

Ironbridge Youth Staff Application Packet

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Welcome Letter

Dear Potential Leader,

I am so excited that you have an interest in serving the students at Ironbridge!

Working with students is a rewarding and exhilarating task. Students pursue God with passion and energy, and God consistently uses these young, vital believers to impact the world. That means youth ministry is more than just a stepping-stone or an activity or a meeting! It's a frontier where church, family and culture collide, where friendships and faith form, and where lifelong passion for God begins and grows.

The importance of this task cannot be understated. It is a battle for souls. We must engage our students in a quest for real life with God. In a culture that loves to ride the fence, we must be countercultural and call students into the deepest and richest places of worship, discipleship and service. We must also support, encourage and help the parents that send their students to us. My hope is that we will provide a ministry environment that fosters a desire to Love God and Love People. Only then will our students find the joy, love and significance they crave.

This is where you come in. You are a part of that vision! Students need shepherds and mentors like you who will protect them, feed them, and guide them along the right path. As a youth leader, this is precisely what you will do. You will shepherd students and cultivate their newly formed faiths. You will laugh and cry with them. You will rejoice and pray with them. You will teach and correct. And you will love every minute of it!

So may that journey, that quest, begin now...with this application.

In the following pages, you will catch a glimpse of what we do, and what it looks like to be a youth leader. Take your time as you read over the packet. Pray as you go. And please call or email me with any questions you might have. Once you have turned in your application and commitment form I will contact you about an interview.

We look forward to meeting with you, and we're excited to see how God will use you in ministry!

Sincerely,



Chris Palmer
Student Pastor
Ironbridge Baptist Church

If God is leading you to work with us...

- 1. Express Interest:** You may feel a call to serve God by working with students, but are unsure as to where you can help make a difference. We will help you with this. Talk with another volunteer or with the Student Pastor 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. Check out www.ironbridgeyouth.com/parents ; our new website:** Our youth ministry is not limited only to weekly meetings and periodic events. The Internet is changing the way people function and relate 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.
- 3. Receive Youth Ministry Material:** Read over all the pages and information in this packet, as well as download the volunteer handbook from our website in order to get an idea of how you may be able to help. This will give you all the basic information that you will need in order to make a decision about your involvement.
- 4. Observe Programs:** Before you fill out the application, we encourage you to observe a program or event in which you are interested. This is not a requirement, but it 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. You can 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 and Commitment Form:** This application package was developed to obtain appropriate information for our screening process. We ask that all the pages in this packet be filled out and returned to the Student Pastor. We will soon have an application available on line as well.
- 7. Interview with Student Pastor:** This is an opportunity for you to share your observations, describe your spiritual journey, and communicate your gifts and desires for working with the Collision staff. We will also discuss your application and specific areas of involvement.

Youth Staff Expectations

- Be committed to and passionate about God and the Student Ministry here at Ironbridge. Regularly attend church services, participate in worship and commit to tithing.
- Mingle with students as they come in and make newcomers feel welcome. Always, always watch for the new person or someone who looks like they are feeling left out. New people will feel out of place, so the more people who say “hi” and learn their names, the better. Please make this a priority no matter what your area of service is. Everyone is welcome no matter what they look like, smell like, or how they talk!
- Participate wholeheartedly in student functions you attend. Any event, activity, or trip can be fun if you want it to be. Be the first to jump up and jump in! Look for people not participating and pull them in. Clap, yell, and cheer...whatever is appropriate. No student staffer should be sitting on the sidelines.
- 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 modestly. The last thing we want is to be a point of distraction or a subject of lust for 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! Students may not be transported on a church function without written permission from a parent/legal guardian.
- Pray regularly for our youth ministry and its leaders.
- Be on time for all activities, but if life interferes, let the Student Pastor know.
- If you have a concern or question about anything involving Ironbridge youth, please contact our student pastor immediately – before chatting about the issue or situation with another leader, parent or student. There is no room for gossip within the leadership, so thanks in advance for being sensitive to that!
- It is very important that you let us know beforehand if you plan to miss an area that you are responsible working. Please make arrangements so any responsibilities under your care are properly cared for.

- Attend monthly leader meetings. These will be scheduled and listed on the calendar. Every effort will be made to have a consistent meeting date/time.
- Commit to daily prayer and Bible study.

Small Group/Sunday School Leader Expectations

For those who will become Small Group leaders, your role is a bit more extensive. Here is a snapshot of what well-rounded Small Group leaders do.

Pray

- Cultivate personal prayer life
- Pray weekly for each student in your Small group/Sunday School

Teach

- Research the Bible text diligently
- Reflect and pray adequately over the Bible text
- Communicate with clarity, relevancy, and passion

Shepherd

- Maintain exemplary lifestyle (consistent obedient walk)
- Meet with Small group outside of Sunday mornings as often as possible. Each student should receive at least one contact a month aside from church.
- Be available to your students for one-on-one time if they request it
- Facilitate genuine and personal sharing of life issues.

Organize

- Be prepared for each lesson (materials/supplies ready)
- Communicate announcements and other pertinent information
- Take roll and maintain roster

Partner with the Student Pastor

- Attend Small Group leader meetings consistently
- Report group progress and problems
- Refer serious or questionable concerns to the student pastor

Student Staff Boundaries

A Word on Being above Reproach...

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. However, these lifestyle issues demand our attention and care, because we are in a position of trust and influence with students. Therefore, with respect to such issues as the use of language, entertainment, gambling, drinking and other behavioral matters that, are open to abuse, misuse and misunderstanding, please exercise great wisdom and grace. The expectation is that you would fall in line with the personal beliefs and practices of Ironbridge Baptist Church. 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

We also ask that our leaders exercise great caution in their interactions with students of the opposite gender. **We want to be above reproach and free from accusation.** Thus, in order to protect you and the students, we ask that you strictly adhere to the following standards:

- 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. If it is addressed or hinted at, talk to the Student Pastor 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 leader 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.

What We Do

Mid-Week Worship (FUZED)

We believe every generation should hear God's message in their language. The more students clearly understand God and His love, the more passionately they will respond in worship and love for Him. At our weekly gathering, we do our best to translate God's message into student culture. Our primary goal is to create a movement among teenagers to the throne of God. This is currently scheduled for Wednesdays @ 6:45pm.

Small Groups/Sunday School

As our church grows larger, so does the need for us to grow smaller in community. God commands, gives, and grants community, and we don't want to miss what God is doing through this important aspect of church life. That's where our Small Groups come in. Our Small Groups are designed to ensure that every student can participate in a smaller community where they can be known and cared for by other students and by our staff.

Camps & Retreats

Summer camps and seasonal retreats offer our students and staff a chance to get away from the distractions of everyday life in order to hear from God and connect with others. Quite possibly, there is no more effective tool in cultivating spiritual growth in students!

Other Activities

Large group activities are great places for students to build meaningful friendships with each other while also reaching out to unbelieving friends in a non-threatening way. Small group activities give small groups a chance to connect outside of "Church."

Student Staff Application

Yeay! Now for the fun part. Please complete the application and return it to the Student Pastor's office. 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 _____

SSN (for background check purposes) _____

Home Phone _____ Cell Phone _____

Date of Birth _____ Place of birth _____

Email _____

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 worship | <input type="checkbox"/> Drama |
| <input type="checkbox"/> Setup/tear down | <input type="checkbox"/> Food Preparation | <input type="checkbox"/> Leading games/activities |
| <input type="checkbox"/> Benevolence Ministry | <input type="checkbox"/> Hospitality/Greeting | <input type="checkbox"/> Sound or video production |
| <input type="checkbox"/> Large Group Teaching | <input type="checkbox"/> Computers | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Discipleship/Mentoring | <input type="checkbox"/> Small Group Teaching | <input type="checkbox"/> Event/activity preparation |
| <input type="checkbox"/> Other (explain) _____ | | |

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 Ironbridge Baptist Church? _____

Do you attend weekly services regularly? Yes No

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

Present Employment

Employer _____

Description of your position

Work Status: Full-Time Part-Time Student Stay at Home

Explain any scheduling conflicts you may have with student ministries?

Will you be able to connect with students away from church? Sure Not Really

Let Us Get to Know You

Have you personally accepted Jesus Christ as your Lord and Savior, and are you committed to being transformed into the image of Christ? Yes No

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

Have you followed up your salvation with public baptism? Yes No Willing To

Have you partnered with Ironbridge Baptist in membership? Yes No Willing To

Do you regularly attend Sunday worship?

Yes No Willing To

What is the biggest thing God is doing in your life right now?

What major events were spiritual turning points in your life?

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. If you are uncomfortable writing down your response to some questions, a time can be setup to talk with the student pastor about those questions.

Are you. . . Single Married Widowed Divorced Engaged

Do you have children of your own? Yes No

If you are married with children, tell us about them

Is your family/spouse supportive of your decision to serve in student ministries?

Yes No Haven't Asked

Have you ever been convicted of or pled guilty to a crime? (If yes, please explain -- attach a separate page if necessary) Yes No

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? If yes, what steps have you taken to minimize the impact that those issues will create for you, both now and in the future? Yes No

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 Ironbridge Baptist? 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:

Ministry

I feel God has given me the following spiritual gifts:

What motivates you to work with students?

What is your greatest fear in working with students?

What message would you most like to share with students?

I am committing to the following: (Check all that apply...)

- I acknowledge the Lordship of Jesus Christ and have a personal relationship with Him.
- I am committed to growing and maturing in my relationship with God through quiet times, active attendance at church, and involvement in accountability relationships.
- I have partnered with Ironbridge Baptist Church through membership and support its work through my financial giving.
- Knowing that my lifestyle is a model for the students, I am committed to a lifestyle that is both godly and above reproach, and I will adhere to the appropriate student-leader boundaries as listed on the *Student Staff Boundaries* page.
- I am making a commitment to the student ministry for at least one full school year.
- I agree to be consistent and on time to the program(s) to which I have committed.
- I welcome your instruction as student pastors and will make it a priority to attend Student Staff training meetings in order to stay connected to the team.

SMALL GROUP LEADERS & ASSISTANTS ONLY:

- I am committing to leading my students spiritually and relationally during my Small Group.
- I am committing to connecting with the parents of my students and keeping them informed about their student's needs and spiritual progress.

I, the undersigned, have completed this application as truthfully and factually as possible. I realize that the contained information is confidential and should only be viewed by professional church staff. I understand that in order to work with minors it is the policy of Ironbridge Baptist Church to do a background check and I do grant permission for that to be done.

Signed: _____ Date _____