or club
- volunteer to drive to students events
- organize and lead a ministry team

If you have ten hours a week...

- read some youth ministry books

If you have twenty or more hours a week...

- you got lots of free time don't ya?
- do work around Levi's apartment

TYPICAL WEEKLY SCHEDULE

Sunday Mornings:

- **9:30 am-** Leaders show up (at the latest) (round table/check in)
- **9:40 am-** Students Filter In
- **9:45-9:50 am-** Announcements
- **9:50-10:50 am-** Break up into small group Bible studies (make sure to do check in about their week and prayer with your group too!)
- **10:50 am-** Dismissal

Wednesday Nights:

- **5-5:30 PM:** Dinner
 - **5-5:30 PM:** Student Fellowship Time (in youth room)
 - **5:15PM:** Leaders show up at the latest
 - **5:15-5:30 PM:** STU.MIN. Round Table
- **5:30-7:00PM:** The Gathering
 - **5:30-5:45 PM:** Announcements - Game
 - **5:45-6:05 PM:** Worship
 - **6:05-6:25 PM:** Message (High School & JH)
 - **6:25-7:00 PM:** Small Group (LEAD SMALL STYLE)
 - **7:00 PM:** Everyone dismissed

*Outreach emphasis should include a time of writing postcards/calling/texting students who are not present

STUDENT MINISTRY CURRICULUM MAP

Sunday Mornings

6th-8th Grade: The Gospel Project – Foundation

9th-11th Grade: Bible Studies for Life – Discipleship

12th Grade: Senior Specific Course – Beyond

Wednesday Nights

Orange Curriculum Model 2022-2023

2022-2023

FALL 2022 (AUG, SEPT, OCT)

TOPIC	RELATIONSHIP	CORE THEOLOGICAL INSIGHT	RESPONSE
Culture	Self & Others	Community	Wise Choices
Greatest Commandments	God, Self, & Others	All Nine Insights	Authentic Faith
Friendship	Others	Community, Restoration, & Transformation	Healthy Friendships
Apologetic/Science	God	Design & Faith	Ultimate Authority

WINTER 2022-2023 (NOV, DEC, JAN)

TOPIC	RELATIONSHIP	CORE THEOLOGICAL INSIGHT	RESPONSE
Culture	God, Self, & Others	Connection, Faith, & Truth	Serving Others
Christmas	God & Others	Design, Faith, Restoration, & Compassion	Serving Others
Spiritual Habits	God & Self	Faith, Transformation, Truth, Connection, & Design	Authentic Faith
Influence	Others	Restoration, Compassion, & Faith	Serving Others

SPRING 2023 (FEB, MARCH, APRIL)

TOPIC	RELATIONSHIP	CORE THEOLOGICAL INSIGHT	RESPONSE
Culture	God & Self	Image, Connection, & Transformation	Wise Choices
Identity	Self	Image & Faith	Authentic Faith
Sex/Dating	God, Self, & Others	Image, Connection, Transformation, & Truth	Wise Choices, Sexual Integrity, & Healthy Relationships
Easter	God & Others	Community, Compassion, & Restoration	Serving Others

SUMMER 2023 (MAY, JUNE, JULY)

TOPIC	RELATIONSHIP	CORE THEOLOGICAL INSIGHT	RESPONSE
Culture	Self & Others	Truth & Compassion	Wise Choices & Serving Others
Judging Others	Self & Others	Restoration, Compassion, Image, & Community	Ultimate Authority & Healthy Relationships
Serving	Self & Others	Restoration, Compassion, & Community	Healthy Relationships & Serving Others
Jesus's Words	God, Self, & Others	Image, Faith, Transformation, Truth, Restoration, & Community	Authentic Faith & Wise Choices

Teaching Policy:

We realize that occasionally God may burn your heart to teach in a different direction one day. We want to be gracious and allow that to happen. However, we expect all leaders to consistently teach the curriculum provided each week.

WHAT DO I DO ABOUT VISITORS TO MY GROUP?

Visitor's/New Member's Check-In

Visitor check-in is essential to keeping adequate records on all visitors and new members. Procedure is as follows:

1. All visitors should check-in with youth leaders. If they are new, be sure to have them fill out a connect card and then turn that in after getting the information for yourself.
2. The student pastor will gather all necessary information and input into the computer.
3. Please ask the student pastor for the information about new students in order to connect with them, if you do not have info on them.
4. All first-time visitors should receive either a personal visit or a phone call from his or her SGL.
5. Add each student to your roll that attends more than 2 weeks in a row.

HOW DO I TAKE ATTENDANCE?

Every week you will be given a new attendance roll to be used in your Small Group class. This class roll, as well as announcements, contacts form, and change of roll forms will be placed in your folder and placed on the teacher notebook shelf for you to pick up when you arrive. **Every Sunday it is your responsibility to pick up the folder and complete the attendance sheet and contact form.** Around 15 minutes into the class, a coordinator or teacher care leader will come around and pick up your folder. Please make sure you have completely filled out all forms by then and that you place your folder outside your door. **If you have a student that arrives after your roll has been picked up, please send that student to the coordinator table to check in with our coordinators.**

How to mark attendance:

1. **Present:** Mark the attendance box with a check mark. Mark only those present. Include yourself!
2. **Absent:** Leave the attendance box blank
3. **Delete:** A student can be removed from a roll for one of the following reasons: (1) That student's parent has requested for them to be removed, (2) The student is actively attending another church, (3) Student has moved to another state. To remove a student, write "remove from roll" and indicate the reason. Do not remove a student from the roll because they have not been in a while.
4. **Total Present:** This number will include all members and visitors. Please write this number at the bottom of the roll.
5. **Letters:** Should be marked on the Attendance Sheet.
6. **Visits:** Should be marked on the Attendance Sheet.
7. **Connections:** Should fill out the Connect Cards.

See the attendance sheet example on the following page

STUDENT MINISTRY CONNECT CARD

Connect Cards are vital in order for the ministry to grow.

Members = Those listed on your Small Group roll

Prospects = Those listed as prospects or not listed at all on your Small Group roll. Those who have visited your class recently. An inactive roll of students for each grade can be obtained from the church office. This can be invaluable to growing your group!

CONTACTS - MTV Strategy

Mail = Email, postcard, letter, Facebook messages

Telephone = Phone call, text message

Visit = Home visit, ballgame, outside class activity, in-person meeting, etc.

Ideally, there should be **1 connection per person on your roll per week**. If you send out a text each week, this can be easily accomplished. Also, utilizing a student to occasionally contact other students is invaluable. A great suggestion is to use 5 minutes after class time to contact every student not present.

CONNECT CARD

We're glad you're here

NAME:

Grade:

Birthday:

Phone:

Email:

Instagram/Social Media:

Favorite Food:



TOP 10 MYTHS ABOUT BEING A GREAT VOLUNTEER YOUTH WORKER

1. You must know everything about the latest youth culture.
2. You must have adequate training and be equipped to teach the Bible.
3. You must be young
4. You must always feel comfortable and secure.
5. You must be able to act like one of the students.
6. You must have plenty of free time.
7. You must be a captivating communicator.
8. You must be wild, crazy, and dynamic.
9. You must be liked by all the kids and parents.
10. You must own a 15-passenger van

Youth ministry is not comfortable! It's not easy! But it is normal and okay to feel inadequate about your skills. Your confidence will grow the longer you do ministry and you see how God can use inadequate people to do great things.

WHAT STUDENTS NEED

We will only change the youth world one student at a time. Today's students do not connect to programs they connect with people. The most effective way to impact students is through significant relationships with caring adults in their lives. One of the common roadblocks for adults getting started in youth ministry is they have misconceptions about what it takes to be a youth worker.

Here's the truth about what students need:

Students need adults who will. . .

- love God and live for Him
- be interested in their life
- take initiative to spend time with them
- pray for them
- be real
- say encouraging words
- believe in them
- laugh and have a good time
- remember their name and care for them
- share God's love through personal experience
- be consistent in their attendance
- be patient

SECTION 3

Student Ministry Overview

STUDENT MINISTRY VISION

A brass telescope mounted on a tripod, angled diagonally across the frame. The background is a solid, warm orange color. The text is overlaid on the lower-left portion of the image.

Sharing God's love
and building
relationships
within our
community

WHO'S HERE (OR NOT)?

WHO ARE WE TRYING TO TARGET?

A **COMMUNITY**

Student:

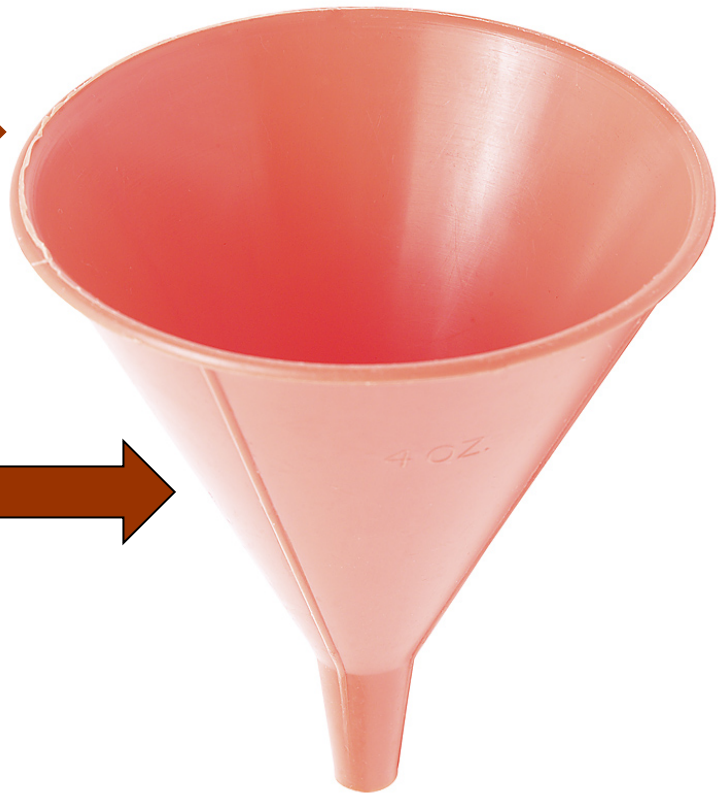
- * Doesn't attend any church
- * Never been to youth group
- * Uninterested in spiritual things



A **CONGREGATION**

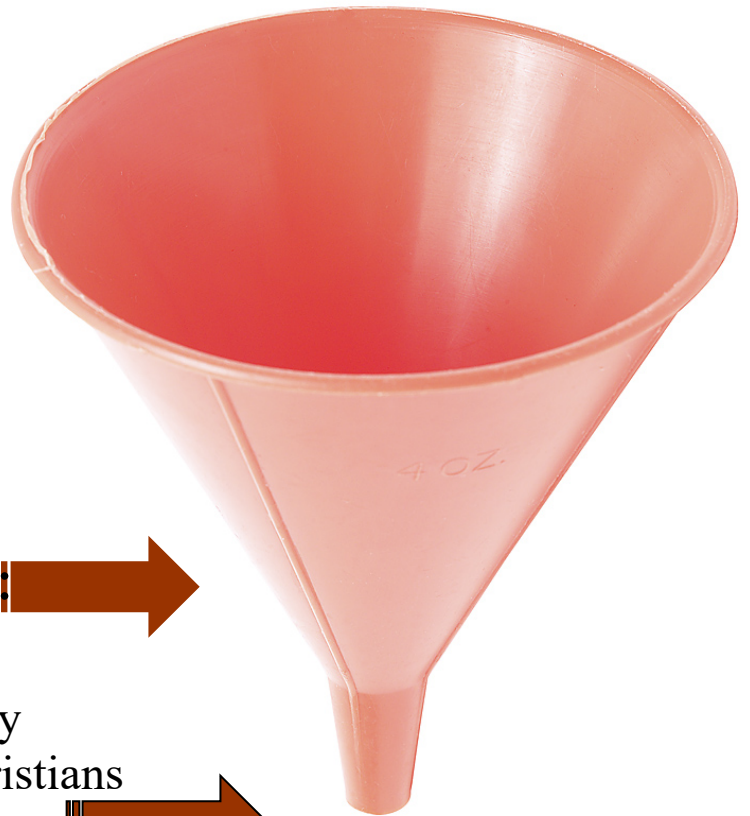
Student:

- * Occasionally attends programs
- * Nominal Christian at best



WHO'S HERE (OR NOT)?

WHO ARE WE TRYING TO TARGET?



A **COMMITTED** Student:

- * Attends programs regularly
- * Committed to growing spiritually
- * Has relationships with other Christians

A **CORE** Student:

- * Has a specific ministry
- * Reproduces himself

WHO'S HERE (OR NOT)?

WHO ARE WE TRYING TO TARGET?

Community

Outreach, Retreats, The Gathering, Monthly Events etc.

Congregation

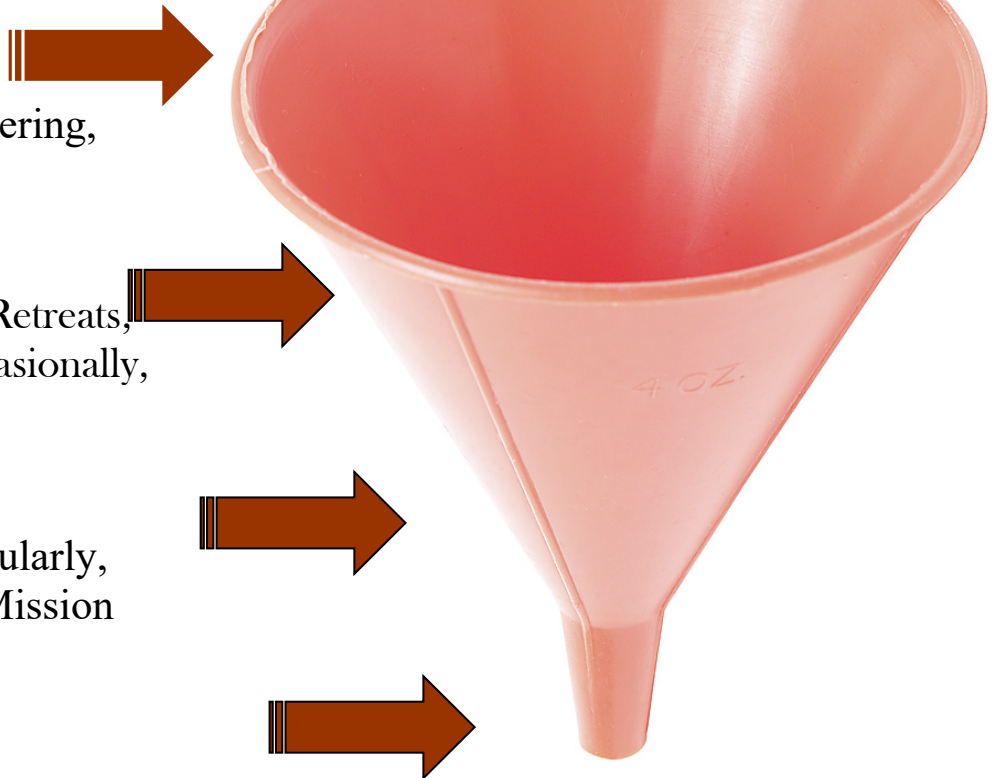
Boot Camp, The Gathering, Retreats, Small Group Bible Study occasionally, etc.

Committed

Small Group Bible Study regularly, Accountability, Mentoring, Mission Trip, Boot Camp, etc.

Core

Service Oriented, Student Council, Mission's Opportunities, BYBC Captains/Proteges



SECTION 4



Teacher Resources

SMALL GROUP SKILLS

Godliness is more important than skills; however being skilled is not unimportant. Here are some guidelines to help you be a better small group leader.

Do not be afraid of silence. Let the students sit for a moment and think.

Value student input. Do whatever it takes to affirm the comments of student input, but do not be fake or sound fake. Be delicate with answers which are clearly wrong (You probably don't want to put a big red "idiot" stamp on their forehead . . . even if they are.) Do not feel like you have to finish, complete, or correct a student's answer.

Don't feel like you have to know all the answers. We are human, and it is good for your students to see that you are limited. You are and most of them don't think so.

Don't read questions off the leader's guide. Understand the questions and be prepared to ask them in your own terms. Feel free to generate your own questions during your preparation AND even "on the spot."

Try not to talk more than the students. Ask questions to generate discussion, and ask students to explain their answers and go into more depth.

Ask students if they have questions. This will give you a good feel for the group dynamic.

Echo input. If a student's answer or input is long-winded or unclear, repeat it back for clarity. This proves you are listening to him or her and it keeps the attention of the rest of the group.

Don't move to a new question too quickly. After a student answers a question, ask, "Would anyone like to add to that?"

Keep the group focused and on purpose. Don't leave the topics and passages of the night's lesson unless something "big time" comes up (e.g. a family crisis). Be sensitive to the Spirit.

Communicate and maintain confidentiality. This allows students to open up; however, don't keep potentially dangerous information to yourself.

Don't be discouraged . . . if you don't have many students in your small group.

Don't be discouraged . . . if you have a "bad day." There's not a small group leader alive in the world who hasn't had bad days.

WORKING WITH DIFFERENT PERSONALITIES IN YOUR SMALL GROUP

You know what it's like watching the individual personalities in a small group emerge -- even if the small group is a family. Your challenge as a small-group leader is to learn to work with the personalities in your small group and help all your students grow individually even as they learn to function as a group.

Here are six types of student personalities, most of which you'll meet in a typical small group of teenagers. The aim isn't to stereotype students, but to forewarn you of common traits and characteristics you'll encounter in your small group -- and then to help you find ways to minister more effectively to them.

The Talker

Description: This is the student in your small group who never stops talking, who always has a comment for everything. You're tempted to apply duct tape, but don't -- there are more productive ways to handle this student.

Possible Solutions: First, position the Talker next to you when you begin your group, which reduces eye contact with her when you ask a question -- and when she interrupts someone, lets you reach over and touch her arm (usually a silent but effective cue). If you have a whole group of Talkers, you may want to try the ground rule that stipulates that the small group must circulate an object -- a stuffed animal, Nerf Ball, spit wad, whatever -- and that a student must possess it before speaking. This will help Talkers wait their turn.

Chances are, the Talker has some natural leadership ability that you should encourage. So let her lead the small group now and then. This can help her appreciate what you endure as a leader, and she just may become more supportive when you lead.

If the problem persists, get some time alone with her and talk with her about giving others a chance to answer the questions. Help her feel that she's on your team, and that the two of you need to work together to encourage the other students to respond.

The Thinker

This student is quieter (and usually shier) than the others, with a tendency to get drowned out by the louder personalities in your group. So bring him out more by positioning him across from you, to increase the chances of eye contact with you. You can also use the tried-and-true method of occasionally directing questions to specific students, thereby eliciting responses from the Thinker.

If the Thinker is particularly shy, spend one-on-one time with him to discover what he's interested in -- and so you can create the kinds of questions that will bring him into the discussion. Use the positive reinforcement of affirming him on those occasions when he actually does respond publicly. And when he lapses back into silence, don't interpret that silence as something that needs to be fixed. Some kids just learn by listening and watching -- and there's a good chance he's one of them.

The Church Kid

This kid has already spent more hours in this church than you probably have. She's progressed from the church nursery to the high school room in the course of her 14 or 15 years there. She consequently knows more about the Bible than any other kid in youth group, not to mention her small group. Of course, her knowledge may or may not indicate spiritual depth.

Church Kids can be the hardest to reach because they've heard it all, and therefore feel they have nothing to learn. One way to challenge them is by not being satisfied with pat answers. Always ask why. Or play devil's advocate by countering her squeaky-clean, correct answers with provocative arguments from the "wrong" side of the issue. Such strategies usually work for a Church Kid to think more deeply about her answers instead of just rattling them off.

Ask her to help you create questions for a Bible Study -- or even let her lead the small group once in a while. In any case, avoid asking questions that invite a "right" answer. Opt instead for questions that leave room for a variety of valid responses.

The Distracter

This is the student who can't sit still and ends up distracting everyone in your small group -- including you. Rather than constantly stifling him, direct his energy toward productive ends: ask him to help you pass out Bibles, set up chairs, serve refreshments. Or (and this is good advice for all small groups, with or without Distracters) do some active-learning experiences with your small group -- like object lessons or field trips -- instead of just sitting and talking week after week.

You may better understand this student (and where his energy comes from) if you get together with him outside of your small group. Even a Distracter can be good for your small group, if only because he doesn't let you get by with boring Bible studies. (Remember that when you're tempted to quit.) Really -- your leadership skills will be sharpened as you find ways to engage him as well as the tranquil students in your lesson.

The Debater

She irritates you by challenging every point you (or anyone else) tries to make. Sure she brings a creative energy to the group sometimes, but she often stifles the other kids by making them feel too threatened to voice their opinions or feelings.

Deal with the Debater by establishing ground rules for your small group, (the first and perhaps the only) being: It's okay to disagree with opinions, but it is inappropriate to attack or put down other small-group members if their opinions differ from yours. A second ground rule may be that only one person may talk at a time. Ground rules like these help make a Debater's criticism less caustic and restrains her from interrupting others in order to make her point.

The good news: once Debaters understand and abide by such rules, their input can actually enliven your discussion. Just remember that your goal is to direct, not stifle, their participation.

The Crisis Producer

This student is in perpetual crisis -- and lets your small group know about it every meeting. He's often self-absorbed and therefore unable to participate in the discussion, except when it's focused on him. So get together with him before your small group begins in order to talk through his problems with just you instead of bringing them to the small group. (Lucky you.) Or begin your small-group discussion with the assurance that everyone will have a chance to share problems, prayer requests, etc., at the end of the group. This helps members -- and especially Crisis Producers -- stay focused on your Bible study.

Whatever your strategy with your Crisis Producer, your long-term goal is to help him see past his crises to some solutions, and then to participate in your small group without having to constantly bring the focus back to himself.

What about a student who raises a legitimate crisis during the discussion? Be flexible enough to postpone your study and deal with the issue at hand.

DISCOVERING THE POST-MODERN STUDENT

The post-modern student is a youth who is influenced more by the secular than the sacred. This group is distinct because the individuals contained within are not identified by a generational boundary as much as by how they relate to a particular thought process. We must understand who they are before we can attempt to show them the Gospel.

Seven Qualities of the Post-Modern Student

- 1. THEY HAVE A PASSION FOR EXPERIENCE.** Nobody has picked up on this concept more than Hollywood movie mogul and the retailers commonly found in your local mall. Reality TV shows and the experience-based commerce of “Build a Bear” and the “Rain Forest Café” have capitalized in creating the experience your students desire.
- 2. THEY ARE DISCONNECTED FROM MEANINGFUL RELATIONSHIPS.** According to the May 10, 1999, issue of *Newsweek* more than one-third of today’s teenagers are connected to the Internet and it is projected that 70 percent will be cruising along the information highway by 2003. Even with more ways to communicate than ever before, a large cry is heard among students seeking personal, meaningful relationships.
- 3. THEY HAVE VARIED MEANS OF LEARNING.** The days of lectures, libraries, and institutional learning are over. More students are learning through self-instruction and personal experiences than ever before. The days of objective learning are quickly being swallowed by the desire for more subjective methods.
- 4. THEY ARE IMAGE-DRIVEN.** The bottom line for the post-modern student is that quality counts. The days of “just give me content” are over. Post-moderns demand both quality and content.
- 5. THEY HAVE NO INSTITUTIONAL LOYALTY.** Downsizing corporations, irrelevant church ministries, and the moral collapse of many of today’s leaders has the post-modern student skeptical of all institutions.
- 6. THEY HAVE THE ABILITY TO EMBRACE CONFLICTING CONVICTIONS.** Post-modern students can demonstrate a burning passion for saving the near extinct Spotted Owl while counseling a friend to consider abortions as a viable option. Because of their high level of tolerance they see no problem with a varied worldview.
- 7. THEY HAVE NO MORAL ABSOLUTES.** With a high level of tolerance, post-moderns are willing to accept many interpretations of truth without pointing out one to be right and others to be wrong. The benefit is their willingness to hear and respond to the authentic transfer of truth.

“Maximizing continuity means not trying to fix up the horse to get a few more miles out of it, but burying it and looking for a new one. The journey is the important thing, not the horse you take to get there.”

***The information is an excerpt from “The Church on The Other Side” by Brian D. McLaren.**

HOW TO MAKE A PHONE CONTACT

Goals of making a phone contact:

- To tear down the students image of our church being big and, therefore, impersonal.
- To begin a relationship that will continue in person at a later date (either at church on the weekend or a possible appointment that week).
- To determine where the student stands in their relationship with Jesus.

Here are some suggestions for questions to ask:

- Before you ask any questions, let them know how glad you are that they were our guests.
- How did you enjoy your visit?
- How was your small group experience? Have you been to epicenter? What did you think?

At this point, you will probably get one of the following responses:

1. I spent the night with a friend
 2. I came with my family because family is looking for a new church.
 3. I came because a friend invited me.
- Was this your first time to First Baptist or had you visited before?
 - Do you normally attend another church in the area? If so, which one?

Their answer to this question will usually give you a clue as to their relationship with Christ. Here are some common responses:

1. I go to xyz church and am active there. Listen for “Baptist,” “Community,” “Bible” or “Presbyterian” in the church name, as these are places where the student has probably heard the gospel clearly presented. If they say they are active at another church then encourage them to continue to serve where God has led them and let them know they are always welcome back to First Baptist. If they don’t seem involved in their youth group ask if they would like to meet that week and chat over coffee or ice cream!
2. If they don’t even know the name of the church they attend, start by asking them the name of the person that heads up the youth events. Then you can ask questions similar to the ones in the previous point to see where they are in their walk with the Lord. Again, see if they would be open to getting together that week, just so you can begin to build a relationship with them.
3. If they say they have never been to church before then you can begin chatting with them about what brought them to First Baptist and if they are involved in anything like Fellowship of Christian Athletes, Young Life, First Priority or any other Christian organizations that are on student campuses. Again, see if you all could meet.

Final Tips

- Jot down ANY and ALL notes from your conversation - these are helpful and can help keep your thoughts together for your next meeting with them.
- Finish EVERY call (to new students or regular attending students) by thanking them for coming and giving them your name and Number (number/email if appropriate) and see if they have any questions.

CHARACTERISTICS OF MIDDLE ADOLESCENCE (14- 15 YEARS OLD)

Physical

- Physical changes have slowed for girls; boys may still be changing rapidly
- Advanced development of secondary sexual characteristics
- Develops intense sex drive (particularly males)
- Active and energetic
- Tends to experiment with alcohol and drugs

Emotional

- Ability to form personal relationships increases
- Less egocentric: learns how to give of themselves and receive from others
- Often enjoys arguments
- Feels intense need to separate from parents
- Self-assurance can mask deep-felt insecurities and self-doubts
- Seeks recognition for being good in some activity

Social

- Focus moves from same-sex friendships to opposite-sex; dates in groups
- Stays with established circle of friends
- May join a group with social beliefs or values that differ from parents
- Sometimes rebels against persons in authority
- May become very protective of personal possessions

Intellectual

- Becomes capable of more complex and abstract thoughts. Can ask deep questions
- Often questions theological arguments
- More analytical and critical about belief systems

Spiritual

- Searches for what the Bible says about what is or isn't OK
- May experience guilt about relationships with or thoughts about opposite sex
- May experience frustration with desire to stop some behavior and the apparent inability to do so (like pornography or masturbation)
- Often prays for forgiveness

CHARACTERISTICS OF LATE ADOLESCENCE (16- 18 YEARS OLD)

Physical

- Physique is almost fully developed
- Boys have caught up with girls developmentally
- Majority have reached adult height
- Expresses a strong interest in personal health
- May fall victim to eating disorders
- Some are sexually experienced

Emotional

- Feels confidence and security with own identity
- Sometimes sentimental
- Can put others' needs ahead of their own
- Recognizes the need to take more personal responsibility
- Usually friendly toward family

Social

- Desires meaningful relationships with others, including opposite sex
- Dating is frequent
- Personal relationships show increasing commitment; many date one partner exclusively
- Some are sexually active
- Driver's license and graduation will be rites of passage
- Most work part time- resulting in discretionary income

Intellectual

- Becomes increasingly involved with future
- Begins to focus on career choices
- Recognizes that current decisions influence future
- Develops ability to consider many options at once; can process possibilities
- Makes better and more mature decisions
- Might be able to resolve conflicts with judgment

Spiritual

- Shows ability to demonstrate strong commitment to a relationship with Christ
- Moral and spiritual values are tested and challenged
- Understands and cares about how others feel and think
- Becomes interested in life after death
- Asks questions and expresses doubts about their spiritual life (assurance of salvation)
- Is increasingly able to apply spiritual principles to life, and is able to grasp deeper spiritual concepts

TOP TEN TIPS FOR NEW TEACHERS

(1) Study your Bible

Open your curriculum, look at the scripture reference, and then put your curriculum down. Allow God to speak to you and teach you what He wants you to glean from the scriptures. You need to remember that making God's Word central in each class hour is up to you, not the publisher of your curriculum! Study early in the week to allow the lesson to become part of you.

Teens today need the unchanging scriptures to help them through the ever-changing circumstances of their lives.

- Read, read, and re-read scripture passages from the Bible
- Different translations are helpful
- Your experiences give your view-point clarity
- Think through the story...Characters-feelings, attitudes, behaviors, and so on. Setting- location, number of people involved, surroundings, etc.

It is possible for a teen to absorb a great deal of information about the Bible without learning to know who God is and choosing to walk in His steps. Teens need to know not just what God says in His Word- they need to know God Himself. An action plan to accomplish this objective...

As you approach each lesson, ask:

- How can I tell this Bible story so that my teens will learn who God is?
- In this story, what's the evidence that God was here?
- How did God make a difference to the people in this story?
- How does God want to make a difference in our lives today?

(2) Pray

Pray for every teen by name.

Pray for the teachers and assistants that serve with you in ministry.

Pray for yourself.

(3) Personally greet each teen upon arrival.

We have a threefold practice every Sunday morning. I challenge you to...

1. Speak - an upbeat, fun, encouraging word to every student that comes to class
2. Smile - A smile breaks down many barriers!
3. Touch - A pat on the back, a friendly hug, or a handshake (you can make this creative!)

This makes the best start to a great small group!!

(4) Follow-up and outreach after Sunday

Nothing will encourage a student to be more involved than a “thanks for coming!” Call, email, or send a letter that very week and it will make a difference!

Visit prospects. “First I learned to love my teacher, then I learned to love my teacher’s Bible, and then I learned to love my teacher’s Lord.”

-Clarence Benson-

(5) Inreach

Telephone absentees. Students love knowing someone cares!. Call the student’s home early in the week, expressing that he was missed in Sunday School. Notify the High School Coordinator if special visitation or assistance is warranted.

Send birthday cards to teens that have upcoming birthdays. Send encouragement cards to teens that have faithfully attended Sunday School. Express your appreciation in having them as a student in your Sunday School class.

A variety of cards are available for your use at the High School welcome table every Sunday morning.

The best inreach we’ve found is a small group getstogether. Our teachers have done everything from an overnight party; ice skating, nursing home Christmas party, hay rides, Cagles dairy, movies, mother/daughter tea, or simply eating lunch together after small group. Be creative and know that spending time with students pays tremendous dividends!

(6) Be creative

Be creative in how you present truth!

One time when I was teaching on sin, I brought mud in and caked it on my face, arms, etc. I made the point that sometimes we may look clean on the outside but inside, sin has made us dirty. Obviously, this is an extreme example but students remember object lessons.

Creativity will help students remember the point you are trying to make. I heard somewhere a long time ago that students will forget something like 95% of what was said by the next week. But, if we are creative, then there will be sticking points. I know students from a camp that I spoke at nearly 5 years ago that still remind me of a message where I used branches and sticks to make my point.

(7) Learn it, Do it, Talk about it

New Christians need more than information. They need understanding *and* experience. I hope that students in your class will learn some great facts about their relationship with Christ, but will also experience that relationship as well. They need to experience how this relationship works beyond just a mental knowledge.

Give them truth with "projects." As they learn how to relate to Jesus (prayer, bible reading, etc.), they should also have a project in which they *do* what they've learned. They will then come back and talk about that opportunity the next week.

For example, during a week on prayer, it may be a good idea to give every student an opportunity to pray. They can do it by saying a pray out loud or they could write it down in a sort of letter. During a week on being faithful to the church, I would challenge them to bring a tithe that next week. During a week on telling others about Christ, I would really challenge them to make a first step in being a witness to a lost person.

(8) Give personal illustrations or illustrations from others

Nothing explains a concept or idea better than a real life experience or story. Besides that, students are drawn to stories. Watch their reaction when you are teaching a truth and then when you are telling a story that illustrates that truth. When you are giving illustration, they will relax, their posture is different, and they will lift their head and listen.

Always reinforce a major idea with an illustration

I've found the best place for an illustration is your own life. You don't have to be the hero of every story but use your own life often. It allows the students to see that the one who is teaching is someone who has experienced what it is you are teaching. Pastor Johnny does this well.

(9) Be yourself

Anything less and the students will see it!

(10) Invest time in their lives

I've always thought that what I do outside of the teaching time, will give me the right to be heard when it comes time to teach. Call your students, email them, and write a letter. Let them know that you care about their spiritual maturity.

Time is a precious commodity, but I promise you with all that I know that it will pay off if you spend 20 minutes a week making an effort to check on your students.

When I used to speak at camps, I would spend my free time playing volleyball, frisbee, and putt-putt with students. I couldn't be involved with every student, but other students saw me being involved and it gave me a strong opportunity to be heard at worship that night.

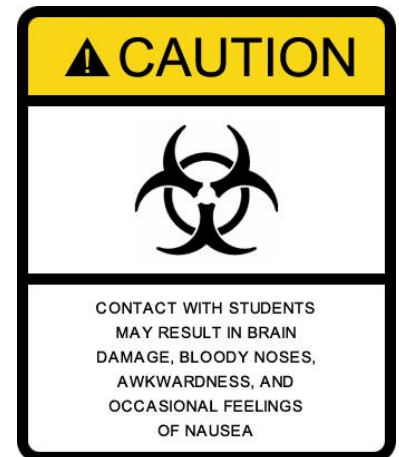
Seven ways to contact students

Letter, Postcard, Email, Phone Call, Text Message, MySpace/Facebook, Visit

The Intentionally Relational Youth Worker

Fact or Fiction: Truth about Relationships and Student Ministry

- Fiction #1 **Adult volunteers should be involved at every student ministry function**
If you are, you need a break!
- Fiction #2 **Adult volunteers should relate to every student**
Seriously, do you really believe this?
- Fiction #3 **Adult Volunteers must have plenty of free time**
Bring students along. Take them where you're going and don't feel the pressure to always be in their world.
- Fact #1 **Students Crave Relationships**
Check out the nearest Sonic after Sunday night church!
- Fact #2 **We are in the people business**
We must come to terms with this fact if we are to work with students!
- Fact #3 **Change happens best in the context of relationships**
93% of those coming to church do so b/c of an invitation of a friend.
Programs don't yield the greatest impact. They simply allow the framework for workers to build relationships with students.



THE GREAT YOUTH VOLUNTEER RETENTION TENSION **How Relational do youth workers have to relationally be?**

Top 10 Myths About Being A Great Volunteer Youth Worker

1. You must know everything about the latest youth culture.
2. You must have adequate training and be equipped to teach the Bible.
3. You must be young
4. You must always feel comfortable and secure.
5. You must be able to act like one of the students.
6. You must have plenty of free time.
7. You must be a captivating communicator.
8. You must be wild, crazy, and dynamic.
9. You must be liked by all the kids and parents.
10. You must own a 15-passenger van



Catching the Relational Wave

Level 1 – Paddling (swimming into the crowd)

Students that you meet

Scope of influence: Every student you meet

Jesus was very often with the crowds

Skills to navigate any crowd:

1. Speak
2. Smile
3. Touch

Level 2 – Lining Up (looking strategically for the right relationships)

Students that you investigate

Scope of influence: Most of the students in your small group

They're not all a fit, and you shouldn't be expected to relate to every type of student.

Jesus narrowed his group to 72.

Skills to investigate potential students

1. Those who want to grow
2. Those who express an interest
3. Those who need your ministry

Level 3 – Dropping In (consciously caring for students)

Students that you minister to regularly

Scope of influence: Only a few of those in your group

Jesus had his 12

Skills to care for a few

1. Mail
2. Telephone
3. Visit

Level 4 – Carving (selective relationships on the deepest level)

Students that you challenge, hold accountable, and walk through life with)

Scope of influence: Probably 3 at the most

Jesus had his 3

Skills to disciple students

1. Resource
2. Train
3. Involve



More Basics for Relational Ministry

1. Know their name

How many times have you said, “Heeeyyy……bro”

2. Listen to both words and body language

What they aren’t saying may be as important as what they haven’t said

3. Ask Questions

My favorite, “How’s everything.” Avoid yes/no questions.

4. Know when to dig deep

Look for context clues. When they say, “I’m fine,” but the look on their face says, “Eat dirt,” then dig deep.

4. Get their schedules

Or sync to their palm pilots. Kids are busy and they love our presence at what’s important, even if it’s only one time.

5. Occasionally surprise them

An unexpected note, phone call, or text message speaks volumes

6. Acknowledge the important times

Everybody has a birthday. Death of a parent, front page of the paper, band awards, etc.

7. Involve the parents

Parents will confide if they know you care. Mother/daughter tea, parent chaperones for the circus trip, picking up pizza for the sleepover.

8. Be Yourself

They’ll take notice of anything but the real thing.

FBCW High School Get Togethers/Socials This Past Year by Adult Leaders

Circus

Mother/Daughter Tea

Fishing

Snowboarding

College for a weekend

Paintball

Sunday Lunch

Sheep farm trip

Lunch and flag football

Operation Christmas Child

GA Tech Football game

Atlantic Station

Water Skiing

Corn Maize

Shopping

Thanksgiving

Sleepovers

Questions for Relational Reflection

1. Describe how you should verbally and non-verbally welcome a visitor to your classroom.
2. Describe how you should verbally and non-verbally welcome a regular attendee to your classroom.
3. How do you involve your class in welcoming visitors?
4. List all the methods you use to communicate with your students throughout the year.
5. In what ways, if any, do you celebrate birthdays, holidays and special events in your classroom?
6. Do you view your class roll as an important tool? Explain your answer.
7. List the names of every student you can think of in your small group
8. Of those names, list those whom you have met their parents
9. What have you intentionally planned for a class get together/social this year?

SECTION 5



Forms

LEGAL/LIFESTYLE CONCERNS

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

Are you using illegal drugs? Yes _____ No _____

Have you ever gone through treatment for alcohol or drug use? Yes _____ No _____

If yes, please describe:

What is your view on drinking alcohol?

Have you ever been arrested and/or convicted of a crime? Yes _____ No _____

If yes, please describe:

Have you had any sexual relations with any minor after you became an adult?

Yes _____ No _____

Have you ever been accused of 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 discuss this matter with a pastor or counselor?

Yes _____ No _____

MY PERSONAL TESTIMONY

Please use the following questions as a guide to share your testimony with me. Please use the back of the page or attach another paper to this one if you need more space.

Name _____ Date _____

Date of Salvation _____ Date of Baptism _____

Were you baptized after you were saved? ☒ Yes ☐ No

Were you baptized by immersion? ☒ Yes ☐ No

1. What my life was like before I received Christ:
2. How I knew that I needed Christ:
3. What took place when I received Christ:
4. How my life has been different since Jesus saved me:

Student Ministry Leader Covenant

Read carefully the following covenant: check the appropriate box for each statement. Please sign and date at the bottom if you wish to join yourself to a team of leaders committed to ministry.

	Yes	No
1. I have a personal relationship with God through Jesus Christ.	☐	☐
2. I feel called of God to serve Him through the Student Ministry.	☐	☐
3. I will strive to follow the leadership of the Holy Spirit.	☐	☐
4. I will *actively participate in training and growing opportunities.	☐	☐
5. I will *actively participate in regular, on-going Outreach/Visitation.	☐	☐
6. I will *actively participate in the monthly Student Ministry Leadership Meetings.	☐	☐
7. I will do all I can to make Small Group a positive, uplifting experience.	☐	☐
8. I will regularly attend Sunday AM Worship Services.	☐	☐
9. I will be supportive of the Pastor and staff.	☐	☐
10. I commit to teaching with excellence both in preparation and presentation.	☐	☐

Before my Lord Jesus Christ, I commit to serve Him and His church by faithfully ministering through the Student Ministry of First Montgomery Baptist Church in Montgomery, Texas.

Sign

Date

*"actively participate" means that you will regularly participate.

Truths We Hold Dear:

1. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

2. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory

to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

3. Mankind

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

4. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the

acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

5. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

6. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

7. Baptism & The Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

8. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

9. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

10. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

11. Evangelism & Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the

regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

12. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

13. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

14. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's

people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

15. The Christian & the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

16. Peace & War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

17. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies

the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

18. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

I understand each of the fifteen statements above and agree to them wholeheartedly

Signed

Date

First Students Waiver & Parental Consent Form

Emergency Medical Release and Liability Waiver

Participant's Name _____ Birth Date _____
School Currently Attending _____ Grade _____
Address _____ City _____

Zip Code _____ Participant's Home Phone # _____ Participant's Cell Phone # _____
Participant's E-Mail _____ Family E-Mail _____

Emergency Information

Mother's Name _____ Home # _____ Cell/Alternate # _____
Father's Name _____ Home # _____ Cell/Alternate # _____

In an emergency when parent/guardian cannot be reached, please contact the following:

Name _____ Relationship _____
Home# _____ Cell#/Alternate # _____
Name _____ Relationship _____
Home# _____ Cell#/Alternate # _____

HEALTH CONCERNS (Please identify any allergies (to include foods), health problems, **medications**, or other health concerns):

Family Physician: _____ Phone # _____

Dental Provider: _____ Phone# _____

Medical/Hospital Insurance Company _____ Grp# _____

Policy Holder's Name _____ Policy # _____

Additional Information that May Be Helpful

This authorization for Emergency Medical Treatment must be completed before participant can participate in any activities. Treatment for injury will be based on information provided herein.

DISCLAIMER

First Montgomery and its leaders, directors, officers, employees, contractors, agents, volunteers, members and representatives (collectively referred to as "First Montgomery and/or First Montgomery Student Ministry"), are not responsible for any injury, loss or damage of any kind whatsoever sustained by any person or their property while participating in events, activities or travel with First Montgomery and all related activities associated with the First Montgomery, including injury, loss or damage.

ASSUMPTION OF RISKS

IN CONSIDERATION OF First Montgomery allowing me or my child to participate in events, activities, or travel with First Montgomery and all related activities associated with First Montgomery, including participation in the Student Ministry (**date/current year**) _____ **through (date/following year)** _____ inclusive, and all activities related to the Student Ministry (collectively referred to as the "Activities"), I acknowledge that I am aware of the possible Risks, Dangers and Hazards associated with participation in the Activities including the possible risk of severe or fatal injury to myself or others.

RELEASE OF LIABILITY and AGREEMENT

IN CONSIDERATION OF First Montgomery allowing me or my child to participate in the Activities, I agree on behalf of myself and/or my child:

1. **TO ASSUME and ACCEPT ALL RISKS** arising out of, associated with or related to my or my child's participation in the Activities.
2. **TO WAIVE and RELEASE First Montgomery** from any and all liability for any loss, damage, injury or expense that I or my child may suffer, or that my next of kin may suffer as a result of my or my child's participation in the activities due to any cause whatsoever.
3. **TO INDEMNIFY and HOLD HARMLESS First Montgomery** from any and all liability for any damage to the personal property of, or personal injury to, any third party resulting from my or my child's participation in the activities.
4. **TO INDEMNIFY and HOLD HARMLESS First Montgomery** from any and all claims, demands, actions and costs for any loss, injury, damage or expense whatsoever that might arise out of my or my child's participation in the Activities.

STUDENT PARTICIPATION CONSENT

Acknowledgment of Participant:

I, the undersigned Participant, understand that I am responsible to act in a safe and responsible fashion, to follow the instructions or directions of the persons in charge of the Student Ministry, and to obey requests to comply with safety regulations as directed by the persons in charge of the Student Ministry, including designated leaders and drivers of private or public transportation. I will be solely responsible for myself, will wear a seat-belt when available and will not disturb or distract the driver when using private or public transportation to travel to and from Student Ministry activities. At all Student Ministry sports events or other activities, I acknowledge that it is my responsibility to obtain and wear appropriate safety equipment. I will not endanger the safety of others or myself at any activities, outings or sports events of the Student Ministry or when using private or public transportation for travel to and from such activities. I also understand that I may be photographed or appear in video for such purposes as First Montgomery deems necessary.

Acknowledgment of Parent or Guardian of Participant:

We, the undersigned Parents or Guardians of the Participant, hereby authorize and consent to the Participant's involvement in the Student Ministry, including any use of private or public transportation deemed necessary by the persons in charge of the Student Ministry for Participant travel to and from Student Ministry activities, or to the NEAREST SUITABLE MEDICAL or HOSPITAL FACILITY in the event that emergency or other medical treatment not available at the site of a Student Ministry activity is deemed advisable. We hereby consent to and authorize such emergency or other medical treatment of the Participant as may be deemed advisable in the event of accident, injury, or illness during the activities of the Student Ministry. We also understand that the participant may be photographed or appear in video for such purposes as the First Montgomery deems necessary.

ACKNOWLEDGEMENT and SIGNATURE

I UNDERSTAND THAT THIS IS A LEGAL AGREEMENT that is binding upon myself and my heirs, executors, administrators, successors, and assigns. **I HAVE READ AND UNDERSTAND THE TERMS OF THIS AGREEMENT and I ACKNOWLEDGE THAT** by signing this agreement voluntarily, I am agreeing to abide by its terms, and I am waiving certain legal rights that my child or I may have.

This Consent, Authorization and Acknowledgment shall be effective for one year from and including (current date/current year) _____ to and including (date in one year) _____.

Signature of Parent or Guardian Date
(If Participant is under 18 years of age)

Signature of Participant Date

Printed Name of Parent Date

Printed Name of Participant Date

Congratulations!

You've read through the Entire manual

Thanks for being a part of this team!