

Section 3: WHO is involved?

There are many individuals that are involved in the lives of students. When discussing the role of The Well Student Ministry in the life of students, you must go back to “**WHY** do we exist”. The role of the Adult Leader is to partner with parents in the spiritual influence and direction of the student. The following chapters will assist the Adult Leader to know the expectations of those involved in the leading of youth. This is done with the understanding and assumption of the parent’s role as the primary spiritual leader of each student.

Chapter 3: Adult Leader Job Descriptions and Expectations

If you have ever paid attention to the flight attendant when you have flown anywhere, you know the first thing they do is go and talk to the people in the emergency rows. While those individuals have a little more room, they also have a lot more responsibility. Next, those same flight attendants inform passengers that should the cabin lose pressure we are to put on our air mask before helping others.

It’s no surprise that the same measure of care is taken in our walk with Christ. In Luke 10:38-41, Mary and Martha have invited Jesus into their home. While Mary sat at the feet of Jesus, Martha was busy taking care of the physical needs of those who gathered. Jesus reminded Martha that the most necessary element of worship was simply being with Jesus. The same is true in the life of the Adult Leader. While we want to help students, the most important and vital care should be given to your own personal growth.

A. Adult Leader Covenant Form

At the beginning of each calendar year, the staff of The Well Student Ministry will begin its process of staff selection for the following school year. The Adult Leader Covenant will clearly articulate expectations and responsibilities of the Volunteer and the Student Ministry Staff, as well as the agreed upon time of service for the upcoming year. This document also serves to notify The Well Student Ministry staff of a Volunteer’s desire to end their time of service in The Well Student Ministry.

B. The Heart of the Leader

1. Personal Time with God

In your life you should have an established plan for spiritual growth that includes regular attendance of worship services, quarterly or yearly planned intensive training and most important, a daily time to focus spiritually. This daily time may include elements of prayer, worship, music, service, but must include God’s Word. You should find your encouragement and strength to face this sinful world in God’s Word. The Bible is the only source of knowledge of how you can know and love the Lord Jesus Christ. There is no such thing as "love at first sight" in spiritual things. You must get to know Christ very well, and this requires the daily intake of knowledge about Christ through the Word of God, which is "the mind of Christ."

2. Accountability

In the midst of our desire for privacy in the 21st century, we have missed the command to “confess your sins to one another” (James 5:16). This was not a suggestion. We are called to accountability not for behavior modification, but rather for heart transformation. While there most likely will be conflict in accountability (who likes to be told they are wrong), it is also one of the greatest ways that we can grow spiritually. At The Well, all Adult Leaders, except for simple service roles, are required to become members of Living Water for accountability. It is also recommended that each leader develops individual accountability for ongoing growth and transparency.

3. Correct Forms of Communication

Clear Communication of expectations and responsibilities are necessary for The Well Student Ministry to succeed in its mission. For this purpose, The Well Student Ministry staff will seek to clearly articulate expectations, seasonal and yearly schedules of events, serving schedules, and teaching opportunities in a timely fashion. The mode of communication that is used most widely by the staff is email, followed by phone and text reminders. All communication to the staff of changes in plans or schedules should be done 2 weeks prior except for cases of emergencies. In cases of emergencies, volunteers should notify a staff member and ensure they have received a response. Please refrain from submitting a ‘Lone text message’ notifying staff. For a more detailed list of communication guidelines, please see section 5- **HOW** Do We Communicate and Keep Order?

4. Social Media

In today’s culture it is easy to be captivated with social media’s push and pull. It is imperative that the Adult Leaders of The Well Student Ministry set an example for students to follow. We should be mindful of Ephesians 4:14-16, which reminds us not to fall into the back and forth nature of social media.

The Adult Leader is encouraged to engage with students of their small group on social media as well as in other contexts. Therefore, it is imperative that the Adult Leader model responsible social media guidelines. The Adult Leader will guard their social media from images or videos that are inappropriate. They should refrain from hate or vulgar speech. They should refrain from submitting emotionally based responses to others on social media that do not reflect the heart of Jesus. Due to the general Living Water social media policy, Adult Leaders should also refrain from initiating friend requests with minors on social media and carry out most social media conversations with minors with another Adult Leader in the conversation. Any matters of significance or privacy should be discussed in person with adequate Adult presence. Disregard for these guidelines may include removal from service in The Well Student Ministry.

5. Follow-up Process/Conversations

The Adult Leader must be prepared at all times to invest spiritually into the lives of students. This primarily happens through conversations with students prior to, during, or following events, or during planned gatherings to address the heart of the student. The Adult Leader, when having the opportunity to speak into the life of a student should take care to listen and address the heart of the student rather than the symptom. For example, many students will experience heartbreak from “boyfriends/girlfriends” or struggle sexually during their teenage years. Rather than addressing behavior of sexual immorality, a leader should take caution to address the sinful heart attitude that led the student toward that action. The emphasis of this discussion is to point students toward scripture and not toward your “opinion”. This causes a student to be confronted by God’s Word and not you. These also serve as a great way to engage with parents. Here are a few of the conversations that are often overheard at The Well:

a. Parents

- Introducing yourself as a leader
- Status of student spiritually

b. Students

- Receiving Christ/ Following up with Student
- We have Missed You
- Questioning Faith
- Parents
- Friends
- Boyfriend/Girlfriend- Purity/Lust
- Authority

C. The Hands of a Leader

1. Serving from the Overflow

There are many times when youth ministry staff and volunteers will encounter difficult students, parents, or situations that will test their resolve and faith. Volunteering with students will cost more emotionally, physically, financially, and spiritually than you ever imagined. As you share your life (1 Thessalonians 2:8) with students you must be careful to lead from the overflow. To serve from the overflow is to serve as a result of being continually filled by the Holy Spirit during personal and corporate times of learning and worship.

2. Time Commitment/ Length of Service

During the training process, the Volunteer of The Well Student Ministry will be presented with a job description that will clearly describe expectations, involvement level and responsibilities. Time commitment may range based on responsibilities with

students or behind the scenes. The length of service of all volunteers will be no less than one year.

3. Service Attendance, Monthly Meetings, and Scheduled Trainings

As part of your annual commitment and covenant with the student ministry, the Well Staff will encourage and hold the volunteer accountable on regular attendance of corporate worship. The time serving in The Well is not to replace the time a volunteer should attend services with their family. Certainly, there will be times that you are encouraged spiritually at The Well, but the time a volunteer spends at The Well should be considered an act of worship through service. These services are not planned for the volunteer's spiritual growth in mind.

Each month The Well staff and volunteers gather to plan and cast vision for the month. Additionally, throughout the year there are scheduled trainings for volunteers. Please reference the Adult Leader Covenant for more details on the requirements for each specific role in The Well.

1. Annual, Initial, and Ongoing Individual Meetings with Coaches or Staff

The Well Staff will determine individual meetings that will be required for each specific job role. It is the responsibility of the staff to schedule individual meetings for initial individual training and ongoing monthly or annual meetings. The volunteer should complete any required assignments prior to the scheduling of the meeting.

D. Thank You Events

At the end of the year and throughout the agreed upon year of service the staff of seek to provide opportunities for expressing gratitude for your willingness to follow in obedience the call to serve. These opportunities may be in large group events with all leaders, individual times with a youth staff member, or even through opportunities to attend conferences with students (see chapter 10). These opportunities are not part of your covenant agreement for service, rather they seek to honor and bless you spiritually or provide opportunity for fellowship with other volunteers and/or your family. Because there are high expectations on you, we believe that this is a way to encourage you and your family.