

INFORMATION

PACKET

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THANKS FOR YOUR INTEREST!

DEAR POTENTIAL STUDENT MINISTRY LEADERSHIP TEAM MEMBER,

I'm thrilled that you may become a significant part of our Student Ministry! At Northeast Bible Church, we believe everyone has something to offer and should be utilized in some area of our church. Because God has entrusted us with many junior high and high school students, we are constantly looking for men and women of God who might serve in our student ministry. Even if you feel like you are not sure how to use your gifts, 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 the key to students feeling loved and understanding God's love in practical ways. When this happens, real spiritual growth occurs 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 and shepherd 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 set up a time to talk about your involvement in the ministry. Please know all information will be kept strictly confidential. In the meantime, please feel free to observe our Sunday morning or night meeting and hang out with the kids.

As you know, NEBC is a great church and our student ministry is a great place to invest your time to reap eternal rewards in student's lives. I'm looking forward to meeting you or getting to know you better and spending time talking about your hopes and desires for ministry. If you have any questions, please feel free to call the church and talk to Mary Martin at 210.651.5462, ext. 227.

Excited to minister with you,

Mark Lemmons
Minister to Students

WHAT YOU'LL FIND INSIDE

- > What Students Need [pg. 3]
- > Why We Exist as a Ministry [pg. 4]
- > Six Ways to Get Involved [pg. 5]
- > Expectations of You & Me [pg. 6]
- > Taking the Next Step [pg. 7]

WHAT STUDENTS NEED

Our plan is to challenge the 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. One of the common roadblocks for adults getting started in student ministry is a misconception about what it takes to be a youth worker.

Common Misconceptions Are:

- You must be young
- You must have outstanding Bible training (but it is helpful ☺)
- You must be a perfect example of a Christian
- You must be a captivating communicator
- You must feel secure ministering to students
- You must be able to act like one of the students
- You must have plenty of free time
- You must play the guitar
- You must know the 8 most popular videos on TRL (MTV)
- 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 and okay for you to feel inadequate about your skills. Your confidence will grow the more you're around students and see how God can use inadequate people (like us) 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 a student's life (ask questions about them)
- Take initiative to spend time with them
- Pray for students
- Be real
- Say encouraging words
- Believe in students
- Go to their world
- Remember what the teenage years were like
- Laugh and have a good time
- Remember their names and care
- Share God's love through personal experience
- Be consistent with attendance
- Be patient
- Extend grace and mercy

WHY WE EXIST AS A MINISTRY

Every ministry is driven by something. There is always some guiding force that determines the direction and goals for the individual or the group. Unless the driving force behind a church is biblical, the health and growth of the church will never be what God intended. Strong churches are not built on programs, personalities, or gimmicks. They are built on the eternal purposes of God. That is the foundation of our student ministry as well.

The purposes for the church can be found in dozens of passages in the Bible. A couple of very popular passages contain the main purposes:

Great Commission

“Go therefore and **make disciples** of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, **teaching them** to observe all that I commanded you; and lo, I am with you always, even to the end of the age.” Matthew 28:19-20

Great Commandments

“You shall **love the Lord** your God with all your heart, and with all your soul, and with all your mind.’ This is the first and greatest commandment.” “The second is like it, ‘You shall **love your neighbor** as yourself.’ “On these two commandments depend the whole Law and the Prophets.” Matthew 22:37-40

Model of the early church

v.42 “They were continually **devoting** themselves to the **apostles’ teaching** and to **fellowship**, to the **breaking of bread** and to **prayer**. v.47 **praising God** and having **favor** with all the people. And the Lord was **adding** to their number day by day those who were being saved.” Acts 2:42-47

Exalt – What we do when we’re passionate about God.
Authentic Worship †† God-Centered Worship

Encourage – What we do when we value community.
Intimate Community †† Authentic Relationships †† Accountability

Evangelize – What we do when we serve the world.
Missions †† Service in Community †† Personal & Relational Outreach

Equip – How we prepare for everything else – by making disciples.
Biblical/Doctrinal †† Ministry Skills †† Relational

As a leader in the student ministry, it is essential that you know and understand our purpose statement:

Vision Statement:

NEBC Student Ministry exists to glorify God by making disciples who transform their world.

Strategy:

We equip and encourage students to become disciples of Jesus Christ who:

Evangelize non-believing students with the message of the gospel, Encourage the students through relationships with other Christians, train and teach other students so that they are Equipped for ministry, and Exalt God with their life.

HOW TO GET INVOLVED IN STUDENT'S LIVES

1. Understand the Vision and Strategy of our Student Ministry
2. Commit to an Environment
3. Commit to Grow as a Minister

ENVIRONMENTS:

We call our weekly gatherings environments because we know that we cannot change student's lives and programs don't change lives, but we pray that students would come in contact with God in an environment so *He* can change their lives.

Three Main Environments: Sunday school, Small Groups & Sunday Night.

1. Small Group Leader

Our Small Groups are the backbone of our ministry – they make our big group time smaller, allowing students to connect with other Christians in meaningful relationships. As a Small Group leader, you'll meet with 5 to 12 students once a week. We provide you with some of the curriculum and you come up with some of it on your own. The studies that you come up with on your own should be tailored to the needs of the group. This commitment requires about three and a half hours every week during the school year.

we need people who

- care for the students and hold them accountable in love
- are willing to connect deeply with a few
- listen well and guide students closer to Jesus

2. Sunday School Teacher

On Sunday mornings we gather together in a large group for worship, announcements, and a lesson. We sometimes divide up into groups within the larger group so that topics that come up in our study of various books of the Bible can be investigated on a deeper level. Teachers need to have the ability to communicate God's truth to students in an understandable way. Teaching is on a rotation basis. This commitment requires about three to four hours per week.

we need people who

- are friendly and take initiative to create a warm environment
- have good Biblical knowledge
- have the ability to communicate and teach with clarity

3. Ministry Team Leader (Sunday Night)

God doesn't wait till someone is an adult to begin using him or her for the Kingdom. We encourage our students to discover the unique SHAPE God has created in them for serving in a ministry. We are never more like Jesus than when we are serving others because of God's leading in our life. We have many students serving in a ministry, making a difference and impact in their world. These students need adult leadership and direction to assist them in carrying out their roles.

Teams include: drama, media, worship, roadies, games, connection, and prayer.

- we need people who**
- follow through and are consistent
- encourage students to be committed
- are passionate about students serving
- enjoy hanging out with and loving on students
- have a gift or talent in a specific area of ministry

4. Help with Office Work

You might not have the time or patience to work with students, and that's OK! We would love your help with some behind-the-scenes work at the office.

- we need people who**
- can breathe
- can move at least 2 fingers
- can speak the English language

5. Trip Counselors

The Student Ministry usually goes on trips such as fall and spring Retreats, Mission Trips, and Summer Camps where extra leaders are needed to pour into student's lives or be there to help with special needs such as driving, cooking, leading work crews, etc.

6. Babysitters

Babysitters you say? Yes, actually. Come and minister to the folks who are ministering to your students! Watch their children while your students enjoy one of the programs of our ministry. The two major areas of need are Sunday Nights and while your student is at a Small Group.

7. One on One Mentor

The mentoring program is still in the developmental phases, but will exist to engage students in a one-on-one setting as they grow in maturity and faith, while helping them to discover God's purpose in their lives as they move to adulthood. This ministry is designed to meet those students where they are, and to communicate God's love for them by relational life-on-life discipleship. Our mentors will meet with a student once a week to offer direction and encouragement.

- we need people who**
- have patience with students who may be really struggling
- can help the hurting navigate through difficult seasons
- can see potential in others and breathe life into them

EXPECTATIONS

While no one will ever maintain these standards to the "T", it is our desire that you strive to meet these commitments for the benefit of the students and for the glory of God. Basically, a high level of commitment & communication is expected.

- Attend monthly Student Ministry Leadership Team equipping meetings.
- Take ownership of your ministry!
- Go on retreats, summer camp, mission trip, & help w/ministry projects.
- Develop relationships with the students outside of church.
- Be committed to the ministry of the church as a whole.

WHAT YOU CAN EXPECT FROM ME

- | | |
|-------------------------------------|--------------------------------------|
| ➤ Structure & Leadership | ➤ Letters of Support & Direction |
| ➤ Encouraging Words | ➤ Prayer & Accountability |
| ➤ Training & Learning Opportunities | ➤ Challenge to Develop Your Ministry |

TAKING THE NEXT STEP

You may be thinking, “OK, so I’m still interested in serving in the Student Ministry, so what’s my next step? Glad you asked!

1. 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 serving.

2. Complete the NEBC Student Ministry Leadership Team App

3. Observe a Program

While you are still in the process of completing the application packet, you need to schedule a time to observe one of our Sunday services or a small group. This can be a great opportunity for you to get a feel for the ministry without having expectations or responsibilities. You’ll have a chance to meet students, other staff, and write out any questions or thoughts.

4. Schedule an Interview (hang out with Mark)

Every one of our leaders must be interviewed. During this time, you’ll have the chance to get to know more about us, and we’ll learn more about you. You’ll have the opportunity to describe your spiritual journey, and discuss in more detail your gifts and desires for working in the student ministry.

5. Begin Ministry

The position in which you serve and the program’s timing will determine when you begin.

6. Evaluation Meeting

At the one-month mark, we’ll meet to discuss how things are going. We will make necessary adjustments to help the process along.

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. If you have any questions or would like additional information, please feel free to contact Carol Fray at carol@nebible.net or 210.651.5462 ext. 238. When finished, drop your application off at the church office, email, or fax it back to 210.651.5136. Thanks!

CONFIDENTIAL

**NORTHEAST BIBLE CHURCH
Initial Screening Form/Background Check
for Work with Student Ministry**

This application is to be completed by all applicants for any position (volunteer or compensated) involving the supervision or custody of minors. This is not an employment application form. Persons seeking a position in the church as a paid employee are required to complete an employment application in addition to this screening form. The information will be used to complete a criminal background check.

Personal

Date: _____

Name: _____
Last First Middle

Present Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: () _____ Other Phone: () _____

Work Status: ___ Full-time ___ Part-time ___ Student

Marital Status: ___ Single ___ Married ___ Divorced

Education:

High School: _____ Year Graduated: _____

College/Trade School: _____ Year Graduated: _____

Degree: _____ Year Graduated: _____

Other Education: _____ Year Graduated: _____

Out of the following options, please rank by # which area of ministry interests you the most (1) to least (15)?

- | | | |
|--|--------------------------------------|--------------------------|
| ___ Sunday School | ___ (e)merge (Sunday nights) | ___ Ministry Team Leader |
| ___ Small Group Leader | ___ Office Work | ___ Trip Counselor |
| ___ Babysitting | ___ Mentoring | ___ Outreach |
| ___ Substitute teaching on a Sunday morning or night | ___ Leading games | |
| ___ Planning a Student Ministry event | ___ Writing devotionals for students | |
| ___ Music/Sound/Video/Drama | ___ Website development | |

Please indicate the age you prefer to work with: _____

Please indicate the date you would be able to begin: _____

What is the minimum length of commitment you can make? _____

How long have you attended Northeast Bible Church? _____

Are you a member or regular attender? _____

Please list all previous/current ministry involvement at NEBC: _____

List any previous work involving ministry to students:

Name of Organization	Age/Grade Worked With	Length of Service
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What abilities has God blessed you with? (not spiritual gifts, other gifts, i.e. sports, art, musical ability, computers, drama, etc.) How could these gifts be used in the Student Ministry? _____

List training, education, or other factors that have prepared you for youth work: _____

Personal References:

Name: _____

Name: _____

Telephone: _____

Telephone: _____

Christian Worker's Testimony

Have you trusted Jesus Christ to be your Savior? _____ Yes _____ No

In 1 Peter 3:15, the Apostle Paul charges believers to "Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have." We at Northeast Bible Church desire that everyone who teaches our students have a personal relationship with Jesus Christ. Please attach your responses on a separate piece of paper.

Please explain how you came to trust Jesus Christ as your Savior:

Please list the Spiritual Gifts you believe you possess:

It is important to us that our Student Ministry Leadership Team Members have opportunities for their own spiritual growth. Please list what forms of discipleship you are currently involved in:

Our desire is that each of us be growing in Christ. Please describe your daily walk with God:

Do you have any accountability in your spiritual walk?

What do you do when you have conflict with someone? How do you handle confrontation?

Christian Worker's Agreement

I agree to follow Northeast Bible Church's policies and procedures regarding the teaching, disciplining, and care taking of the children in these children's programs. I acknowledge the church is very strict in assuring that the children are provided a safe environment where they can study and learn about Christ. I acknowledge that all Christians are called to serve in different ways. I agree to serve in the capacity the church leaders feel is best for me to serve and to develop my Christian walk.

Should I disagree with the church leaders as to how I should serve Christ within the church, I will submit my complaint first, to the Church Administrator and then, to the Elder Board. I acknowledge and agree that I will be bound by the Administrator &/or the Board's decision regarding my complaint.

I expressly give up and release all rights I might have now or in the future to take any and all grievances, complaints, and/or causes of action against the church to a court of law. Instead, I agree to submit such matters to binding arbitration. The Elder Board of Northeast Bible Church shall pick three candidates to serve as arbitrator. I shall then select which one of the three I want to arbitrate the matter. Should I attempt to litigate the matter in a court of law, I will pay all court costs and attorney's fees incurred by the church, in addition to my own court costs and attorney's fees.

Signature _____ Date _____

Authorization/Consent

The information contained in this application is correct to the best of my knowledge. I authorize Northeast Bible Church to procure a background check with information compiled from court record repositories, department of motor vehicles, past or present employers and educational institutions, governmental occupational licensing or registration entities, business or personal references, and any other source required to verify information that I have voluntarily supplied. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification, to the extent such investigation includes information bearing on my character, general reputation, or personal

characteristics. In consideration of the receipt and evaluation of this application by Northeast Bible Church, I hereby release any individual, church, charity, employer, reference or any other person or organization, including record custodians, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply with this authorization.

Should my application be accepted, I agree to be bound by the Bylaws and policies of Northeast Bible Church and to refrain from unscriptural conduct in the performance of my services on behalf of the church.

I further state that I HAVE CAREFULLY READ THE FOREGOING RELEASE AND KNOW THE CONTENTS THEREOF AND I SIGN THIS RELEASE AS MY OWN FREE ACT. This is a legally binding agreement, which I have read and understand.

Applicant's Signature: _____ Date: _____

The following information is required for the background check:

Name: _____
Last First Middle

Present Address: _____

City: _____ State: _____ Zip Code: _____

Date of Birth: ___/___/___ (mo/date/yr) Social Security Number: ___-___-___

Driver's License: State: _____ Number: _____