

# TEAM MEMBER APPLICATION

2015





As leaders of **BRIDGE Student Outreach** we have the privilege to lead middle schoolers and high schoolers from all different backgrounds. Our goal is to be an effective group that leads our students from casual observers of Christ into a deep spiritual passion. Its not only our goal but our responsibility.

### **BRIDGE Team Member Requirements:**

1. Team members are expected to perform with a Christ like attitude from how we plan, discuss, minister, help, and interact with students and each other. You will be expected to take your position seriously and understand we play a vital role in the spiritual make up of our students.
2. Team members are required to be at the weekly Thursday night gatherings, as well as attend our monthly staff meetings, and present at monthly events. If you can't make it to any of the above, you must notify Pastor Adam or Lisa in as much advance notice as possible. We plan and depend on each of you and need to be informed of your absence before the event.
3. On Thursday nights it is our responsibility to help watch over our students as they hang out before and after our gatherings. So before and after service it is our job to be at our posts and be aware of where all students are located and engage parents and students as they arrive and depart.  
(Students are not to leave the property. Students must stay on the paved area.)
4. It is our goal to get to know our students at every gathering as well as invite students on Sundays who don't normally attended our Thursday night gathering. All students are potential BRIDGE Students.
5. Team members are expected to help with set up and clean up for any youth event. Our goal is to leave any venue, including Southland, better than we found it.



**6.** On Tuesday nights its our responsibility to have every aspect of the service planned and equipped for as much excellence as possible. From announcements, games, sermon, media, etc.

**7.** It is a requirement for every team member to be involved with Southland on Sunday mornings. This means regular church attendance, arriving on time, and engaging in the service. If our students do not see us putting value on this, then they never will.

**8.** In order to show the students by example, team members are required to bring their Bible, and preferably take notes during Thursday night services and Sunday morning services. Smart phones are permissible on Sundays, but on Thursday team members are required to use an actual Bible. This shows our students that we are engaged in the services and that a copy of God's word during the service is important to us. (There will also be no doubt in their mind that you aren't texting, therefore they shouldn't be texting)

**9.** Opposite sex friendships between staff and students are dangerous to the integrity of you, BRIDGE, as well as Southland. In order to protect you, the student, and ultimately Christ, team members are never to be alone with a student of the opposite sex (behind closed doors, texting, car ride, etc). Team members are not allowed to form a connection any deeper than a leader to a student relationship. Relationships are not to continue past the doors of the church. If something more or deeper begins to develop, please step down from this position or be aware you may be asked to step down.

**10.** All counseling between team members and students of the opposite sex needs to be forwarded to a team member of the same sex. This includes council through texting, Facebook, phone calls, emails, conversations, etc. This is also to protect the student as well as you the team member, and again...ultimately Christ.

**11.** When team members and students of the same sex spend time together, it's a great thing; you are creating opportunities to speak into their lives in a friendly setting, but remember, you are their leader. Your goal is to lead, guide, encourage, listen, and pray for the student, not to be their best friend.



**12.** Physical contact between leaders and students should be limited and approached with discernment (side- hugs, handshakes etc.). Remember, our integrity is at stake.

**13.** Ideas are welcomed and expected. Please bring them to Adam or Lisa, but know ultimately, if the idea is not used immediately or ever, it is nothing personal.

**14.** If a team member or volunteer has concerns with a decision or direction of the ministry, they should pray first, then immediately set up an appointment with Pastor Adam for discussion. We must remain a united front and work through any issues in private. Our enemy is looking for a foot hole, do not give him one. Do not ever let any students see frustration between you and another staff member.

**15.** Facebook, as well as blogging is the new door to your heart. What you post on Facebook, or any other social media, everyone reads it!! Every post, comment, picture, and piece of information needs to be appropriate. If in doubt, just delete. (Examples are general negativity about life, negative or hateful posts, political, against people, businesses, or other religions/world views) You never know who is attending or is looking to attend our church. Let's not put another wall for them to climb to meet Jesus.

**\*\*You must be 19 years of age to serve at BRIDGE. This is to give ample time for our future team members to mature, serve in other areas of Southland, and grow.\*\***

### **Dress Requirements for BRIDGE Team Members:**

Remember we are not just leaders on Thursdays from 6-9 pm, we are leaders in every area of our life, people are watching. We are to protect our students and fellow partners in ministry and one way we do that is how we dress.

\*Please be very cautious in how you dress.

**Ladies-** be aware of how low, short, or tight something is. Please be overly cautious. If in doubt- just don't wear it.

**Guys-** be aware of how short your pants sag or how low your V-neck's are, and how tight your clothing is. We don't need to see your hairy back!



### ***BRIDGE Protocol for Reprimands***

**First Reprimand-** It's all good, we will give you the benefit of the doubt, and assume you just made a mistake.

**Second Reprimand-** okay, we've already talked about this before, we need you to step down from leadership for 3 weeks. Take a break from all BRIDGE services, events, practices, etc. At the end of this break, we will meet and discuss your involvement back into BRIDGE.

**Third Reprimand-** this will be your final reprimand. Unfortunately if nothing has changed by the third time, you have disqualified yourself from leadership. We will ask you to step down and remove yourself completely from BRIDGE Leadership.

### **BRIDGE Wins:**

1. Was I spiritually prepared personally to help impact the hearts of our students?
2. Did every student feel loved and accepted?
3. Was every part of the service engaging? ( The message, worship, offering, announcements, etc)
4. 4.Did our students leave excited to come back?

PRINT NAME:

I, \_\_\_\_\_, personally commit to these guidelines and requirements for the next 6 months.

SIGNATURE:

\_\_\_\_\_

Date \_\_\_\_\_

(Once signed, the office will provide a copy for your personal records)

\*These policies are subject to change because BRIDGE is always changing. If any changes are made, you will be made aware of them.\*



***“Actions are preceded by ideas, ideas are preceded by single thoughts; think the right thoughts and the right actions will follow.”***

“Don't copy the behavior and customs of this world, but let God transform you into a new person **by changing the way you think**. Then you will learn to know **God's will for you**, which is good and pleasing and perfect.” Romans 12:2 NLT

## **BRIDGE POSITIONS**

1. We add Value.
2. We are facilitating relationships, not working a shift.
3. What you expect is what you'll receive.
4. Don't point and direct, walk and talk.
5. People are more important than procedures, and procedures are important.
6. Taking care of the house says that we will take care of those who attend.
7. Sinners sin, don't be surprised.
8. There is no harvest without getting your hands dirty.
9. We are doing church with students, not watching students do church.

***Faith prepares for future promises in present circumstances.***

