

2006 - 2007

Thank you for your interest in our Student Ministry. We hope this material helps you understand what the Student Ministry is and what a volunteer Core Group Leader does. Here is a general overview:

Because of the growing size of our Student Ministries sometimes it is difficult for the Student Pastor, or team leader to know all the involved students as well as they would like. Quality relationships take time and attention. This is where the Core Group Leader comes in.

We are looking for mature believers who want to invest themselves into the lives of teenagers. We are not looking for you to be a “buddy” to them but to be a significant adult in their life. It is our goal that each student be known personally and have the opportunity to be discipled and/or mentored. This discipleship/mentoring happens outside of the church setting. It takes place over a meal, in the car, at camp, having fun, etc. seeing and hearing what it means to live the Christian life.

We also ask our Leaders to be committed to our Student Ministry Staff. We have monthly Staff Meetings (the 1st Sunday of the month) where we want to continually learn how to better serve each other and our students. We ask our leaders to attend as many events as they are able.

Here are some steps to take if you are interested in pursuing a ministry with us:

- Pray. Ask God to give you the wisdom necessary to become the wisest steward of the gifts and abilities that He has given you. Ask Him for the desire and heart to work with Students.
- Come. **Visit the Student Ministry to get a feel of what it would be like to work with students. Regular meetings are Sunday mornings from 9:15 – 10:30am and Wednesday nights from 6:30 – 8:00pm. Both are located in the Small Sanctuary.
- Apply. Fill out the application.
- Call. Set an appointment so we can go over your application and have a chance to talk personally.

Student Ministry is incredible! It is a chance for you to make a difference in the life of another at a crucial time in their lives. The commitment is a serious one, but it will be well worth the time and effort you will devote. May God bless you as you consider serving alongside us.

Serving Him,

Josh Zeichik
Director of Student Ministries

**When you visit, it is normal to feel “on the outside, looking in”. It will be hard for you to have any connection with students because this takes place in the context of a relationship, which takes time. Be realistic in your visit.

Student Ministry Core Group Leader Definition

It is God's expressed desire that each of His children grow and mature in respect to his or her salvation (Ephesians 4:11-16). We all have our part to play in the Body of Christ. The Student Ministry is designed to assist and equip students in that growth process in three vital areas:

- In their relationship with God
- In their relationship with others in the family of God (church, youth group, etc).
- In their relationship to their world (family, friends, etc.)

We believe that a student is best influenced (discipled) through a life-on-life relationship with a more mature believer. We also believe that we need to reproduce ourselves as leaders in the lives of our students. This philosophy dictates a deep commitment to each individual and the method of "modeling" as the major teaching method.

Strategy

Our ministry will strive to keep balance in the areas of worship, teaching, fellowship, evangelism, and the expression of spiritual gifts. This strategy is carried out within the context of large, medium, and small group experiences. Sunday morning is targeted to the large group as we worship and learn from God's Word together. Wednesday night mainly focuses on both medium and small group (core group) opportunities. Activities, and events are scheduled throughout the year to give each student plenty of opportunities to grow spiritually, to connect with others and to serve God.

Staff

The Student Ministries pastor will oversee the ministry as a whole. He will set goals and cast vision. His is a pastor for all Middle, Junior and Senior High Students and Staff.

The Team Leader will work in tandem with both the Pastor of Student ministries and with the Core Group Leaders to organize and facilitate the smooth operations of the ministry. The Team Leader will also act as the liaison for the ministry in place of the Student Pastor whenever necessary

The Core Group Leaders work in conjunction with the Team Leader and Student Ministries Pastor to minister to the students as a whole. They minister specifically to a group of small students. They are accountable to the Team Leader as well as the Pastor of Student Ministries.

Other staff may include hosts, ministry assistants, support & resource staff, Ministry leads, etc. that help in the overall ministry to Students. They are accountable to the Team leader and Pastor of Student Ministries.

Our goal is to have enough Core Group Leaders to provide a 1 to 8 student/leader ratio. The staff is selected on the basis of their own personal and spiritual maturity, their ability to oversee the spiritual growth of a Core Group of Students and a commitment to the ministry of E-Free of Columbia and the Student Ministry.

Expectations

High Expectations + Clear Instruction = Quality. We desire to have the best Student Ministry around. Not for our sake but the students and parents involved. Leaders must be committed.

Pulling off this type of ministry requires a ministry lifestyle and mentality amongst its leaders. In order for all of us to work together most effectively, your lifestyle of ministry should include these commitments:

1. Sunday morning Student Service (9:15am – 10:30am)
2. Wednesday evenings (6:30pm – 8:00pm)
3. Personal contact with students/parents through programmed activities or personal initiative.
4. Monthly staff meetings

Training, weekend activities and involvement in the student’s lives will periodically demand more time. Consistency is an extremely important quality for Student Ministry Staff to hold. The students will only be as committed as their Core Group Leader.

A minimum commitment necessary to accomplish our ministry is one calendar year.

PEOPLE TO CONTACT

Josh Zeichik	Student Ministries Pastor	573/445-7206
Steve Johnson	Student Ministries Team Leader	573/864-5183

E-Free Columbia
(Job Description)

Job Title: Core Group Leader

Responsible To: Team Leader and Youth Director of Student Ministries

Responsible For: Students within his or her core group

Qualifications:

1. Reputation/Above Reproach

He or she must be a born again believer and shall have his or her personal life above reproach. He or she shall also be of good reputation among his or her family, peers, superiors and subordinates. He or she shall also consistently model the truths of scriptures

2. Spiritual Maturity/Disciplines

He or she must exhibit a high level of spiritual maturity including maintenance of the spiritual disciplines of Bible reading, study, prayer, service, fellowship, worship and evangelism.

3. Heart for Youth

He or she must have an earnest desire to serve students. He or she shall have a sincere love for students and must develop the ability to display this love in action.

4. Gifted

He or she must exhibit the gifts and abilities to oversee a small discipleship group and to assist students' development at any level in their spiritual pilgrimage.

5. Commitment

He or she must be able to give at least a one year commitment to his or her core group.

6. Relational

He or she must demonstrate an ability to relate with the broad spectrum of personalities which make up the group of students in the core group he or she will serve and minister to.

7. Team Player

He or she should have the ability to work on a team toward specific goals in a mutually edifying and supportive manner. He or she shall display a teachable and open spirit.

E-Free Columbia
(Job Description cont...)

Responsibilities

1. To assist the Student Ministries Pastor in planning, organizing, leading and managing the Student Ministry programs.
2. To attend monthly Staff meetings for the purpose of clarifying monthly and weekly responsibilities, training and development, establishing vision, coordinating activities, dealing with all relevant issues and for mutual support and fellowship.
3. To oversee his or her respective core group specifically in the following areas:
 - a. To establish and develop relationships with the students within his or her core group and their families whenever appropriate.
 - b. To regularly prepare and teach his or her core group pre-planned curriculum and to provide opportunities for questions and discussion.
 - c. To promote and encourage leadership skills within the core group.
 - d. To handle necessary disciplinary situations and carry out appropriate measures of discipline within the core group in conjunction with the Team Leader and Pastor of Student Ministries
 - e. To welcome and include all new students placed in their core group by the Team Leader and/or Pastor of Student Ministries and to follow up with any visitor with their group.
4. To regularly attend all Sunday and Wednesday programs while arriving 15 minutes early and leaving no more than 30 minutes after.
5. To meet with, at least monthly, his or her students.
6. To whenever possible, attend any camp or retreat in order to provide leadership, discipline and counseling and to promote better relationships with his or her students.
7. To be familiar with all rules and policies of the Student Ministry
8. To be committed to the cultivating of your intellect to the glory of God, by reading and participating in assigned staff readings.

Characteristics of a Good Core Group Leader

1. **Salvation and an exemplary Christian life**
The Core Group Leader needs to be a model for the young people and, therefore, should be able to say with Paul, "Follow my example as I follow the example of Christ." (1 Corinthians 11:1, Phil. 3:17) The Core Group Leader needs to be an example of maturity and purity in all areas, including music, movies, and dress.
2. **Reliability**
(Luke 16:10-11) The Core Group Leader needs to be faithful, dependable and consistent in his or her work. Inconsistency will tarnish even the greatest qualities of a Core Group Leader.
3. **A Real Love for Youth**
Not only must he or she have this love, but must develop the ability to display this love in action.
4. **A Realization of the Importance of This Time in Life**
There is not a time in life when a person is more moldable or open than in the junior high to college years. It is during this time that one forms the basic beliefs that will carry him or her through life.
5. **A Good Self Image**
He or she should be self-assured and like him or herself as a person. Kids are struggling to gain this image in their own lives and need an example.
6. **A Commitment to God**
The Core Group Leader must be spending time with God on a regular basis. This is the source of strength and the resource in leading and counseling. We ask this commitment of students, so leaders must be an example in this area.
7. **A Commitment to the Church**
He or she must display his or her commitment to the total program of the church, as well as to the youth program. Our students are a part of the body of our church. Our leaders must be an example in this.
8. **A Servant's Heart**
A heart that seeks not for glory or recognition, but a heart that seeks for God and His best for others (Romans 12:10-11, Matthew 20:25-28)
9. **Teachability**
He or she needs to have a willingness to continue learning the Word, and also learn how to pass it on to others, as well as a desire to learn how to become a better Core Group Leader.
10. **A Strong Commitment to Family**
With so many families falling apart today, young people need to see adults committed to their spouse and children in a Biblical fashion.

E-Free Columbia Missouri
Student Ministry
Core Group Leader Application

Please take your time and fill this application out thoughtfully, carefully and prayerfully. We take this ministry very seriously and therefore, we take you very seriously. Please read through the application, pray and then complete it. (The contents of this form will be held confidential.)

General Information

Name _____ Date _____

Street _____ City/Zip _____

Driver's License # _____ Email Address _____

Birth date _____ Home Phone () _____ Work Phone () _____

Occupation _____ Employer _____

Education Completed: High School College Graduate School

1. Do you regularly attend E-Free? _____ Which Service? _____

2. Do you agree entirely with our church's doctrinal statement and beliefs? yes no

If not, which statement(s) and/or beliefs do you disagree with? _____

3. What other churches have you previously attended? _____

Where you involved in any ministry there, particularly a student ministry? If so, who is the contact person?

4. When and how did you become a Christian? _____

5. List 2 reasons why you want to be involved in discipling students _____

6. What fears do you have about being a Core Group Leader? _____

**E-Free Columbia Missouri
Student Ministry
Core Group Leader Application (cont...)**

7. We believe that you can only take teenagers as far as you are spiritually, and that there is nothing more important you have to offer students spiritually than a growing, vital relationship with Jesus Christ. What are you presently doing to deepen your walk with God? _____

8. What part of your walk with Christ do you struggle with the most, and how do you think that will affect your ministry with students? _____

9. List three names/titles of people and/or books who/which have significantly impacted your life _____ for Christ and why.

a. _____

b. _____

c. _____

10. What kind of student do you think you could best relate to? _____

11. What kind of things do you like to do for fun? (hobbies, leisure time, etc). _____

12. List your two best friends with phone numbers

a. _____ Phone () _____

b. _____ Phone () _____

13. Please list two people who we can contact as your personal references. (Immediate family not included – preferably one pastoral reference).

a. _____ Day Phone () _____
Relationship _____ Evening Phone () _____

b. _____ Day Phone () _____
Relationship _____ Evening Phone () _____

If you have any questions about any part of this application, please circle them so that we might discuss it in your interview. Thank you for taking time to prayerfully consider your involvement with the Student Ministry.

I agree that all of the questions contained in the application were answered honestly and truthfully to the best of my knowledge.

Applicant _____

Date _____

E-Free Columbia Missouri
Student Ministry
Core Group Leader Application (cont...)

Core Group Leader Guidelines Agreement

We believe strongly in “Relational Ministry”, growing teenagers in Christ through personal relationships and caring through cards, phone calls, and spending time together outside of Wednesday night and Sunday morning.

1. These are expectations we have as you disciple students. Will your schedule allow you to meet these expectations? yes no

2. Do you see any changes in your schedule in the future? yes no

3. Please put a check mark next to the following that you have had any prior involvement in, experience with, or allegations of, in your life:

- Divorced
- Alcohol use
- Drug use
- Tobacco use
- Homosexuality
- Premarital sex
- Victim of abuse
- Physical abuse
- Emotional abuse
- Sexual abuse (have you ever had a sexual experience as a juvenile with an other person?)
- Have you ever touched a child inappropriately (sexually or physically)?
- Pornography or unhealthy fantasizing (videos, magazines, phone lines, etc.)
- Cultism or witchcraft
- Have you ever been arrested? If so what were the circumstances?

4. Much of what the apostles learned from Jesus probably came through their observations of what He said and didn't say, what He did and didn't do. Students are very observant and much of our ministry is unspoken. We are role models for them, and they tend to believe that what we do and say is what they should do and say. Although expectations are unrealistic, we have an obligation as leaders to live godly lives, and be “above reproach”.

The following are areas of particular interest to us, and you need to keep careful watch over them. The following is a ministry code of ethics that we would ask you to abide by. Violation of any of the following could possibly result in your removal from the ministry. Please initial the following if you agree to live by these standards in ministering to students:

- _____ 1). I will be committed to a vital, daily relationship with Jesus Christ.
- _____ 2). I will attend Wednesday night and Sunday morning student services
- _____ 3). I am aware that monthly Student Ministry Staff meetings are mandatory.
- _____ 4). I will let the team leader know in advance if I am unable to attend any meeting or activity.

**E-Free Columbia Missouri
Student Ministry
Core Group Leader Application (cont...)**

Core Group Leader Guidelines Agreement

- _____ 5). I am aware of the same-sex ministry rule, which includes not driving home members of the opposite sex unless another adult of the same sex as the student is in the car as well.
- _____ 6). I understand that all physical contact with members of the opposite sex should be kept to a minimum and be appropriate. Side hugs are acceptable.
- _____ 7). I will not be involved in alcohol, drug or tobacco use.
- _____ 8). I will not be involved in dating of non-Christians.
- _____ 9). I will not date students (of any age) involved in the ministry.
- _____ 10). I will not be involved in adultery, fornication, or homosexual activity.
- _____ 11). I am not practicing any behavior that could become habitual or compulsive, such as gambling, pornography, eating disorders, masturbation, etc.
- _____ 12). I will not set double standards for the students (i.e. asking them to be quiet while talking myself during a message)
- _____ 14). I will regularly attend a worship service on Sundays at this church

5. In an effort to maintain a healthy and effective relational ministry and with a desire to keep Core Group Leaders above reproach, it is necessary to establish certain ministry guidelines. Please initial the following if you agree to live by these standards in ministering to students.

- _____ 1). Core Group Leaders are to maintain a healthy ministry to the students of the same sex while being appropriately cordial and encouraging of the opposite sex.
- _____ 2). Core Group Leaders, to be effective ministers, are to carry on a relationally-based ministry which will, from time to time, require one-on-one counseling with a student. This is always to be done in an appropriate setting that is not isolated and unaccountable.
- _____ 3). Core Group Leaders are not to have overnights with one student only, but always in a group setting (two or more).
- _____ 4). Core Group Leaders conduct should always be appropriate and within the bounds of decency. (If a leader has questions regarding what would be decent behavior with a student, he or she should go directly to the Pastor of Student Ministries).

If you have any questions about any part of this application, please circle them so that we might discuss it in your interview. Thank you for taking time to prayerfully consider your involvement with the Student Ministry.

I agree that all of the questions contained in the application were answered honestly and truthfully to the best of my knowledge and all points acknowledged with my initials were done so with the full intent of abiding by these guidelines.

I, the undersigned, understand and will support the guidelines stated in the application for the integrity of the ministry and the name of Christ and this local church.

Note: Your signature on this form also confirms your understanding and agreement that:

- 1. In the event allegations of criminal or sexual misconduct arise regarding your conduct, the church will fully cooperate with any ensuing investigation and/or prosecution.
- 2. The church will have the right to announce the facts/results of same publicly if deemed necessary or appropriate by church leadership.

Applicant _____ Date _____

Youth Director _____ Date _____

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