

Hello!

I am very excited that you are interested in joining Grace Chapel Youth Ministries (GCYM) in it's mission; **"Building relevant student ministers!"** That is more than a motto. It is a mission and a ministry. It is reaching out with passion and compassion to build relationships with, and disciple, both believing and unchurched youth. It is providing the skills and the opportunity to minister God's love and grace in a relevant way to those who know Him... and those who will.

### **T.R.U.T.H. Creed:**

We will...

**T**ell everyone we can about Christ. (Col 4:5)

**R**espond to the needs of others, in love. (1 Pet. 4:10)

**U**nite in His name. (Rom. 12:5)

**T**rain in righteousness. (Phil. 2:5)

**H**onor God with our whole lives. (Mk. 12:30)

Our church is always looking for the right leaders to serve on our GCYM Leadership Team. We believe solid ministry is built on healthy relationships between adult leaders and students. Ministry cannot exist without relationships. Without key leaders connecting with students we are simply a weekly event youth may or may not attend. That is why your role is essential to our success.

Because we place high value on the safety of our students we expect anyone looking to work with Grace Youth to:

- Be a tithing member of Grace Chapel. (You not only tithe here, but have also completed the Grace Chapel Membership Orientation Classes.)
- Have been attending Grace Chapel consistently for at least six months.
- Complete our application process.

### ***What is the basic time commitment required?***

It is expected that every member of the GCYM Leadership Team will be present every Wednesday night at YFT, at one leadership meeting per month (usually the second Sunday after church) and at Collision Teen Church any Sunday when they come up in the individual teaching or team-teaching rotation. Any attendance beyond that, at Revolution, Transform or non-required Collisions, are optional- but important- relationship building times.

### ***What's involved in the application process?***

The application is step one in being allowed to work with minors at Grace Chapel. If you have any questions or concerns about the application please feel free to contact the student ministry department. When you complete and return the application, you authorize us to check personal references, complete a background check, and collect your fingerprints. You will also be expected to attach a photocopy of your current, valid driver's license with the application. Please complete all forms thoroughly and honestly. You will not be allowed to begin working with students full time until the application process is complete. The application will be reviewed and you will be considered. If it appears that you are a candidate you will be invited to interview with the Youth Pastor. You will then be either offered a position or notified that your interest has been appreciated but declined.

### ***On what basis does the church approve someone to work with students?***

We invite into ministry only those applicants a) who have no previous conviction for sexual or physical abuse of children; b) from whom we receive positive responses from their personal and professional references; and c) who meet the qualifications of the position for which they are applying. To provide stability as well as accountability, we ask for a minimum one year commitment.

### ***Who will see this application?***

The completed application and any subsequent information on you will be available only to members of the pastoral staff and/or an application board. Once the approval process has been completed, your application and references will be maintained in a secure file.

### ***Will I receive any training?***

Every member of the GCYM Leadership Team will receive training and resources for growth as a youth worker such as books, seminars and conferences. Costs for these (as well as any events you are invited by the Youth Pastor to serve at- Camp, Dare 2 Share, etc.) will be covered by GCYM whenever possible.

### **-Basic Commitment**

- To the Lordship of Jesus Christ in my life and to growing in my personal relationship with Him through quiet time spent with Him and by way of Life Journaling and a Daily Bible Reading Plan.
- To growing and maturing in my Godly relationships through active and consistent church attendance, and involvement in a Grace Chapel Small Group.
- To the Grace Chapel Youth Ministry Leadership Team for at least one year.
- To choices and a lifestyle that are both Godly and "above reproach" knowing that your lifestyle is a model for students (1 Tim 3).
- To following the leadership of the Youth Pastor and of Grace Chapel.
- To praying for the leadership team, youth pastor and the youth in our church.
- To attending monthly leadership meetings.
- To, not only, working as a cooperative unit with the entire Grace Chapel Youth Ministry Leadership under the leadership of the Youth Pastor, but also to building positive relationships with them as well.
- To cooperating with other ministries and placing the greater good of the entire body over the needs of your ministry.
- To making a reasonable attempt to find at least one additional adult youth leader annually.
- To memorizing and understanding the YFT Mission Statement, the YFT Creed and to helping fulfill both while caring for the students that God brings into your ministry.
- To attending and being on-time for the program(s) you commit to.
- To participate with the leadership team in sharing responsibilities such as; teaching in the regular teaching rotation; being part of a stylized teaching team; and being available as adult support and supervision at events (e.g. Revolution, Camp, Mission Trips, Dare 2 Share, etc.).
- To grow in your youth ministry skills by using the resources and training opportunities provided and through monthly coaching sessions.

### **-Appearance**

*"People look on the outward appearance but God looks on the heart."*

The first phrase is not the heart of the verse, but it's the truth. Students and adults will base their impression of our ministry on their impressions of us. For this reason we wear appropriate clothing (1 Corinthians 9:19-23).

- The activity should dictate the type of clothing worn.
- All of our clothing should be clean, communicating personal discipline and recognition of self-worth, be modest, protecting the reputation and image of the Holy Spirit (1 Timothy 2:9, 1Corinthians 8:27, 1 Thessalonians 4:6a), and avoid masking our inner qualities (1 Peter 3:1-8).

### **-Student relationships**

Discretion in staff members' personal lives is fundamental to both spiritual integrity

and to continuing to do spiritual ministry among students and their families (Ephesians 5:1-12, 15-16). To live wisely and without any hint of sexual misconduct we keep the following standards:

- Any verbal or nonverbal sexual interaction with any student is inappropriate.
- Dating or going out with any junior or senior high student is forbidden.
- Discretion must be used in physical contact with any students. Innocent behavior can be misinterpreted. A hug around the shoulders is not sexual abuse, but full body-to-body hug, stroking, hugging, for example, should be compassionately avoided whenever possible.
- Sexual gestures or overtures to a staff member by a student should be reported to one of the Youth Pastor so that discussion can be held with the student.
- Staff should form male to male and female to female ministry teams whenever possible.
- One-on-one counseling with a student should always occur in a public place, never alone in a car or private place. As a general rule when counseling a member of the other gender, invite a member of the same gender as the counselee to be the observing staff.
- When a situation arises where you are alone with a student of the other gender, quickly move that situation to a public setting. Make the meeting as brief as necessary to accomplish God's purpose.
- Driving alone with a student of the opposite gender should be avoided at all times.
- Romantic or sexual attraction for a student by an adult leader should be brought up and discussed with the Youth Pastor for prayer and guidance.
- All suspicions of child or sexual abuse must be reported to the Youth Pastor who will report it to the mandated pastor in the organization. That person will notify the appropriate agency.
- Any knowledge or suspicion of any youth ministry staff having an inappropriate relationship with a student must be reported promptly to the youth ministry leader. If the person in question is the leader, the report should be made to the supervisor of that person.
- No wrestling or physical horseplay should ever occur between staff or students of the opposite sex.
- Church staff or volunteers should obtain the consent of the student's parent or guardian before going out with that student in an unsupervised situation.

### **-Dating**

Acknowledge that one of the most fulfilling relationships in Scripture and life is the one that a man and woman share; we recognize that a staff member may establish a relationship with a staff member of the other gender. We also recognize the greatest visible destroyer of ministries is moral impurity. The following policies should be understood in that light.

- No staff member will date a student in junior or senior high school.
- Staff members involved in a dating relationship should model appropriate behavior. Particularly during church functions, our focus is to be on the Lord as well as students.
- In case of premarital sex, extramarital sex, or a homosexual incident, all are in opposition to Grace Chapel's position and will result in immediate suspension from leadership team.
- Remember, as you date another member of the staff or church, if the relationship ends that person will still be around to testify to your behavior and character.

### **-Character expectations**

•**To keep our integrity:** the motives, attitude, and actions of staff should be completely transparent to any observer. Our honesty should be testable by Luke 16:10-12.

1. *Faithfulness in little things*--being on time, keeping our word, filling requests

on time, following through with students and other responsibilities.

2. *Faithfulness in money*--turning in receipts, being very cautious with event cash and petty cash, remembering people have sacrificially given that dollar.

3. *Faithfulness in that which belongs to another*--treating all church equipment and property with utmost respect.

•**To be teachable:** None of us must claim to have arrived at infallibility. We must continually attend sessions, conferences, worship services, read, and observe with a teachable spirit, continually seeking to grow.

•**To be an appropriate role model:** Staff responsibilities naturally require frequent interaction with students and their families, as well as the community. Youth Leadership Team members come into Christian ministry from a variety of backgrounds and beliefs--especially in the gray areas of Christianity. Because staff members are leaders and role models, they must use *careful discretion* when choosing movies, music, etc., for ministry activities. The use of R-rated movies is prohibited with junior high students and parental permission is required with senior high students. Use PG-13 movies with extreme caution. *In all cases, preview a movie that you're considering showing at a youth activity.* When in doubt, check with parents or a ministry director.

Along with entertainment choices, substances used by staff members model behavior to students as well. Because the number one substance abused by teenagers is alcohol, staff will abstain from the use of alcoholic beverages in the presence of students.

•**To develop a servant's heart:** "Let nothing be done through strife or vain glory; but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others. Let this mind be in you, which was also in Christ Jesus...who made Himself of no reputation and took upon Him the form of a servant...He humbled Himself, and became obedient...even to death on the cross." (Phil. 2:3-8)

**We aren't concerned about rank or position; the one in the pulpit is of no greater importance in God's eyes than the one leading a small group or driving the busses. As we faithfully serve one another of the ministry. In homes, at church, and in the community, others should remember us by our willingness to serve them. "Humble yourselves in the sight of the Lord, and He will lift you up" (James 4:10 and Luke 17:10).**

Blessings,



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