

Youth Leadership Team Info Packet

Alexandria Evangelical Covenant Church Student Ministries
4005 Dakota St. | Alexandria | MN | 56308
tims@alexandriacovenant.org | 320-763-5659
www.AlexandriaYouth.com

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WELCOME LETTER

Dear Potential Volunteer Leader,

I'm glad that you're interested in working with the Youth Leadership Team here at Evangelical Covenant Church (ECC)!

ECC is always looking for volunteer leaders to serve on our Youth Leadership Team here. We believe that solid ministry is built on relationships between students and adults, each working side-by-side to reach this generation for Christ. Both relationships and service are key to understanding God's love in practical ways. When these two elements are used together, real spiritual growth takes place in our lives.

The purpose of this team is to train, develop and equip students to make a spiritual impact for Christ on their generation.

The quality of our team is very important. We are looking for men and women who have a growing commitment to Christ and desire to care for students. We are not looking for people who view student ministry as an extension of their social life or as strictly good times. We are looking for people who will commit to being spiritual leaders and role models to junior high and high school students. With prayer and consideration, read the enclosed material. Because we place high value on this ministry, we place great value in our staff.

Once I have received your application, I will call you to schedule an interview appointment. All information will be kept strictly confidential.

Student ministry is a great way to invest your time and serve the Lord! I am looking forward to meeting with you and spending some time to talk about your hopes and dreams for ministry. If you have any need to reach me, please feel free to call or email.

'Til Christ Returns,

A handwritten signature in cursive script that reads "Tim Schmoyer".

Tim Schmoyer
Youth Pastor, Evangelical Covenant Church
Phone: 320-763-5659
Email: tims@alexandriacovenant.org

IF GOD IS LEADING YOU TO WORK WITH US

1. **Express Interest:** You may have an interest to serve God by loving people, but are unsure as to where you can help make a difference. We will help you with this. Talk with another volunteer or with Tim to find out more information. Most of the time “unlikely people” make the greatest youth workers, so take the next step as you prayerfully consider this ministry.
2. **Receive Youth Ministry Material:** Read over all the pages and information in this packet. This will give you all the basic information that you will need in order to make a decision about your involvement.
3. **Surf over to www.alexandriayouth.com and take a cruise of the site:** Our youth ministry is not limited only to weekly meetings and periodic events. The Internet is changing the way people function and related to each other, especially for this younger generation. Check out a little bit of how we connect with students and parents on the information highway.
4. **Observe Programs:** Before you fill out the application, we encourage you to observe a program or event. This is a good opportunity to get a better feel for the ministry without having expectations and responsibilities placed on you. You will have a chance to meet students and other staff. We ask that you write down any questions you may have for our future meeting. It WILL be natural for you to feel uncomfortable while observing a program (students don't typically go out of their way to make you feel welcome until you get to know them), so keep that in mind.
5. **Prayerfully Consider your Commitment:** We want you to take time to pray and think through your commitment. We encourage you to seek the counsel of family and/or friends regarding your decision.
6. **Complete the Application Package:** This application package was developed to obtain appropriate information for our screening process. We require that all the pages in this packet be filled out and returned to Tim, as well as three references, at least one of whom is not from our church nor is a member of your family. You can choose a (1) pastor, (2) close friend, and/or (3) an employer within the last year.
7. **Interview with Tim:** This is an opportunity for you to share your observations, describe your spiritual journey, and communicate your gifts and desires for working with the youth leadership team. We will also discuss your application and specific areas of involvement.
8. **Commitment Sheet and Criminal Background Check:** Sign the *Time to Commit* sheet and turn it in to Tim along with the “Background Consent Form.” Your application process does not go any further until your criminal record check is received. Don't worry, all your information will be kept securely under strict confidence. For insurance purposes, you will also have to watch a short video on reducing risk when working with children and teens.
9. **Beginning Ministry:** After you turn in the *Time to Commit* sheet and we have received the criminal background check, we will discuss a beginning date. This day may vary depending on your intended involvement.
10. **Evaluation Meeting:** At your two month mark, we will meet to evaluate your feelings and perceptions regarding your involvement with the team so far. We will continue to evaluate throughout the year and adjust your role to better fit your style, personality, and strengths.

WHAT YOU CAN EXPECT FROM THE YOUTH TEAM

- Structure and leadership
- Encouragement
- Training and learning opportunities
- Communication of support and direction
- Challenge to develop your ministry
- Ensure that you are successful

OUR GENERAL PHILOSOPHY OF YOUTH MINISTRY

Purpose Statement

ECC Student Ministries exists to introduce teens and young adults to a saving belief in Jesus Christ and to then provide them with sources for spiritual growth where they will have the opportunity to develop a Godly lifestyle that will create mature relationships and promote service to both God and others.

Biblical Imperatives

There are five elements that continually drive every aspect of our youth ministry. Each of these elements undergoes constant evaluation and re-evaluation followed by appropriate revision in order to reach the highest potential of effectiveness.

1. **Introduce:** *Fulfilling God's purpose of Evangelism (Acts 1:8)*
A huge part of our heart and passion for ministry lies in unsaved students. These students, though often overlooked, are just as important to the Lord as godly students. We believe it is essential for our ministry to focus on this un-reached group, present the gospel to them through relevant means, and introduce them to a saving belief in Christ.
2. **Growth:** *Fulfilling God's purpose of Discipleship (Heb. 6:1; Matt. 28:18-20)*
Every student needs to grow spiritually. God desires to spit out of His mouth those who are stagnant and lukewarm (Rev. 3:15-16). Part of our purpose is to provide students with an environment where they will be encouraged and aided toward hot spiritual maturity in Christ.
3. **Lifestyle:** *Fulfilling God's purpose of Worship (Romans 12:1)*
Worship, often thought to be synonymous with singing, includes many aspects. It includes praying (Ps. 95:6), hearing the Word (John 17:17; Deut. 31:11), giving (1 Cor. 16:1-2), baptizing (Rom. 6:3-4), meditating (Hab. 2:20), partaking of the Lord's Supper (1 Cor. 11:23-26), and more. Each of these are just as important as musical worship and need to be approached and implemented as such since worship is more accurately an approach to life than an act on Sunday mornings.
4. **Relationships:** *Fulfilling God's purpose of Fellowship (Eph. 2:19)*
God made humans very relational. A large majority of effective ministry takes place within the context of personal relationships with students. We believe it is vitally important for students to be plugged into a group of peers and adults where they can establish relationships of godly influences. Part of our purpose is introducing students to such influential people.
5. **Service:** *Fulfilling God's purpose of Ministry (Ephesians 4:11-12)*
Every student has been blessed with spiritual gifts provided by God for the edification of others. Students of any age are able to use those gifts in service to God and others. When each of their unique gifts are implemented, both the ministry and the student will grow.

Core Values

Our core values reveal what is important to our ministry. In no particular order, these are the values we desire our ministry to reflect. Each is strategically planned and implemented into the ministry as much as possible.

- Heart for missions
- Relationships
- Food
- Fun
- Bible based
- We welcome kids from other denominations.
- We focus on *doing* rather than *being*.
- Small groups

- Life transformation
- Equipping loving confrontation
- Transparency/authenticity
- Willing to take risks
- Dream without boundaries
- Prayer
- Personal worship
- Evangelism
- Support for parents
- Christ
- Never in competition
- Spiritual growth
- We value students individually, not collectively
- Safe environment
- Teach by modeling/example
- Value the Holy Spirit's working
- Setting personal boundaries
- Musical worship
- Student leadership/ministry
- Confidentiality
- Strive for excellence
- Relationships over religion

1. **Prayer:** (*Romans 12:12; 1 Thes. 5:17*)

Prayer and devotion is a vital aspect of our ministry's atmosphere. Not just prayer that is flippantly thrown to the ceiling, but rather prayer that comes from a heart of devotion to God.

2. **Unconditional Love:** (*John 15:12-13; Romans 12:9-10*)

There are many unconditional attitudes we seek to demonstrate through this: unconditional acceptance, caring, compassion, and a sense of security. It communicates to students that this is a place where they know they are genuinely loved without any prerequisites – they are welcome no matter what.

3. **Trust:** (*James 5:16*)

In order for students to accept the messages we present to them, there needs to be an element of trust established between us. This includes the idea of trusting each other in such a way that hypocrisy is unnecessary and easily put aside allowing us to be real, honest, and genuine with each other.

4. **Respect:** (*1 Peter 2:17*)

Everyone has different opinions and perspectives. Although we have differences, we agree to respect each other and not allow it to affect our relationship. We do not push students to Christ -- we respect their wishes and let them discover Him on their own pace. There is also a general respect for people's time, efforts, and values.

5. **Encouragement:** (*Hebrews 3:13*)

No one likes walking down a hard unknown path without support. Neither do students enjoy walking down an unfamiliar spiritual road without support and encouragement. Our ministry is built on motivation and support through encouragement in every area of a student's life.

6. **Fun:** (*Ecclesiastes 3:4*)

We value a light atmosphere of fun and laughter when appropriate. God made humans with the ability to laugh and have fun, so that ability should be implemented into ministry. No one enjoys or feels attracted to a strict and solemn environment. This joyful atmosphere can be used to enhance relationships by allowing students to relax and feel more comfortable. It can also allow for them to be more receptive to our message of Christ.

7. **Challenging:** (*Eph. 4:1ff; 1 Thess. 4:1; 1 Pet 2:11*)

The balance to fun is in the challenging aspect of our ministry's core values. We challenge the students in different aspects of their lives, but most importantly challenge them in a deeper understanding of the Bible's content and its application to their daily lives.

8. **Hospitality:** (*Romans 12:13; 1 Peter 4:9*)

We extend ourselves and our resources to each other. This includes material hospitality, but it also involves creating an environment that is seeker sensitive and comfortable for unsaved students.

The Objective: A description of what we intend to produce

Ministry has the capacity of accomplishing any number of outcomes. Counseling ministries hope to assist those with personal problems to recover and correct their situations in a way that glorifies God. Small group ministries desire to enhance spiritual growth by promoting Bible study through relational interaction and accountability. Worship teams hope to facilitate an environment where worship is promoted through music or a number of other means, thus guiding people hearts into an attitude of reverence before the Lord. Likewise, we too have something we intend to produce from our ministry to teenagers.

The student we wish to produce through the work of the Holy Spirit consists of specific qualities. First, the student will have left his or her former state of separation from God and has entered into a saving belief in Jesus Christ. This is followed by not only a desire to know God, but also a desire and has begun to grow by exercising its spiritual muscles. Naturally, the student with this goal in mind will be motivated to leave their previous life of sin and change to live in worship, respect, reverence, and in awe of the Lord and eventually move to serving Him and others with their lives. When a student has reached this point in our ministry, through the work of the Holy Spirit, our intended product in ministry has been reached.

To summarize, a student we intend to produce stems from their introduction to Christ and then being **SAVED**:

Salvation: (*John 5:26*)

Has a saving belief in the Lord Jesus Christ

Abandon: (*Eph. 4:21-24*)

Has left their life of sin

Veneration: (*Rom. 12:1-2*)

Has a desire to live for the Lord with an attitude of worship and respect

Exercise: (*1 Pet. 2:2-3*)

Has taken appropriate and necessary steps to know God deeper

Desire: (*Matt. 5:6; Isa. 55:1-2*)

Has an appetite and hunger to know God

- Students who are growing in depth and insight of God's Word.
- Students who genuinely worship God both publicly and privately.
- Students who have a burden for lost souls around them.

THE VISION FOR OUR YOUTH GROUP

Dream Big

A value of ours at ECC Student Ministries is to dream big. We believe God is a big God who does big things in big ways. In the Old Testament He delivered the entire nation of Israel from captivity, not once but twice! In the New Testament He caused a virgin to become pregnant. He also healed the incurable and freed apostles from top-security prisons. At ECC we don't want to limit God by only asking for "small" things. Rather, a big God is in the business of doing big things through His people, so together we dream big and allow Him to do what He does best. This vision will probably always be in the editing phase as God continues to work and direct.



Vision for Students

- Godly genuine relationships are the key to our ministry. Everything else is supplemental to these relationships. When a student arrives at our youth group (hereafter: YG), he or she is smothered with unconditional love and acceptance.
- This YG is led by its own student body. Adult volunteers and staff are there to supervise, offer support and training, and provide resources so the students can successfully minister to their own peers.
- This is a place where every student is involved in the ministry. Each student eventually becomes plugged in through various means and opportunities the YG provides. The YG leadership has the ability to adapt and create new opportunities for individual students based on their gifts, talents, and passion.
- Various teams will be established for students to plug in to, with one or more adult mentors for each team. Teams include, but are not limited to: drama, media, worship, outreach, teaching, fun, people, events, and more...
- Bible studies are offered for various levels of spiritual maturity, starting with studies for those investigating Christianity to studies for the spiritually mature leaders. These Bible studies will be taught by students whenever possible.
- Discipleship takes place in home-groups. This provides an intimate setting with one-on-one personal interaction between students and leaders, allowing us to more effectively invest into their individual lives.
- The students will connect with other area youth groups during the school year for the purpose of meeting other Christians at their school so together they can develop strategies for reaching their campus for Christ.
- The YG will prepare students so that when they reach 12th grade they are fully devoted followers of Christ and are ready to take their leadership skills and ministry experience into college and other parts of the world.
- This is a place where every student is involved in the ministry. Each student eventually becomes plugged in through various means and opportunities the YG provides. The YG leadership has the ability to adapt and create new opportunities for individual students based on their gifts, talents, and passion.



Our Dream

Imagine if...

- Kids can't wait to get to school and invite their friends.
- Students stand out at school, not conforming.
- Students were a vital/visible part of the church.
- Every youth parent was involved in youth ministry.
- Every student in Alexandria attended youth group either here or elsewhere.
- All cliques and barriers were broken down and everyone felt welcomed.
- Some student was touched strongly enough by the Lord that they made a world-wide difference.
- Every at-risk student in the community was influenced by our program.
- Every student at the H.S. knew that they are a precious child of God.
- Every student was following Christ instead of rules.
- Every student knew the absolute truths.
- Our youth program could impact the college.
- Every student in Alexandria understood the role of sex in their lives.
- We could equip parents with knowledge of God.
- There was a mentor for every teenager in town.
- The youth group was considered the safest place in town.
- Our youth program impacted other churches in Alexandria.
- Denominational differences didn't matter.
- If church was the students' #1 priority.
- The youth and adults were kind to one another.
- Every student had one good friend to help them make the right choices.
- Every student would take ownership of their faith.
- Every student was using the Internet and technology for good godly purposes.
- Students would take responsibility of their own actions.
- Everyone could just be real.
- We as a team totally sought God's will and had none of our own agendas and motives.
- We all had the same heart as God.
- If ego and pride was removed from the equation.
- We didn't let the world water-down our values.
- We did a service project that made news and left a huge positive impact.
- Everyone was ready for the second coming.
- Every student in our community that has a crisis has someone to call.
- We didn't care as much about ourselves.
- That in every crisis, the first instinct would be to turn to God in prayer.
- We all would pray without ceasing.
- Every student had a burden for lost souls.
- Every student viewed their school as a mission field.
- The kids knew how to repent for their own screw-ups.
- Students would stand up for their faith and would share/explain it to their friends.
- All of us knew the real consequences for our actions.
- Students were passionate to worship God both publicly and privately.
- Teachers could use their knowledge of what they know of God in their school teachings.
- All the students in our youth group were unified together.
- If youth group could be a "family."
- The Sr. High students were all intentionally positive role-models for the Jr. High.
- Every graduating senior was equipped to be a spiritual leader on their college campus.
- The church took an inter-generational approach to ministry.
- Church services were lead by students.

- Students took ownership over their church and had the freedom to fail and adults ensured that they were successful.
- Everything was spirit-led.
- Students knew their gifts and were confident to use them for God.
- Students' spiritual maturity would set an example for adults.
- Our students would change culture.
- The youth group was serious about developing a relationship with God.
- Everyone could speak with boldness and had opportunities to practice it.
- Every student was trained to share their faith.
- Every student was a great storyteller of the Gospel.
- Everyone was willing to be authentic and transparent.
- The church became a community that loved on teenagers.
- We always did ministry out of imagination instead of doing it by memory.
- We weren't afraid to fail.
- We weren't afraid of other people's opinions of us.
- Every student in Alexandria had repeated opportunities to hear and respond to the Gospel.
- Fundraising was unnecessary.
- Service projects were for the purpose of service instead of fundraising.
- Our involvement with youth was contagious to others around us.
- There was a ministry that met every student's needs.
- Our youth group was known for what it *is* rather than what it *does*.
- Every student felt comfortable showing appropriate physical affection with each other.
- Student knew their Bibles.
- Every student could discuss theology.
- Students brought their Bibles and used them in church.
- Students could recite passages of scripture by memory.
- There was a forum where students could safely debate issues and problems.
- Students knew how to appropriately resolve conflict.
- God was real and living in every student's life and it was evidenced through their actions.
- Prayer was as natural as breathing and became a priority in students' lives.
- We first practiced everything in our own lives before we taught it to others.
- Youth group became obsolete because they'd be so on fire and out in the community that they wouldn't need us.
- We worked ourselves into obsolesces.

EXPECTATIONS OF YOUTH LEADERS

- Be COMMITTED to God and to Student Ministries here at ECC. Regularly attend church services, participate in worship and commit to tithing.
- Mingle with students from any school and make newcomers feel welcome. New people WILL feel out of place, so the more people who say “hi” and learn their names, the better. This doesn’t mean that you have to spend hours with them, but let them know that they are noticed. Don’t forget to say “hi” the next week too! Remember their names!! Everyone is welcome no matter what they look like, smell like, or how they talk!
- Participate wholeheartedly. Any game can be fun if you want it to be. Be the first to jump up when it is time to get in a team or a line, etc. Look for people not participating and pull them in. Clap, yell, scream, and cheer...when appropriate. No student leader should be sitting on the sidelines. Watch for people cheating or for the game breaking down and seek to correct it. Help with any props that may be needed.
- If you are in a boyfriend/girlfriend relationship, we do expect that you stay sexually pure and continue to be above reproach in all that you do. Set an excellent standard in all that you do.
- Please dress *very* modestly; the last thing that we want is to be a subject of lust to students or other leaders.
- Actively look for ways to make the meetings and events run smoother.
- Follow through on responsibilities.
- If you are driving students anywhere, seatbelts and speed limit are a must!
- Pray regularly for our youth ministry and its leaders.
- Be on time for all activities (at least 15 minutes early unless specific ministry requirements require more).
- If you have a concern or question about anything involving ECC youth, please contact Tim immediately – before chatting about the issue or situation with another leader, parent or student. Thanks!!
- It is very important that you let us know beforehand if you are unable to attend an event – especially one that you are specifically leading in one way or another. Please make arrangements so any responsibilities under your care are properly cared for.
- Attend staff trainings and meetings.
- Commit to regular prayer, Bible study, evangelism, personal worship, scripture memorization and accountability.
- Participate in problem-solving.
- Find areas of need in the youth ministry and offer suggestions for improvement.
- Diffuse gossip, rumors and conflict.
- Stay positive even when things go bad.

STAFF BOUNDARIES

Utilize careful judgment at all times in the exercise of personal freedom, particularly when associated with and/or relating to students, either publicly or privately. We recognize that many of us have opinions and practices on certain lifestyle issues that differ from one another, such as how we conduct ourselves and the language we use.

Furthermore, the Bible, to which we attribute the ultimate authority for all Christian life, is not explicit on every issue within our culture. Nevertheless, many Christians have historically condemned the use of certain words and body language.

Lifestyle issues are complicated further by the reality that we are in a position of trust and influence in the youth ministry. Therefore, with respect to such issues as the use of language, entertainment, gambling, and other behavioral matters that are open to abuse, misuse and misunderstanding, the following biblical principles must be followed:

- The Bible condemns self-indulgence while commanding self-control (*Gal. 5:19-25*).
- The Bible commands respect of one's body (*1 Thes. 4:4; 1 Cor. 6:18-20*).
- Community interests are to be put ahead of self-interest (*Phil. 2:3-5*).

Personal liberty is to be set aside:

- When its exercise could hinder a student's spiritual development;
- When its exercise could be misunderstood in such a way as to hinder one's own witness, or that of our student ministry;
- When culture abuse suggests the need for Christian leaders to exercise self-restraint;
- When an action could endanger another person's safety or well-being.

Please Note: This is not intended to be a legalistic definition of right and wrong. It is meant to provide principles to limit the experience of Christian liberty because of the position of influence in which we find ourselves.

- Be purposeful in who you talk to and hangout with at youth. ALWAYS ALWAYS watch for the new person or someone who looks like they are feeling left out.
- No driving girls alone in your car if you are a guy; no driving guys alone in your car if you're a girl – EVER! It is not acceptable and there is no exception. Sometimes there are sticky situations that may seem unavoidable, but they are avoidable. Call someone, get help, make two trips, be honest, do whatever it takes to avoid the situation. This sets parents' minds at ease, covers the ministry's reputation, and watches out for you! Along these same lines, be careful about even being alone in a room at church for too long with a student of the opposite gender.
- No dating youth members. Staff/student romantic relationships are an ABSOLUTE NO! It may be flattering to you, but have nothing to do with it. Talk to Tim immediately.
- Girl leaders will work closely with and minister to girls and guy leaders will work closely with and minister to guys. Mingling is cool, but a defined standard of boundaries is an excellent example for students, as well as making a disciplined attempt at maintaining focus while removing distraction.
- Dating a fellow youth staff member is no problem (unless you're married!), but please keep your focus on the students at youth group. Please, no PDA. If you're married, then PDA with your spouse is fine, but keep it under control. Whether we like it or not, students are watching us very closely. Keep it clean, keep it Christ-centered.
- Language boundaries: no swearing permitted. In no way can foul language be promoted. This includes coarse joking, rude remarks, gossip, inappropriate sarcasm, and negativity. Please and Thank You. ☺

QUALITIES OF VOLUNTEER YOUTH LEADERS

- Positive Attitude – The ability to work with and see people and situations in a constructive way.
- Servanthood – The willingness to sacrifice time and energy for others without needing anyone to notice.
- Team Player – The mind-set of looking out for others and lifting others up.
- Growing Edge – A hunger for personal and spiritual growth. We cannot lead where we have not been.
- Follow-Through – A commitment to be responsible and to fulfill any specific ministries or jobs taken.
- Integrity – Trustworthiness and solid character; consistency in words and walk are key.
- Discipline – The willingness to do what is required regardless of personal mood; youth meetings and events are for students so please stay student-minded.
- Relational – The ability to make others feel comfortable. Every student counts and needs to be known, greeted, and cared for.
- Sense of Humor – Ability to laugh at yourself, try new things and have a good time learning from your mistakes!!
- Be Patient – Be patient with yourself. Don't stress if your learning curve is high. Just be willing to learn. Also be patient with others. Remember everyone is at a different place. Reach out and love people where they're at! Feeling comfortable and connecting with students takes time – going to camps, retreats and special events will help intensify and solidify your relationships with students. The more you invest, the more you will get out of it, so take initiative.
- Teachable Spirit – The ability to be humble, open to loving criticism and able to learn from others.

WHAT STUDENTS NEED FROM YOUTH LEADERS

Changing the world for teenagers happens one student at a time. Students do not connect to programs, they connect to people. The most effective way to influence students is through significant relationships by key people in their lives. Our goal is to develop leaders who will minister to students. Our youth group needs leaders who will:

- Love God and let Him live through them
- Be interested in their lives
- Take initiative to spend time with them
- Pray for them
- Be real
- Say encouraging words
- Believe in them
- Laugh
- Go to “their world”
- Remember their names and care for them
- Share God’s love through personal experience
- Be consistent in life and ministry
- Be patient
- Enjoy life
- Be a leader, not a peer

AREAS OF MINISTRY THAT YOU CAN BE A PART OF

This is a brief overview of ministry ideas you can become a part of. Not all of these ministries are running yet, however, it would be really cool to see some of these take shape and form under your leadership. Please complete the form *Ministry Interests* found in this package and return to Tim with your application.

1) Small Group Leader

- Plan and lead a small group.
- Work with and train an apprentice student leader to be a leader.
- Contact each student in your small group every week.

2) Drama

- Organize comedy/drama presentations for youth group meetings.

3) Grub Guy/Girl

- Coordinate breakfast food for Sunday Morning Café.
- Coordinate snacks for Jr. High.
- Coordinate food for other events

4) Help Team

- Form a set-up crew.
- Form a tear-down crew.
- Organize many “behind the scenes” tasks.

5) Girls Night Coordinator

- Organize and lead “Girls Night Out” events, recruiting help from students and other youth staff as needed.

6) Guys Night Coordinator

- Organize and lead “Guys Night Out” events, recruiting help from students and other youth staff as needed.

7) Greeting Team

- Greet ALL students who come to youth.
- Put out the friendly, good times vibe, introduce new people, hand out visitor info cards, hand out event flyers, calendars, etc.
- Follow-up with visitors during the week.
- Follow-up with students who have missed more than two- weeks of youth group or small groups.

8) Production Crew

- Create video announcements/promo videos for big events.
- Film and edit special events that would be a “memoirs” type of video.
- Work with students to create stupid/funny short films.
- Work with drama team in creating video (on occasion).

9) Music and Worship

- Put together a team to lead worship at youth meetings.
- Put lyrics on PowerPoint, overhead, handouts, or whatever.

10) Birthday Crew

- Plan a birthday party each month with cake and everything for those in the youth group with birthdays that month.

11) Office/Administrative Support

- Administrative work in the church office.
- Tasks would include follow-up, mailing, tracking students, data entry, phone calls, etc.

12) Prayer Team

- Find people who will commit to praying for ECC youth and its leadership while youth group is in session and throughout the week.
- Co-ordinate prayer meetings with prayer team.

13) Ice Breaker Coordinator

- Plan icebreakers for youth group meetings.
- Coordinate with Tim.

14) AlexandriaYouth.com

- Web development and maintenance.
- PR people, contributing writers, artists, photographers, filmmakers, forum moderators, etc.

15) Campus Pastor

- One year commitment to meeting students on their campus.

16) High School and/or Jr. High Hang out.

- Simply hang out where "your" students go to school.

17) Adult Leader's Event Coordinator

- It would be cool if someone would take the responsibility of planning community things for us adult leaders. This would be fun times of simply hanging out and having fun as a team.

18) Sunday School Teacher

- Teach or help teach on Sunday mornings.

19) Sunday School Teacher Coordinator

- Develop and coordinate a rotating schedule of teachers and substitute teachers.

20) Confirmation teacher

- Teach confirmation classes for jr. high students.

21) Maintain a directory of contact info for the youth group.

- Gather names, addresses, phone numbers, blog sites, IM info.
- Maintain a directory by keeping it updated with the student's info as it changes.

22) Other

- What are your ministry ideas? At ECC Student Ministries we firmly believe in unleashing people into ministry that they are passionate about and gifted at. Do you have a gift or an idea for a certain niche ministry? Let's work it out and do it.

MINISTRY INTERESTS

Check the items that you would be interested in leading. Complete this form and turn it in to Tim with your application.

- Small Group Leader
- Drama
- Grub Guy/Girl
- Help Team
- Girls Night Coordinator
- Guys Night Coordinator
- Greeting Team
- Production Crew
- Music and Worship
- Birthday Crew
- Office/Administrative Support
- Prayer Team
- Ice Breaker Coordinator
- AlexandriaYouth.com
- Campus Pastor
- High School Hang Out
- Jr. High Hang Out
- Adult Leader's Event Coordinator
- Sunday School Teacher
- Sunday School Teacher Coordinator
- Confirmation teacher
- Maintain youth directory
- Other:

YOUTH LEADERSHIP TEAM APPLICATION

Yay! Now for the fun part. Please complete the application and send out your reference forms. All information will be kept completely confidential. If you have any questions or need assistance, please do not hesitate to call or e-mail us.

General Information (Please Print)

Date _____

Name _____

Address _____ City, State, Zip _____

Home Phone _____ Cell Phone _____

Date of Birth _____ Place of birth _____

Email address _____

Social Security Number _____ Driver License Number _____ State _____

In which of the following areas are you gifted and/or have training, education, interest or experience? This is not necessarily an indication of what area of the youth ministry you'd like to serve in:

- | | | |
|---|--|---|
| <input type="checkbox"/> Playing instrument | <input type="checkbox"/> Leading games/activities | <input type="checkbox"/> Natural leadership |
| <input type="checkbox"/> Leading worship | <input type="checkbox"/> Helping others | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Drama | <input type="checkbox"/> Hospitality/greeting | <input type="checkbox"/> Small discipleship groups |
| <input type="checkbox"/> Setup/tear down | <input type="checkbox"/> Sound or video production | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Confirmation | <input type="checkbox"/> Advertising, marketing | <input type="checkbox"/> Event/activity preparation |
| | <input type="checkbox"/> Computers | <input type="checkbox"/> Other (explain below) |

Hobbies and Interests

How do you like to spend your free time? What do you do for fun?

Church History and Prior Ministry Experience

How long have you been attending Evangelical Covenant Church? _____

Do you attend weekly services regularly? (Circle one) Yes No

List (name and address) other churches you have attended regularly during the past five years:

List all previous *church* work involving students (list each organization's name and address, type of work performed, and dates).

List all previous *non church* work involving students (list each organization's name and address, type of work performed, and dates)

Previous Addresses

If you have lived at your current address for less than seven years, please provide information on all addresses during that period.

Address _____ City _____ State ____ Zip _____ Dates _____
Address _____ City _____ State ____ Zip _____ Dates _____
Address _____ City _____ State ____ Zip _____ Dates _____

Present Employment

If you have been employed at this position for less than 2 years, provide information on each job during that period on a separate sheet.

Employer _____ Supervisor _____
Address _____ Employment date _____ to _____
City _____ State _____ Zip _____ (circle one) Full Time Part Time
Description of your position _____

Education

Please circle the highest grade completed

High School | College - 2 years | College - 4 years | Graduate School

Let Us Get to Know You

Have you personally accepted Jesus Christ as your Lord and Savior and are you committed to having the character of Jesus live through you? Yes No

When and how did you become a Christian? List any circumstances or people that influenced you to make this decision.

How is God working in your life now?

How would you describe your spiritual journey and your relationship with God today? What are your struggles (we all have them!)? What's going well?

In what ways has God used your gifts, talents, and abilities to bring glory to Himself? How has that tied in with your heart for student leadership?

Personal History

In caring for students we believe that it is our responsibility to seek an adult staff that is able to provide healthy, safe, and nurturing relationships. Please answer the follow questions honestly. Leaving a question blank will not disqualify you from serving in student ministries. If you prefer to talk to someone in person about any question in this section, please indicate this somewhere on the sheet.

Are you (circle one) . . . Single | Married | Widowed | Divorced | Engaged

Do you have children of your own? Yes No

Have you ever been convicted of or pled guilty to a crime? (circle one)

Yes (if yes, please explain -- attach a separate page if necessary) No

Are you/do you smoke cigarettes, cigars, pipes, chew tobacco, etc.? Yes No Occasionally

Are you using illegal drugs? Yes No Occasionally

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

If yes, please describe.

Have you ever been ticketed for reckless driving or driving under the influence? Yes No

If yes, please explain.

Have you ever been arrested, detained, or questioned by police for any other illegal actions of any type. (Be specific).

Has there been alcohol abuse, drug abuse, physical or sexual abuse in your family background? Yes No

If yes, what steps have you taken to minimize the impact that those issues will create for you, both now and in the future?

Have you ever been treated for any type of psychiatric disorder? If yes, please explain. Yes No

Have you ever been accused, charged, or alleged to have committed any act of neglecting, abusing or molesting any child? If yes, please explain in detail, providing date and place of incident. Yes No

Is there any circumstance or pattern in your life which would make it inappropriate for you to serve with minors or would compromise the integrity of Evangelical Covenant Church? If yes, please explain. Yes No

Do you have any communicable diseases, such as TB, Hepatitis B, HIV, AIDS, etc.? Yes No
If yes, please specify: _____

Are you under medication or treatment for any disease or condition? Yes No
If yes, please specify: _____

Ministry

How do you decide which movies are acceptable for you to view?

Would you feel comfortable recommending all of your music to a student? Why or why not?

Please list the dates and activities of other ministry experiences that you have been involved in here at Evangelical Covenant Church.

What is your personal vision for ministry at Evangelical Covenant Church? Do you have any ideas of how God might accomplish that through you? If so, please explain...

List reasons why you would like to join the youth volunteer leadership team.

How well do you know your Bible? (circle all that apply)

- Bible? What's that?
- I know where my Bible is.
- I know the books of the Bible.
- I read it rarely.
- I read it weekly.
- I read it almost daily.
- I feel comfortable teaching others from it.

How have you gained the amount of Bible knowledge that you presently possess?

Do you have a spiritual accountability partner? Yes No

Are you open to greater spiritual accountability? Yes No

Is there anything else you feel that we need to know about you? Yes No
If yes, please explain.

Please give the enclosed reference forms to three people who can testify to your commitment to Christ and life testimony and have them send it to Tim when they complete it.

The information contained in this application is correct to the best of my knowledge. I, the undersigned, give my authorization to Evangelical Covenant Church or its representatives to release any and all records or information relating the Volunteer Youth Leadership Team. Evangelical Covenant Church may contact my references as deemed necessary in order to verify my suitability as a youth worker. I also understand that the personal information will be held confidential by Evangelical Covenant Church leadership.

Date: _____ Signature: _____

YOUTH LEADERSHIP TEAM REFERENCE

_____ is applying to become a volunteer youth worker with the youth ministry at Evangelical Covenant Church and has given your name as a personal reference. Please complete the form below and use one of the following methods to get it to Tim.

- Fax to 320-763-3456 ATTN: Pastor Tim
- Postal Mail to Tim Schmoyer, Evangelical Covenant Church, 4005 Dakota St., Alexandria, MN, 56308
- Hand it to him personally in a sealed envelope.

I may contact you confirming that I have received it and may ask you some follow-up questions. Your response will remain confidential; please do not return this to applicant.

1. Describe your relationship with/to this person.

2. How long have you known this person?

3. How would you rate his/her ability at the following?

	Low	Below Average	Average	Very Good	Excellent
Involvement in peer relationships?	1	2	3	4	5
Emotional maturity?	1	2	3	4	5
Following through with commitments?	1	2	3	4	5
Ability to be a team player?	1	2	3	4	5
Honesty and integrity in conduct?	1	2	3	4	5
Spiritual maturity?	1	2	3	4	5
Hard worker?	1	2	3	4	5
Ability to relate to students?	1	2	3	4	5

4. What are this applicant's greatest strengths? Weaknesses?

5. Do you have any concerns regarding this student being a spiritual leader in ministry?

Thank-you for taking the time to fill this out. If you have any questions regarding this reference, please call Tim Schmoyer at 320-763-5659 or email tims@alexandriacovenant.org.

Your Name: _____ Date: _____

Phone Number: _____ Email: _____

Signature: _____

YOUTH LEADERSHIP TEAM REFERENCE

_____ is applying to become a volunteer youth worker with the youth ministry at Evangelical Covenant Church and has given your name as a personal reference. Please complete the form below and use one of the following methods to get it to Tim.

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1. Describe your relationship with/to this person.

2. How long have you known this person?

3. How would you rate his/her ability at the following?

	<i>Low</i>	<i>Below Average</i>	<i>Average</i>	<i>Very Good</i>	<i>Excellent</i>
Involvement in peer relationships?	1	2	3	4	5
Emotional maturity?	1	2	3	4	5
Following through with commitments?	1	2	3	4	5
Ability to be a team player?	1	2	3	4	5
Honesty and integrity in conduct?	1	2	3	4	5
Spiritual maturity?	1	2	3	4	5
Hard worker?	1	2	3	4	5
Ability to relate to students?	1	2	3	4	5

4. What are this applicant's greatest strengths? Weaknesses?

5. Do you have any concerns regarding this student being a spiritual leader in ministry?

Thank-you for taking the time to fill this out. If you have any questions regarding this reference, please call Tim Schmoyer at 320-763-5659 or email tims@alexandriacovenant.org.

Your Name: _____ Date: _____

Phone Number: _____ Email: _____

Signature: _____

YOUTH LEADERSHIP TEAM REFERENCE

_____ is applying to become a volunteer youth worker with the youth ministry at Evangelical Covenant Church and has given your name as a personal reference. Please complete the form below and use one of the following methods to get it to Tim.

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I may contact you confirming that I have received it and may ask you some follow-up questions. Your response will remain confidential; please do not return this to applicant.

1. Describe your relationship with/to this person.

2. How long have you known this person?

3. How would you rate his/her ability at the following?

	<i>Low</i>	<i>Below Average</i>	<i>Average</i>	<i>Very Good</i>	<i>Excellent</i>
Involvement in peer relationships?	1	2	3	4	5
Emotional maturity?	1	2	3	4	5
Following through with commitments?	1	2	3	4	5
Ability to be a team player?	1	2	3	4	5
Honesty and integrity in conduct?	1	2	3	4	5
Spiritual maturity?	1	2	3	4	5
Hard worker?	1	2	3	4	5
Ability to relate to students?	1	2	3	4	5

4. What are this applicant's greatest strengths? Weaknesses?

5. Do you have any concerns regarding this student being a spiritual leader in ministry?

Thank-you for taking the time to fill this out. If you have any questions regarding this reference, please call Tim Schmoyer at 320-763-5659 or email tims@alexandriacovenant.org.

Your Name: _____ Date: _____

Phone Number: _____ Email: _____

Signature: _____

YOUR PRAYER SUPPORT TEAM

Ministry is something that is powered by the strength and leading of God in our life. We can often be *doing* the task of ministry without actually *being* a minister. *Being* an adult leader is more than simply doing a task or feeling important. Leadership in this ministry is more about *being* ministers who are focused on *being* apart of growing students closer to Christ.

Most of us have extremely busy lives and finding time to pray is difficult. There's church, youth group, school, friends, down time, family, work, and recreation that continually demands our time and attention. We must learn to pray – to slow down and take time, to talk to God, to meet with God, and to walk with God. We must bathe our ministry in prayer. We must have a community of people from around us who will commit to pray for us. This is a vital part of your commitment to the Student Leadership Team and to this youth group – to pray and have others praying for you.

Each adult leader is required to have a prayer-support team of at least 5 people who will commit to covering you in a support of regular prayer. Individuals on your prayer team will be expected to pray for you at least a couple of times a week. It is your responsibility to regularly communicate areas of need for them to pray for (i.e. your struggles, challenges, praise reports, etc.). They may also be periodically sent prayer letters and updates from ECC Student Ministries.

Name: _____
 Mailing Address: _____

 Phone Number: _____ E-mail: _____
 Signature of Commitment: _____

Name: _____
 Mailing Address: _____

 Phone Number: _____ E-mail: _____
 Signature of Commitment: _____

Name: _____
 Mailing Address: _____

 Phone Number: _____ E-mail: _____
 Signature of Commitment: _____

Name: _____
 Mailing Address: _____

 Phone Number: _____ E-mail: _____
 Signature of Commitment: _____

Name: _____
 Mailing Address: _____

 Phone Number: _____ E-mail: _____
 Signature of Commitment: _____

TIME TO COMMIT

After spending time in prayer and discussing with my family and friends the commitment involved with being an adult volunteer youth worker, I choose to commit to the following:

- I acknowledge the Lordship of Jesus Christ in my life and have a personal relationship with him.
- I am committed toward growing and maturing my relationship with God through personal devotions, active and regular attendance at Evangelical Covenant Church, personal times of worship, tithing, and involvement in accountability.
- I am committed to choices and a lifestyle that are both godly and “above reproach” knowing that my lifestyle is a model for the students that I serve (see *Expectations* and *Boundaries*).
- I am making a commitment to ECC Student Ministries for one school year.
- I will attend youth meetings and will make a committed attempt to attend staff meetings, retreats and seminars.
- I understand, agree, and will work hard to fulfill the purposes and vision of ECC Student Ministries and this youth leadership team.
- I am committed to releasing back to God my time and energy as an act of worship, trust and obedience to God.
- Because I am making a significant commitment and my presence is important, I agree to be consistent and timely in my responsibilities. I also agree to communicate with Tim and the appropriate students if I will be absent.
- I am committed to praying for the students and leaders at this youth group and my involvement in it.

Signature: _____ Date: _____

Background Consent Form

EVANGELICAL COVENANT CHURCH
4005 Dakota Street
Alexandria MN 56308
320-763-5659

Date: _____

The following named individual has made application with this church for _____.

Last Name of Applicant (please print): _____

First Name (please print): _____

Middle (full) (please print): _____

Maiden, Alias or Former (please print): _____

Date of Birth: _____
Month/Day/Year

Sex (M or F): _____

Social Security Number: (Optional) _____

I authorize any Bureau of Criminal Apprehension to disclose all criminal history record information to EVANGELICAL COVENANT CHURCH for the purpose of _____ with this church.

The expiration of this authorization shall be for a period no longer than one year from the date of my signature.

Signature of Applicant

Date

Notary:

OFFICE USE ONLY

Application Received: date _____

References Complete: *Reference #1* *Reference #2* *Reference #3*

Criminal background check complete: date _____

Date/Time of interview: _____ Approved: Yes No

Comments:

Placement Instructions:
