



Dear Potential Student Ministry Leader,

I'M THRILLED YOU ARE INTERESTED IN INVESTING IN THE LIVES OUR STUDENTS HERE AT VICTORY!

At VICTORY, we believe everyone has something to offer and that **everyone will be a "10" in some area of our church.** Because God has entrusted us with over 100 students, we are constantly looking for men and women of God who might grow into becoming a "10" within our student ministry. Even if you feel like a "2" right now, I'm thankful you're willing to explore opportunities to serve God within our ministry.

I believe, **healthy youth ministry is built on healthy relationships**—between adult staff and students. Relationships are KEY to students feeling loved and understanding God's love in practical ways. This is when real spiritual growth takes place in a student's life.

The quality of our staff is very important. We are looking for men and women who have a deep commitment to Christ and a desire to care for students. Please take time to read the following material and fill out the application with prayer and consideration. Because we place great value on this ministry, we also place great value on the health of our staff.

Once we have received your application, we will call you to schedule an appointment with Pastor Tony. Please know all information will be kept strictly confidential. In the meantime, **please feel free to observe** the Mix, Overdrive, or Re-fuel.

As you know, Victory is a great church and our student ministry is a great place to **allow your time to make eternal investments in students' lives!** I'm looking forward to meeting you and spending some time talking about your hopes and desires for ministry. If you have any questions, please feel free to call at any time.

Excited to minister with you,

Tony

Tony Schiavone
Student Ministry Pastor

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.

Common misconceptions are...

- You must be young
- You must have adequate Bible training
- You must be a perfect example of a Christian
- You must be a captivating communicator
- You must feel secure
- You must be able to act like one of the students
- You must have plenty of free time
- You must know everything about the latest youth culture
- You must be wild, crazy and dynamic
- You must be liked by all students
- You must own a 15-passenger van

Student ministry is not the easiest ministry in the church and it's normal for you and okay for you to feel inadequate about your skills. Your confidence will grow the more you're around students and you see how God can use inadequate people (like you and me) to do great things.

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 to their attendance
- be patient

How To Get Involved In Students' Lives

We will later explain the application process, but first it is important for you to understand what commitment we ask of our staff. For effective ministry with students you need to:

1. Understand the purpose and planned values of our ministry.

Take a look at the values and goals that make our high school ministry effective in reaching and caring for students.

2. Commit to a role in our ministry.

Consider the role for which God has SHAPED you in order to build relationships with students.

3. Grow as a minister.

Develop your personal ministry to students.

1. Understand our purpose and planned values of Victory Highway student ministry

The first key to be involved in students' lives is to understand the purpose and planned values of our ministry.

OUR MISSION

Connecting Students with God

OUR VISION

EXPOSE STUDENTS TO CHRIST

INVITE THEM TO **EXPERIENCE** COMMUNITY & ACCEPTANCE

EQUIP THEM TO LOVE & SERVE CHRIST

Planned Values:

Planned values are descriptive words that reflect our values, attitudes, styles and beliefs that help fulfill our purpose. We try to incorporate these key approaches into all of our programs. It is all built on RELATIONSHIPS.

Relational approach We want to spend time with students

We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.
1Thes 2:8

Encouragement We want to make students feel good

Therefore encourage one another and build each other up, just as in fact you are doing. 1Thes 5:11

Laughter and Celebration We want to help students enjoy life

The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full. John 10:10

Acceptance We want to take students where they are
My brothers, as believers in our glorious Lord Jesus Christ, don't show favoritism. James 2:1

Transparency We want to be real with students
I came to you in weakness and fear, and with much trembling. My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power. 1 Cor 2:3-4

Involvement of students We want to get students participating
Now the body is not made up of one part but of many. 1 Cor 12:14

Outreach oriented We want to reach the lost students
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, Matt 28:19

Numerical growth We want to reach the masses
Then the church throughout Judea, Galilee and Samaria enjoyed a time of peace. It was strengthened; and encouraged by the Holy Spirit, it grew in numbers, living in the fear of the Lord. Acts 9:31

Spiritual growth We want students to mature
Therefore let us leave the elementary teachings about Christ and go on to maturity, Heb 6:1

Homelike We want students to feel like they belong
We who believe are carefully joined together with Christ as parts of a beautiful, constantly growing temple for God. Eph 2:21

Intimate We want students to feel cared for
Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective. James 5:16

Professional We want to do things well
Being respected is more important than having great riches. To be well thought of is better than silver or gold. Proverbs 22:1

Strategic follow-up We want to know where students are
Be sure you know the condition of your flocks, give careful attention to your herds; Prov 27:23

2. Commit to a role in our ministry

Secondly, you need to commit to a program.

FRONTLINE STAFF Options

Option A:

Program: THE MIX

Sundays Nights @ 5:57pm

This is our teen led, teen focused worship service for 9th through 12th graders. It is designed to have a friendly, fun, challenging and exciting atmosphere. This Sunday evening program shatters the "church is boring" stereotype and helps students celebrate life. It is filled with laughter, videos, singing, dramas and a message that challenges students towards spiritual maturity.

Leadership Role: We need adults to greet, learn names, talk to students, encourage students to attend other programs and help create an accepting atmosphere.

Option B

Program: OverDrive

This is our teen led, teen focused worship service for 6th through 8th graders. It is designed to have a friendly, fun, challenging and exciting atmosphere. This Sunday morning program shatters the "church is boring" stereotype and helps students celebrate life. It is filled with laughter, videos, singing, dramas and a message that challenges students towards spiritual maturity.

Leadership Role: We need adults to greet, learn names, talk to students, encourage students to attend other programs and help create an accepting atmosphere

SUPPORT STAFF Options

THE MIX Café Team
Security Team
Set-up

Transportation
Prayer Partners Team
Tech Crew
Special Events
Fundraisers

There are many other opportunities to get involved in our ministry. The three listed are the best place to start. If you have a specific gift and desire, we would love to talk with you about your ideas.

3. Grow as a minister

The third key component to being effective in ministry is to develop as a minister.

Our goal for our staff is to move people from program-directed ministry to self-directed ministry. As you grow in this ministry, you will develop a strong sense of your purpose in the life of our students. Out of this sense of purpose grows direction and vision for how you make a difference in students' lives.

The keys to developing as a minister are:

- **TIME**-be patient; it just takes time.
- **PARTICIPATION**-going to special events and camps will help solidify your relationships with students.
- **INITIATIVE**-the more you invest, the more you will get out of it. Your relationships will grow deeper as you invest your time.

Detailed Expectations: **THE MIX or OverDrive** Worship Services

(Ministry Description - Option A & /b)

I. Call

To create a comfortable environment for students during our weekend worship services. This comfortable environment includes facilitating conversation, remembering names, caring for immediate needs, and helping students feel accepted and loved.

This is a vital role within our ministry because a student won't become theologically aware of God's love if he/she doesn't feel loved by anyone in a crowded room.

II. Commitment

Arrive 30 minutes prior to the start of the service. Early arrival demonstrates care. Arriving before the students will allow you to secure a seat and greet students as they enter the room.

Be a greeter. Shake hands, touch, and help students feel welcomed and valued.

Encourage student interaction. Introduce students to other students and facilitate group interaction.

Know Students' Names. More than anything else, students love to be known by their name. As our group continues to grow, so does the need for knowing students' names. Help visitors with the information card. Help student "seekers" fill out the information card that will place them on our mailing list and attendance sheet.

Model genuine worship during singing. Seekers can be effectively witnessed to by the genuine worship of believers. Singing, during the worship songs, models a true heart after Christ.

Ask students... "Will I see you next week?" Foster a recognize-level interaction by asking to see them the following week.

Follow-up, get students addresses or emails and send them a quick note letting them know your thinking of them and praying for them..

Respond to noise and disruption. Encourage students to pay attention and to respect the attention of others during the message.

III. Time Commitment

Adult leader WEEKLY time commitment...

Regular attendance at the THE MIX or OverDrive service each week: Arriving 30 minutes early and staying 20 minutes after the service ends to carry on conversation. 3 hours per week.

This translates into a MONTHLY time commitment of...

Adult leader-12 hours

Mandatory staff meeting once a month-2 hours

Total Per Month-14 hours

IV. Character

We need leaders who consistently pursue an authentic and growing faith in Christ. We want our adult leaders growing spiritually and relying on God's power and wisdom. We want our leaders praying that they will see students the way Jesus sees them, listen to students the way Jesus listens, and speak to students the way Jesus would speak to them.

How To Become an Student Ministry Adult Leader: The Application Process

1. Express Interest

You may have an interest, but are unsure as to where you can help. Some of the most unlikely people make the greatest youth leaders, so take the next step as you prayerfully consider this ministry.

2. Initial Contact By Church Staff

This is an opportunity for us to briefly get to know each other and for us to hear your desire to be involved in student's lives. We will give you a general overview of the ministry and arrange for you to visit and observe our programs.

3. Receive Youth Ministry Material

This packet gives you the basic information about different areas in our student ministry, including a list of programs, meeting times and the philosophy behind the programs.

4. Observe Programs

While you are still in the process of completing the application packet, you are encouraged to observe our programs. This is an important opportunity to get a feel for the ministry without having expectations or responsibilities placed on you. You will have a chance to meet students, other staff, and write questions and thoughts for an upcoming meeting. Observing can often be overwhelming or uncomfortable (students don't typically go out of their way to make you feel welcome. . .until you get to know them). This is a natural feeling and we encourage you to continue observing.

5. Prayerfully Consider Your Commitment

We want you to take time to pray and think through this commitment as well as seek counsel of family and/or friends about your commitment.

6. Complete Application Packet

This application packet was developed with care in order to obtain appropriate information to be used in the selection process. Two references need to be completed. You can choose a 1) pastor, 2) close friend, and/or 3) an employer within the past year.

7. Interview with Staff

This is an opportunity for you to share thoughts from your observations, describe your spiritual journey, and discuss in more detail your gifts and desires for working in the student ministry.

8. Follow-up Placement Meeting with Staff Leader

Based on your desire and time availability we will discuss getting you involved. You will meet with

9. Return Signed Commitment Sheet

Once you've decided you want to make a commitment, you'll sign a commitment contract that lays out agreements and expectations for ministry. We will also make sure all of your application material is received.

10. Begin Ministry

This date will vary depending on your involvement and desire.

What You Can Expect From Our Staff

- Structure and leadership
- Encouraging words
- Training and learning opportunities
- Letters of support and direction
- Prayer and support
- Challenges to develop your ministry

Congratulations, you made it through this packet. I know it seems like a lot of information, but through this "process" you will learn valuable information to make your transition into the student ministry much easier. I hope you will continue on and complete the application and disperse your reference forms. Again if you have any questions or would like additional information, please feel free to contact the church office or Pastor Chris @ 962-7000.

General Information

name: _____ today's date: _____

address: _____

date of birth: _____ phone day: _____

occupation: _____ night: _____

employer: _____

Work Status: part time full time student

Marital Status: single married divorced

Education

high school: _____ year graduated: _____

college / trade school: _____ year graduated: _____

degree: _____ minor: _____

other education: _____ year graduated: _____

Personal and Spiritual History

Write a brief testimony about how you became a Christian (include date).

Write briefly about significant events in your life that have impacted you spiritually.

Describe three major ways in which you have grown in your spiritual journey since you became a Christian.

How do you describe your spiritual journey now?

What accountability do you currently have in your spiritual journey?

What do you do when you have a conflict with someone? Would you consider yourself "good" at handling

confrontation? How do you handle confrontation?

Are there any special issues or concerns happening in your life right now that would have an impact in your

commitment and involvement in the youth ministry? (e.g. relationships, other commitments, etc.)

Legal and Lifestyle Concerns

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

Are you using illegal drugs? yes no

Have you ever gone through treatment for alcohol or drug abuse? 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 ever had sexual relations with any minor after you became an adult? yes no

Have you ever gone through treatment for alcohol or drug abuse? yes no

If yes, please describe.

Have you ever been accused 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 speak to a counselor or pastor?

Are you willing to be finger printed for State Criminal Conviction Clearing? yes no

Ministry

How long have you attended Victory Highway ? _____ Are you a member? yes no

List the date and activities of other ministry experiences here at Victory and the reasons for ending that ministry.

date stated	ministry / activity	date ended	reason

Describe any other ministry / church experience you have been involved with.

What spiritual gifts do you feel you have, and how would you like to use them in youth ministry?

Why do you want to do youth ministry?

What are some of your expectations of the youth ministry staff?

The information contained in this application is correct to the best of my knowledge. I, undersigned, give my authorization to Victory Highway Wesleyan Church or its representatives to release any and all records or information relating to working with minors. Victory Highway Wesleyan may contact my references and appropriate government agencies as deemed necessary in order to verify my suitability as a youth worker. I understand that the personal information in this application will be held confidential by the professional Church staff.

signature: _____ today's date: _____

2008-2009 Staff Commitments

After observation of the ministry, time I have spent in prayer, and discussing with my family the commitment involved with being on youth staff, I choose to commit to the following:

- I acknowledge the Lordship of Jesus Christ in my life and I have a personal relationship with Him.
- I am committed toward growing and maturing in my relationship with God through quiet times, active attendance at church, 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.
- I am making a commitment to the youth ministry for at least the full school year.
- I will attend monthly staff meetings.
- I will make a committed attempt to help recruit at least one other adult volunteer for our growing needs in the high school ministry.
- I commit to memorizing the youth ministry purpose statement.
- I understand the philosophy of this youth ministry and agree with its purpose and commit to shepherding students that God brings to me.
- Because I am making a significant commitment and my presence is important, I agree to be consistent and timely to the program(s) I commit myself to. I also agree to communicate with Pastor Tony if I will be absent.

I am making a commitment to at least one of the following programs:

- The Mix – Sun. 5:57pm
- OverDrive – Sun. 9:50am
- Special Events

Signature: _____ Date: _____