



Dear Potential Staff Member,

I'm glad you're interested in working with Solid Rock! Our church is always looking for leaders to serve on our team in the student ministry. We believe that solid ministry is built on relationships between adult staff and students. Relationships are key to students feeling loved and understanding God's love and grace 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 commitment to Christ and a desire to care for students. With the aid of prayer and consideration, read the enclosed material. Our church has policies regarding adults working with students and children. Before you can begin working with students you will need to attend an hour training course based on the churches safety policies. Once you have completed that course I encourage you to observe one of our Sunday programs and midweek Coffee Shop Talks before making your decision. Then fill out the application. Because we place great value on this ministry, we place great value on our staff.

It is easy for one to look at all of the material that will follow this letter and feel overwhelmed and anxious about the process and what we are asking, but I assure you, myself and the rest of the Solid Rock Staff is here to help you through this process. We will not throw you into all of this without sufficient training and assistance. At the same time, do not expect to be the best youth ministry person right off the bat! It takes time to develop the skills and to build relationships with the students and other adult staff. So as you read through the information to follow, please keep an open mind and an open heart, knowing that you may not feel qualified for all the areas below, but we will work with you to develop that as you grow in the ministry. Please feel free to ask about specific points and areas you are feeling uncomfortable with in the interview or even before then.

Once I have received your application, I will call you to schedule an appointment. All information will be kept strictly confidential. In the meantime, please feel free to observe our ministries programs and ask Solid Rock staff questions about the ministry.

Youth ministry is a great way to invest your time and serve the Lord! I'm looking forward to meeting with you and spending some time talking about your hopes and desires for ministry. If you have any need to reach me, please feel free to call.

Peace,

Kenny Champagne  
Minister for Youth & Media

*Empowering youth to Serve, Love, Connect, and Impact today's world through God's grace!*

# What Students Need From Caring Adults\

Changing the youth world 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 with key people in their lives. Our goal is to develop leaders who minister to students.

Students need adults who will:

- Love God and live for him
- 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 to the programs
- Be patient
- Enjoy life

## How To Be Involved In Student's Lives

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

1. Understand the Purpose and Values of our ministry. Take a look at the values and goals that make our youth ministry effective in reaching and caring for students.
2. Commit to a program. 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, which will ultimately influence students.
4. Be open to any and all students, some students will connect with you and others won't. That's okay! But if a student views you as a mentor or looks up to you, do not turn them away no matter who they are.
5. Meet their parents and develop relationships with the family.
6. Ask questions, show an interest in their lives.
7. Be available, but have boundaries and make them clear.
8. Support students outside of the ministry at their different activities.
9. Become aware of youth culture, TV shows, music, graphics, books, movies, the things that they enjoy. You don't have to enjoy it, just be aware of it!
10. Go where they go. Occasionally hang out in areas where teenagers hang out to better understand youth culture and the students we are trying to reach...the un-churched!

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# Understand the Purpose and Values of Solid Rock

## Purpose Statement

Empowering youth to serve, love, connect, and impact today's world through God's grace.

Solid Rock exists to empower students to serve their communities and the world, love everyone for who they are, connect with believers and non-believers, and have an impact that will change today's world through the grace that as Lutherans we believe God gives us.

## Mission Statement

Our mission is to build friendships & faith in Christ as Solid as a Rock.

## Values

Our values are descriptive words that reflect our attitudes, styles, and beliefs that "influence" our purpose. We try to incorporate these key elements into our programs and our lives.

- Safety
- Missional Living
- Passion
- Morals
- Integrity
- Respect
- Giving
- Sincerity
- Faith
- Humility
- Relationships
- Acceptance
- Grace
- Family

## Commit to a Program

### Sunday Evenings - 6-8pm

These evenings are typically our fellowship nights. Every Sunday we have a different event or activity for our students to participate in. Our key objective during this time is for the students to grow in relationship with each other and for our adult leaders to build relationships with the students as well. We strive for a fun, exciting, and friendly atmosphere during this time. On occasion we will have a learning event or special worship on these evenings as well.

**Staff Role:** Engage students and encourage participation from everyone. Lead and plan activities, help with set up and implementation of activities. Help with crowd control and safety.

### Coffee Shop Talks - midweek small group gatherings

This is our discipleship time. It is more of a small group setting and a chance for our students to delve into the bible and figure out how it relates to their lives in today's world. We strive for fun and in depth conversations, nothing too serious, but we encourage questions and deep thought from the students. We want them to better understand the bible and what it means to be a disciple in today's world.

**Staff Role:** Prepare the lesson by reviewing each week's lesson provided for you. Lead in discussion and encourage students to think deeply about their faith. Field questions during the time and build relationships with the students.

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### Sunday Morning Lounge – 10:30-11:30am

This is an extension of our discipleship training for our students on Sunday mornings. This is geared toward a slightly larger crowd than our Coffee Shop Talks as we discuss pop culture and relate our faith and the bible to the culture or our teens today. Our goals are to begin presenting the bible and faith topics to our students and encourage them to start thinking deeper about their faith.

**Staff Role:** Prepare the lesson for each week and lead in discussion with the students. Encourage students to ask questions and share their stories. Build relationships with the students.

### Steering Wheel - first Sunday of the month 12pm

This is our student leadership team. Our students help to develop our Sunday evening activities. They also lead specific ministries within the youth ministry that involve other students and adults. We encourage students to learn the skills of leadership through service to their peers, the church, and the world.

**Staff Role:** Team up with student leaders to mentor them and assist them in their specific ministry areas.

There are many other opportunities to get involved in our ministry. The few listed above are the best places to start. If you have a specific gift and desire, I would love to talk with you about how you might express it in the context of our youth ministry.

## What Am I Committing To?

- Consistent attendance at a program (We ask that you arrive at least 15 minutes early and stay at least 15 minutes late. These extra minutes become key relational times with students)
- Relational ministry with students during the week (one-half hour additional time commitment for following-up with students through notes, phone calls, meetings, etc...)
- Attendance at quarterly staff meetings
- Growing as a minister

Our goal is to help staff members become positive influences in our students' lives and role models for our students to look to and strive to become mature adults in faith. We want our staff to be continuing to grow in their faith as well, setting an example to students and mentoring them as they grow in their faith. A few keys to help you develop as a minister are:

- Time: Be patient; feeling comfortable and connecting with students takes time.
- Participation: Going on special events and camps will help intensify and 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.

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# How To Become A Solid Rock Staff Member: The Application Process

## 1. Express Interest

You may have an interest in serving God by loving students but are unsure as to where you can help. We will help you with this. Some of the most “unlikely people” make the greatest youth workers, so take the next step as you prayerfully consider this ministry.

## 2. Initial Contact with Solid Rock Adult Leadership

This is an opportunity for us to briefly connect and hear about your desire to be in youth ministry. We will give you a general overview of the ministry and review the application process.

## 3. Receive the Youth Ministry Packet

This packet will give you the basic information that should help you make decisions about our ministry. We have tried to explain our ministry as best as possible but observing our programs will give you a much better idea of Solid Rock.

## 4. Attend St. Stephen’s Child & Youth Safety Policy Training

Training classes are offered the first Tuesday of every month from 7-8pm in the Library. This training is to be attended by any adult who chooses to work with children or students and will give you a better idea of how to safely work with students.

## 5. Observe Programs

Before you fill out your application, we encourage you to observe a few programs. This is a good opportunity to get a better 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 for our future meeting. It will be natural for you to feel uncomfortable while observing a program (students won’t typically go out of their way to make you feel welcome until you get to know them).

## 6. Complete the Application Packet

This application packet was developed to obtain appropriate information for our screening process. We request two references. You can choose a pastor, close friend, and/or an employer within the past year.

## 7. Interview With the Youth & Family Ministry Coach

This is an opportunity for you to share thoughts from your observations, describe your spiritual journey, and communicate your gifts and desires for working in student ministry. We will discuss a more specific job description that fits your SHAPE.

## 8. Prayerfully Consider Your Commitment

We want you to take time to pray and think through this commitment. We also encourage you to seek the counsel of family and/or friends regarding your commitment.

## 9. Return Signed Commitment Sheet & Begin Serving

After you have decided you want to make a commitment, sign the commitment sheet and return it to us. We will discuss the beginning date when you turn in the commitment sheet. This date may vary depending on your intended involvement.

## 10. Evaluation Meeting

At your one-month mark, we will meet to evaluate your feelings and perceptions regarding your involvement. We will continue to evaluate throughout the year and adjust your role to better fit your style, personality, and strengths.

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# Ministry Ideas for the Time-Conscious

## If you have 15 minutes a week...

- Write an encouraging note to a student
- Make a phone call to a student
- Drive a student home from a program (with parent's permission)
- Initiate two 1-on-1 conversations before and after meetings

## If you have 30 minutes a week...

- Do two of the above ideas
- Go to thirty minutes of a youth's activity (sports, drama, etc.)
- Have a Coke with a student
- Take a student on an errand
- Write a letter to a parent

## If you have 2 hours a week...

- Have lunch with a parent
- Visit a youth activity (sports, drama, etc.)
- Help someone with their homework
- Start a small group
- Help out in the church office

## If you have 4 hours a week...

- Organize a not-writing campaign for adult leaders
- Volunteer to help a school or team or club
- Volunteer to drive to student events
- Develop a new ministry for Solid Rock
- Plan a large event or trip
- Organize and lead one of our ministry teams

## If you have 10 hours a week...

- Read some youth ministry books
- Take a bible class
- Cook Kenny dinner
- Join the Adult Leadership Team

## If you have 20 hours a week...

- Kenny needs an assistant!

## What You can Expect From Our Church

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

Congratulations, you have almost made it through this packer. I know it seems like a lot of material, but through this "process" you will learn valuable information to make your transition into our youth ministry much easier. Now, please complete the application and send our your reference forms. Again, if you have questions or need additional assistance, please feel free to contact me.