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STUDENT MINISTRIES

Dear Volunteer,

Thank you for your interest in Youth Ministry. At Hillside our mission is to see students experiencing God fully and living out their lives remaining in Christ. I am delighted to be able to consider you for a part on our Youth Ministry Team.

Included with this letter is our Youth Ministry Application. Completing it is the first step in joining the team. When you are finished please return it to me by mail or fax. Or, you can drop it by the church office during normal business hours (9AM-5PM, Tuesday-Friday). Of course you can always hand it to me at church as well.

Part of the application includes a release form to run a background check (a requirement for all individuals working with youth at Hillside). While we wait for the results to come in, please feel free to observe at our weekly service (every Wednesday at 7PM).

Once I have received your application and have had a chance to contact your references I will contact you about setting up an interview. If, after prayer, we feel it's a match, we will invite you to become a recognized member of our Youth Ministry Team.

You might wonder why our application process is so stringent. The answer is that we consider the safety of our students one of our highest priorities at Hillside. We want our students to feel secure and our parents to feel confident that those who are caring for their students are of the highest character. God expects nothing less.

Thank you for your diligence and patience as we walk through the application process together. I look forward to serving our teenagers together.

Sincerely,

Justin Hess
Youth Pastor

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STUDENT MINISTRIES

QUALIFICATIONS FOR YOUTH MINISTRY WORKERS

Christians who are in places of responsibility in the church are required to be examples in faith, conduct and personal affairs. Therefore, the following guidelines are required of any person who works in Youth Ministry at Hillside Christian Center.

1. Be in agreement with the mission, vision and values of Hillside. (A copy is included)
2. Complete a Youth Ministry Worker Application and consent to a background check.
3. Be loyal to the pastor and leaders at Hillside.
4. Be faithful to your assigned position.
5. Attend all workers' meetings/workshops.
6. Attend at least one Sunday service, once a week.
7. Be faithful to attend Wednesday night service every week.
8. Notify Justin Hess (at least 48 hours in advance, if possible) if you know you will be absent.
9. Be ready to greet/hang out with students fifteen minutes before starting time (6:45PM).
10. We expect a commitment of no less than 12 months.
11. Give thirty days notice when resigning position.

Please read and sign.

I have read the above qualifications and pledge to keep them with God's help.

Applicant's Signature _____ Date _____

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STUDENT MINISTRIES

POLICIES CONCERNING ADULT LEADERS

1. OPPOSITE SEX MINISTRY:

It is our policy that for the most part, male leaders seek to minister to male students and female leaders seek to minister to female students. Any exceptions to this must be conducted in public.

2. RELATIONSHIPS:

Leaders should not spend any time with a student of the opposite sex in a private or semi-private setting. Dating students, unless arranged with both Hillside staff and parents, is not allowed. Being romantic with individuals 18 years or younger or students in high school is potentially illegal, and hurtful to the young person.

3. TRANSPORTATION:

Leaders should not give a ride to a student of the opposite sex without somebody else in the car. Plan ahead to avoid this. This rule must be followed regardless of how long or short the ride may be.

4. SEXUAL ABUSE:

Leaders must use discretion in terms of physical contact of any kind. Avoid full body hugs (if possible) with students of the opposite sex. As a leader, you are a "mandatory reporter," therefore all communicated accounts of sexual abuse **MUST BE REPORTED** to Pastor Ben IMMEDIATELY.

5. SPIRITUAL ADULTERY:

This is a term coined to describe a leader who has their emotional needs met by those they minister to. This is an unacceptable lifestyle that places the leader in a compromising situation. It is expected that leaders will avoid this by cultivating healthy adult friendships in addition to the ministry contact they have with young people. Youth leaders are ministers, not friends with students.

6. MUSIC:

Christian music is highly recommended, but not required on youth trips. Use high discretion concerning lyrics. We want students to have the greatest opportunity to hear from God and to "get away" from everyday things.

7. ENTERTAINMENT:

With television shows, movies, concerts, and the like we want to use godly discernment and receive parent approval as much as possible. Never take a student to an "R" rated movie, and if a student is not 13 years of age, do not take them to a "PG-13" rated movie.

8. CHURCH LEADERSHIP:

Public complaints and or venting negative feelings or opinions about Hillside's or The Church's leadership is only harmful to students and should not be practiced or promoted. Privately expressing your concerns to the specific leader is highly recommended.

9. PUBLIC WORSHIP:

Unless otherwise agreed, leaders are required to attend Sunday morning celebration services.

10. PARENTS

When planning activities with students, leaders should make their first contact and or requests to the child's parents. This shows our respect for them and the important role they play in raising their own children.

If you agree to abide by the above policies and positively represent them, please sign your name below. Disregarding any of the policies may result in probation or dismissal from Remain Student Ministries.

Printed Name

Date

Signed Name

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STUDENT MINISTRIES

EXPECTATIONS FOR ADULT LEADERS

1. GROWING RELATIONSHIP WITH CHRIST:

God has created us to know Him and be like Him. This is only possible through a growing relationship with Christ. This is what leads us into ministry...following Jesus. I expect you to listen to God and do what He says.

2. YOUR BEST:

Publicly or privately, all that you do should be done with your best foot forward. In doing your best, you are doing all that God calls you to do. I expect you to give every task and every person your best.

3. POLITENESS:

The work of God done in pride, anger, or rudeness is all for naught. People deserve to be respected at all times. I expect you to listen before you speak, value others higher than yourself, and do it kindly.

4. HYGIENE:

There are only a few reasons to be sloppy or dirty, and at that point positive breath is a must. Taking care of your body helps others approach you and feel comfortable. I expect you to take care of your image and have nice breath.

5. COMMUNICATION:

Youth staff is a team, therefore sharing your thoughts and ideas is a necessity, but needs to happen at the appropriate times. I expect you to share new vision, dream big, express your opinion, overcome issues, question authority, and "get your heart out" in the proper settings.

6. TRUST:

I believe in freedom of ministry, but at times, you will be required to go against your natural grain or what you personally want to do. It is important to obey authority at that time. I expect you to trust Hillside leadership.

7. ATTENDANCE:

Services, events, and ministry points are planned around the attendance of the leadership team. I need to know if you will be missing from the activities. I expect you to make me aware of any absences.

8. HUMILITY:

Leaderships is taking control of yourself and serving others. One must never boast about serving others or having authority over others. I expect you to wash people's feet without any bragging or asking for fame.

9. RIGHT RELATIONSHIPS:

To be a great minister, one must walk in balance. This is at the home, office, and local church. I expect you to pursue healthy relationships in every area of life.

10. VISION:

God has provided gifts to Hillside Christian Center in the form of pastors. With them in place, He has provided the church with a vision. I expect you to promote, preach, and live the vision of Hillside.

If you understand and agree to the above expectations, please sign your name below.

Disregarding any of the expectations may result in probation or dismissal from Remain Student Ministries.

Printed Name

Date

Signed Name