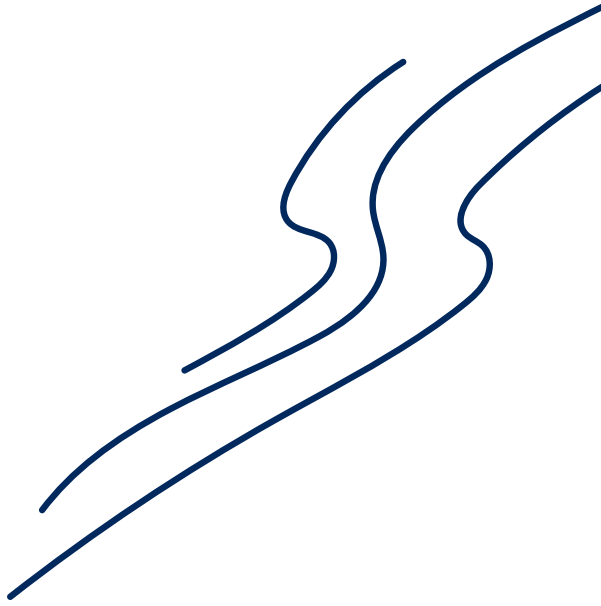




LEADER HANDBOOK





that
we
may

I have come
THAT THEY MAY
have life and have it
ABUNDANTLY.

[John 10:10]

THE CROSS
CHANGES
EVERYTHING

A hand-drawn graphic featuring a dark blue cross. The cross is composed of four thick, dark blue strokes. Overlaid on the cross is the text "THE CROSS CHANGES EVERYTHING" in a bright green, hand-drawn, sans-serif font. The text is arranged in three lines: "THE CROSS" at the top, "CHANGES" in the middle, and "EVERYTHING" at the bottom. The green text is slightly offset from the blue cross, creating a layered effect. The background is plain white.

Dear Leader,

Thank you for answering God's call to impact the next generation. Middle schoolers and high schoolers are living in an increasingly complex world, and the opportunities to turn away from God are many.

And at the same time, the simple Gospel -- the person and work of Jesus Christ -- is still the light of the world and the hope of eternity. It's still the message with the capacity to change a heart forever.

Now, you get to be part of seeing the Holy Spirit ignite the flame of the Gospel in the heart of the next generation.

Welcome to the team...let's get to work.

James

Theology

We can't know God exhaustively -- He's God, and we're not. He's infinite, and we're finite. He's unlimited, and we're incredibly limited.

But we can know God sufficiently. Theology matters, because what we believe about God impacts everything that we do.

As a church, our doctrinal statement is the Baptist Faith and Message 2000. Here's a summary:

1. We believe the Bible is the inspired Word of God -- it has God for its author, salvation for its end, and truth, without any mixture of error, for its matter.
2. We believe in one God, who eternally exists in three persons — Father, Son, and Holy Spirit.
3. We believe that humanity, created in the image of God, has rebelled against God's design and rule, and as a result is spiritually dead and under condemnation.
4. We believe that salvation is by grace alone, through faith alone, and is made possible by the shed blood and bodily resurrection of Jesus Christ, the only Son of God.
5. We believe that New Testament church exists, empowered by the Holy Spirit, to bring glory to God by equipping believers to carry the Gospel to the ends of the earth.
6. We believe that God, in his time and in his way, will bring the world to its appropriate end. Christ will return, the dead will be raised, and all humanity will be judged.

Mission + Core Values

Mission:

We exist to build vital relationships with Jesus, and bring others to his love.

Core Values:

1. Prayer changes everything.
2. Nothing compares to changed lives.
3. We are champions of children.
4. Compassion is our second biggest motive.
5. Courage is essential for faith.
6. Generosity impacts the world.
7. Leadership is best expressed in service.

Policies

We take safety seriously...here's what you need to know.

Each Youth Leader will:

1. Fill out an application to join the team.
2. Undergo a criminal background check.
3. Go through a yearly orientation and training session, and take place in ongoing learning throughout the year.
4. Conduct your life and calling and ministry in a manner worthy of the Gospel of Jesus Christ.
5. Sign and return a Leader contract.

Code of Conduct

As a Leader in the SB Youth Ministry, I will:

1. Be committed to my personal growth as a follower of Jesus, and to the pursuit of holiness that is a result of God's grace in my life.
2. Be consistent with my attendance and intentional with my efforts to connect with the students I lead.
3. Serve with a good attitude and an open heart, remembering that ministry is a "get-to," not a "have-to."
4. Act and speak with integrity, humility, and godliness in my interactions with youth, parents, and other leaders.
5. Pray for youth ministry at SBC and for the church as a whole.

Interactions with Youth

1. No adult should ever be alone with a student, whether the student is of the same sex or the opposite sex.
2. Be above reproach in what you say and what you do. See examples below:
 - a. Examples of appropriate contact with minors include, but are not limited to:
 - i. Verbal praise
 - ii. Brief side hugs or arm around the shoulder
 - iii. Brief pat on the shoulder or upper back
 - iv. Handshakes, “high-fives”, knuckle bumps or hand slaps
 - v. Holding hands during corporate prayer
 - b. Examples of inappropriate contact with minors include, but are not limited to:
 - i. Long and/or inappropriate frontal embraces
 - ii. Kisses of any sort
 - iii. Touching knees, legs, buttocks, chests or genital areas
 - iv. Being alone in isolated areas such as closets, staff-only areas, or other private rooms
 - v. Playing with hair of a minor
 - vi. Wrestling with minors, tickling minors, or piggyback rides
 - vii. Any type of massage, whether given by a minor to an adult or an adult to a minor
 - viii. Any form of unwanted affection
 - ix. Oral or written comments that relate to the physique, body development, expression of overt physical affection and/or involve other boundary violations
 - x. Providing alcohol, drugs, tobacco, or illegal materials to a minor

Interactions with Youth

3. If you are made aware of any allegations of abuse, whether emotional, sexual, or physical, alert the youth pastor or a member of the pastoral staff at SBC.

Interactions with Youth in a Virtual World:

Technology has dramatically impacted our world, and while it can be a tool for good, it can also be a means of great pain. We have an opportunity to model for our youth how to steward the gift of technology well.

1. Use the "Rule of 3" when communicating with youth via text -- Ensure there are at least three parties involved in a text thread. If you're communicating with students of the opposite gender, have an adult of the opposite gender on the thread, as well.
2. Do not initiate a social media "friendship" or "follow" youth first on any social media platform.
3. Do not communicate with youth via any platform that deletes posts, images, or comments (e.g., Snapchat, Instagram DM, BeReal, etc.).
4. Ensure that all digital communication is above reproach, and could not be misconstrued.
5. Be aware of the content you post on your own social media accounts. Assume everything you post will be viewed by the students that you lead and/or their parents.
6. If, in your interactions with youth, you become aware of inappropriate content being shared by or among youth, bring it to the attention of the youth pastor or another member of the pastoral staff at SBC.

"PREACH
THE GOSPEL!"

DIE
AND BE
FORGOTTEN"

-ZINZENDORF



Speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.

**ephesians
4:15-16**

