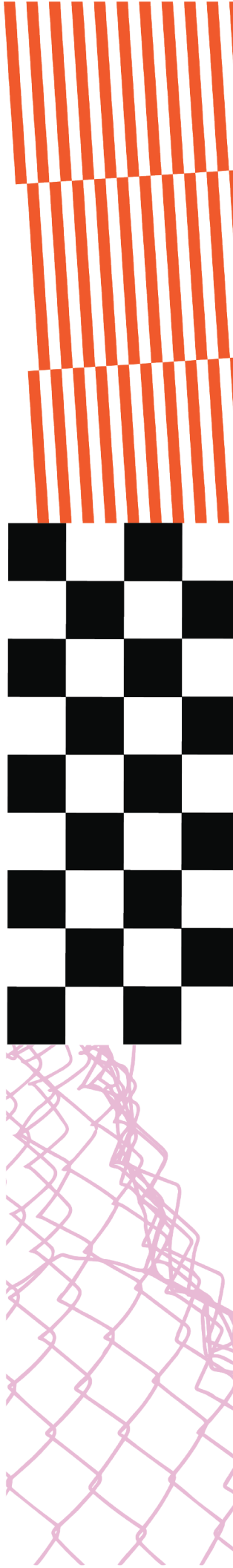


ONE&ALL *youth*

Team Member Handbook

ORIGINAL&AUTHENTIC in community
OPEN&ALIVE in our worship
OVER&ABOVE in how we serve





Welcome to the Team!

We are absolutely ecstatic about the opportunity to do life together and serve alongside you. At ONE&ALL, we love to serve God, and we believe that His love is the only reason we are able to do ministries like O&A Youth! We're humbled and honored to stand shoulder to shoulder with you as we **see youth far from God come near**. One of our goals is for youth to become fully devoted followers of Jesus. This happens best when they see Him in us first within a relational setting. This is why we emphasize the importance of putting youth in community adult leaders alongside their peers because relational ministry is where life change happens. Your job in its simplest form is to experience Christ's love alongside students. As students watch how you worship and learn from Jesus, they are taking a look into their future: This is what it looks like for them to be adults who love Jesus, and they will get there by imitating whatever it is that you're doing. O&A Youth can be simplified into three main processes: providing opportunities for youth to **ENCOUNTER** Jesus, **EQUIP** youth for a long term relationship with Jesus, and **EMPOWER** youth to leverage their gifts to build God's Church. The team member handbook you're holding right now was written specifically to help you become the best team member possible. It's an overview of our ministry, helpful tips, and basic information you'll need to serve with us. So, we ask that you not only read it... but study it. Trust us... it will make a world of a difference. All that said, we're genuinely excited about having you on this team. It really is a second family, a community of believers, striving after the same thing: seeing youth far from God come near.

In Christ,

The O&A Youth Team

Our Purpose

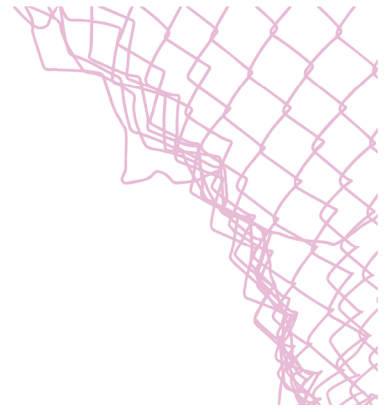
We Exist To See Youth Far
From God Come Near

Our Process

1- Encounter (One Nights)

2- Equip (City Nights &
Community Groups
on Sundays)

3- Empower (Serving)



Relational Ministry

The **FOUNDATION** of this ministry is relational. That is, caring leaders who go out of their way to express Christ's love to others. Our ministry is designed around this principle. Relational Ministry is the catalyst that propels an individual to take next steps in their faith.

Here's how it works: A person won't remember our creative Bible studies, crazy ONE NIGHTS, or a carefully crafted talk. What they remember is **YOU!** They won't forget the leader who liked them and loved God. The leader that talked to them when no one else would, who went to their world, who was there for them when family life got tough. You're the practical means in which someone will experience Christ's love.

RELATIONAL VALUES

These are the three values that every leader must strive to consistently embody:

1 - STEP UP

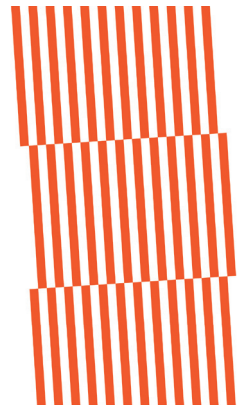
Youth make spiritual decisions in the context of relationships. We only have a small window of time together to develop those... so your presence matters! Showing up consistently is half the battle. So STEP UP and show up and allow God to work through you.

2 - STEP IN

Take an honest interest in them: Learn names, ask good questions, get to know their likes/dislikes. Youth truthfully love to talk about themselves. So don't stop at their name. Remember their parent's names, even their pet's. Get to know them—it's the easiest way to make a big ministry feel small. Any student who comes into contact with you should look forward to the next time they bump into you. But don't stop there... God has enabled us with various ways to show others we care about them, so let's put them to use. This goes beyond showing interest, friendly handshakes, or high-fives. Send an encouraging text or make a thoughtful phone call out of the blue.

3 - STEP FORWARD

Point out their potential. Encourage them to take the next step in their faith journey. Help them see how their strengths and abilities can be used to make a Kingdom impact. Next steps go beyond the obvious first time decision, baptism, and joining a serve team. Next steps that aren't necessarily measurable can still be huge next steps. Some examples could be reading their Bible on their own outside of a church event, forgiving someone after a season of unforgiveness, beginning a prayer journal, etc. Become a personal cheerleader when they win, and a travel guide that points them forward to Christ and His purposes.



Encounter: ONE NIGHTS

WE WIN WHEN...

1 - Youth Invite Their One Life

2 - Youth Make Decisions for Christ & Are Baptized

ONE NIGHTS happen on the **FIRST WEDNESDAY** of every month at **7PM**. These nights are specifically designed to help youth **ENCOUNTER** Jesus and for students to invite their One Lives (those far from God that we pray will come near). These nights have intentional patio vibes, authentic testimonies, passionate worship, dynamic teaching, regular baptisms, powerful altar moments, and excellent production. We aim to create an environment where youth have an encounter with the living God. We aim for this space to be attractive to both seasoned Christ followers as well as those who have never heard the name of Jesus.

LEADER MEETING

Each ONE NIGHT leaders gather at **6PM** in their campus's **WORSHIP CENTER**. There, one of the youth pastors will reveal the focus of the night, run through the service order, share announcements, and then ask one of the leaders to close in prayer. Right after prayer, leaders disperse to hang with students and start conversations that lead to relationships.

ONE NIGHT SCHEDULE

So what does a ONE NIGHT actually look like? In order to keep things interesting and engaging, we actually try and mix things up from month to month. There are, however, elements you can count on to always be a part of each service (Worship, Teaching, Pre & Post Service Hangs). But just to give you some idea of what to expect, we've

put together an example of what a ONE NIGHT could look like. Again, these are just examples; all services will be different.

5:30 - Pre-Service Prayer

6:00 - Leader Snacks

6:15 - Leader Huddle

6:30 - Pre-Service Hangs (Mingle with students NOT leaders)

6:55 - Doors Open

7:00 - Worship & Baptisms

7:20 - Message

7:45 - Prayer & Response

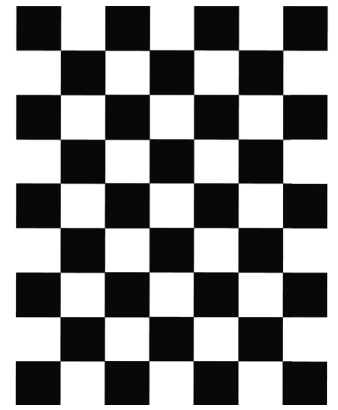
8:00 - Post Service Games & Hangs (Mingle with students NOT leaders)

LEADER EXPECTATIONS FOR ONE NIGHTS

- **BE ON TIME:** Be on campus before 6PM so you can check in, get instructions for the day, and then start connecting with students.
- **30 MINUTE RULE:** Thirty minutes immediately before and following the service, we ask that you NOT talk with other leaders. This is so you can focus on connecting with the students. We have such a limited time with them already: we don't want to squander the time we have. This "hang" time is often overlooked as an opportunity, but it's honestly a goldmine of relational ministry. This time allows us to focus on conversations with students. The reality is a game of Spike Ball before or after service or a conversation on a patio often has more of an impact on a student than the rest of the night entirely!
- **MEET SOMEONE NEW:** Make this your personal goal! The student doesn't necessarily have to be new to the ministry... just new to you. This will force you to spread beyond the "comfort kids" and reach out to the students on the fringe. Also, if a student is brand new, make sure to swing them by the New Here table on the patio. If the student you meet doesn't know anyone, we encourage you to sit with them to make them feel comfortable during the service or connect them with another student that you know will make them feel welcome. Connecting new students with other students is the ultimate goal!
- **BRING A BIBLE:** We want to establish a culture of Bible-bringing because we know life change happens when you actually read God's Word. This may seem small but it sends a huge message. And what is that message? The message is that the Bible is IMPORTANT and ESSENTIAL to their faith. As a youth ministry we recommend the NIV translation for students and will be using that translation in our teachings and curriculum.
- **HELP STUDENTS STAY ENGAGED:** You are also critical for crowd control. While we want this to be a place that's fun for students, that doesn't mean we want them to be able to do whatever they want. Instead, we want students engaged in what's going on. You can help with this. Simply by sitting spaced out around

the room, you can help curtail excess talking. If someone's behavior threatens to disrupt what's happening during service, you can deal with discipline problems with love and grace. It's far more effective for leaders to deal with disruptive students individually than it is for someone to call out problematic behavior from the front of the room. On a related note, you should be modeling what you want students to do during service such as worshipping authentically and engaging in the message (opening your Bible and taking notes, responding when appropriate, etc).

- **SET BOUNDARIES:** We all thrive with boundaries, especially students. We ask that you view your role as a leader versus their friends. Yes we want healthy relationships but we also need you to be setting the boundaries so students can thrive within them. It is always a good reminder that lost people don't act like saved people and we shouldn't expect them to. However, an expected standard for everyone is a healthy thing and there will be times you need to be the disciplinarian. It is important that you NEVER become physical with a student in any way, never yell, and always keep an attitude of kindness. A great way to do this is to call students up rather than calling them out. The difference is subtle, but it can make a huge impact in the life of a youth. More often than not, youth in our society are looked down upon and called out. When we, as the church, call them up—to something greater—we are loving them in a way that is different from what they experience in culture and it creates a bridge to the gospel. Another boundary we have set is to not follow students off the church property. As much as we want students to be at ONE NIGHT and engage in the service, if they choose to leave campus then do not follow them off campus to try and get them to return. We do have a safety team in place that can be the buffer and encourage them to stay.
- **INVITE THEM BACK:** Don't forget to ask them to sit with you the following week. Better yet, ask them to give CITY NIGHTS a shot. And if they are a new student and haven't made their way to the New Here table please walk them over.



Equip: CITY NIGHTS

WE WIN WHEN...

- 1 - Youth Are Intentionally Discipled (Bible-centered curriculum and mentorship)
- 2 - Youth Grow On Their Own (Fasting, prayer, serving, giving, sabbath, Bible study, strongholds, apologetics, sharing their faith)

City Nights are designed to **EQUIP** youth for a long term relationship with Jesus in the context of community. Through intentional Bible teaching, authentic community, prayer, and campus-specific fellowship, we aim to give students the tools they need to make their faith their own. For the long haul!

This program is the **BACKBONE** of our ministry. Here we empower adult leaders to be the **“YOUTH PASTOR”** to their group. If we couldn’t do anything else, this would be the one thing we would do as a ministry. This is how we raise up and disciple our youth.

LEADER MEETING

For leaders, CITY NIGHTS begin at **6PM** for a brief meeting where we connect on curriculum, announcements, and answer any questions. We then pray and prepare to greet students.

CITY NIGHT SCHEDULE

6:00 - Leader Snacks

6:15 - Leader Huddle

6:30 - Pre-Service Hangs (Mingle with students NOT leaders)

6:55 - Doors Open

7:00 - Acoustic Worship / Ice Breaker / Game / Student-Led Video

7:15 - Short Message

7:30 - Community Groups

7:30 - Highs & Lows - give them a time limit so it doesn't take all group

7:40 - Opening Prayer - By a student

7:41 - Central Scripture - Read by a student

7:44- Discussion - The goal is not to get through all the questions but to get students verbally engaging

8:00 - Prayer Requests - Be Specific

8:05 - Closing Prayer - Student- or Leader-Led

8:15 - After-Service Hangs (Mingle with students NOT leaders) ***If your group is deep in good discussion or prayer, don't end the group to make it to after-service hangs. Also, if students are more interested in hanging out as a community group in your space than on the patio that is more than okay.

LEADER EXPECTATIONS FOR CITY NIGHTS & COMMUNITY GROUPS

- **BE ON TIME:** Be on site before 6PM so you can check in, get instructions for the day, and then start connecting with students.
- **30 MINUTE RULE:** Thirty minutes immediately before and following the program, we ask that you NOT talk with other leaders. This is so you can focus on connecting with the students. We have such a limited time with them already: we don't want to squander the time we have. This "hang" time is often overlooked as an opportunity, but it's honestly a goldmine of relational ministry. This time allows us to focus on conversations with students. The reality is a game of Spike Ball before or after service or a conversation on a patio often has more of an impact on a student than the rest of the night entirely!
- **BRING A BIBLE:** We want to establish a culture of Bible-bringing because we know life change happens when you actually read God's Word. This may seem small but it sends a huge message. And what is that message? The message is that the Bible is IMPORTANT and ESSENTIAL to their faith. As a youth ministry we recommend the NIV translation for students and will be using that translation in our teachings and curriculum.
- **GRAB THEM AT THE BEGINNING:** Establish the atmosphere. Don't be afraid to be direct. "Thanks for coming. Now, we're going to jump right in and let's work together to stay on topic all night! Who's in?" Have a balance of gentle & direct.
- **GUIDE DISCUSSION, DON'T PREACH:** Too often, group time becomes "The Sermon, Part Two." Our job is to facilitate discussion! So strive to become the guide who fades into the background of the conversation... not the one dominating it. Channel your passion for a topic into great questions to discuss,

not into great paragraphs to preach. Follow the 90-10 rule: 90% of the talking should be the students and 10% from the leaders.

- **LOOK FOR NEXT STEPS:** Always be looking for a student to take the next step in their spiritual walk. If a student is struggling, suggest accountability. If you have a student who “knows it all” because they’ve grown up in the church, challenge them to step out in faith and have spiritual conversations with his or her unbelieving friends. You could also have them teach the Bible study portion of your community group. As their shepherd, be looking for ways to help them grow.
- **COMMUNICATE & MAINTAIN CONFIDENTIALITY:** Set this stage right from the beginning. Let them know what gets said here, stays here. However, it is important to let them know up front that you are a mandated reporter so they know that potentially dangerous situations will have to be reported. If you have a question, ask a pastor.
- **LET THEM BE VERY REAL:** Our students usually know the answers we’re going for... but they should also feel the freedom to express the hard things about their faith. They should be encouraged after they talk about doubt or disagreement, never embarrassed. They should feel like they’re safe to seek after Jesus under your care.
- **TRANSPARENCY & AUTHENTICITY:** It’s important to be yourself, lower the masks, and be a little vulnerable with the students. Key word there: “little.” Use discernment, don’t overshare and be age appropriate.
- **AVOID COOKIE-CUTTER QUESTIONS:** It’s true, no answer is necessarily bad. But we’re trying to grow—to gain ground—not just show that we know the answer. “Jesus” might be the right answer to every question, but challenge all assumptions.
- **BE OK WITH SILENCE:** Sometimes after a period of silence, gold just comes out of nowhere. It can be uncomfortable for you and the whole group, but it’s worth the wait.
- **LET THEM LEAD:** A great way to put life into the discussion is to ask a solid student to lead. Most of the time they’ll rise to the occasion and lead the conversation to great places. Another great opportunity is when a student asks a question you can then have another student answer the question.
- **ECHO & VALUE INPUT:** If a student’s answer or input is long-winded or unclear, repeat it back for clarity. This proves you’re listening to them and it keeps the attention of the rest of the group. Also, it shows that what everyone has to say is valued.
- **DON’T FEEL LIKE YOU HAVE TO KNOW ALL THE ANSWERS:** If a question comes up you can’t answer, be honest! Say something like, “I don’t know, but I can find out!”
- **HANDLING TANGENTS:** Tangents are a part of community groups, so do your best to handle them. Listen to what your group has to say, watch the time, and try to keep them on task. Say things like, “That’s a great story, you have 30 seconds to wrap it up.” If they don’t finish: “You can tell the rest when we are done.” Try to keep them focused on the main point (students want structure). You can also redirect with another question or thought if the topic get too off hand from the heart of the message. Also, be positive with your responses to tangents. It’s really easy to roll your eyes or get frustrated.

- **CONNECT 4:** It's vital to be present in our student's lives outside of the church walls. We need to show up to their games, functions, and activities. This is where and how they know we really care. One practical way we make this happen is through CONNECT 4. Here's how it works: Every week a leader is to connect with 4 STUDENTS in your group through any of these 4 METHODS

- 1 - SOCIAL MEDIA
- 2 - PHONE CALL
- 3 - TEXT
- 4 - IN PERSON & IN PUBLIC

If we ALL were faithful to connecting with four students every week our ministry would seriously explode! Students are just like everyone else. They're trying to answer the age-old question, "Does anyone care about me?" Of course Christ loves them, but we embody that love when we give them our attention. The practice of Connect 4 answers that question in their mind, and that's why we've made this practical tool a REQUIREMENT for every community group leader.

- **CONNECT WITH PARENTS:** A healthy step to take as you are building relationships with students is to simultaneously be building relationships with the parents. This one small step can increase partnership between the church and home as well as creating a healthy environment for spiritual mentorship to take place.
- **FOLLOW UP WITH MISSING STUDENTS:** No communication communicates very clearly. If a student doesn't feel missed, they aren't.
- **ASK FOR HELP:** Every community group leader started somewhere. Don't be afraid to ask one of the pastors or other leaders advice on how they're running their groups. We're a team!

COMMUNITY GROUP MUSTS

The best part about community groups is that there is NO ONE WAY to lead them! You have creative license to lead your group in whatever manner is most effective for your group. But, and this is a big BUT, there are three "musts" that we ask you to include every week.

1- CREATE COMMUNITY

Work hard to create a positive community where every student feels safe to share, socially accepted, challenged, and encouraged. Ask about their lives and pray together. As a group, hold each other accountable in struggles and in next steps.

2- STUDY GOD'S WORD

Dig deep into God's Word and discuss insights, thoughts, and the questions from the curriculum. Although some will be consuming the Word, this might be the only time others open their Bible all week. We are serious... please stick to the curriculum provided so that you can be intentional in how you invest in the students.

3- SEEK SIGNIFICANT CONVERSATIONS

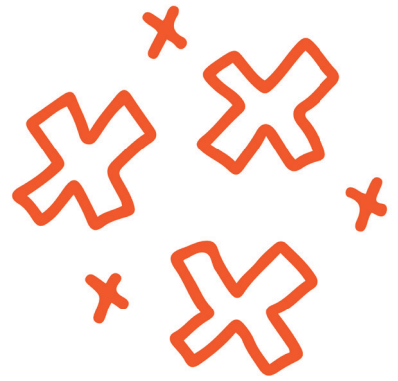
If you, their community group leader, don't ask them about their spiritual journey, chances are, no one will! A significant conversation is a one-on-one chat about where their relationship with God is and what they can do to take the next step forward. That could be putting their faith in Him for the first time, deciding to go public with their faith through baptism, or joining a team to serve on. And more often than not their next step forward isn't an obvious measurable next step but something not as "noticeable" such as forgiving their dad, praying through decisions instead of just making one, starting their day with God, etc.

A NOTE ON CURRICULUM

The content of CITY NIGHTS will be broken up into three- or four-part series that will run weekly in between each ONE NIGHT. We will address topics such as biblical literacy, basic apologetics, friendship, and even spend some time walking verse by verse through various books of the Bible.

Leaders, it is **VITAL** that you come prepared having read through the curriculum and prayed through how God wants you to lead. Each week, the curriculum will be sent out in advance via text and Google Chat so that leaders have plenty of time to prepare.

Please Note: This curriculum is part of an overarching 18-year plan that helps cultivate a biblical worldview from birth until high school graduation. That said, please don't deviate from the curriculum. We've worked hard to develop a big picture plan of what the students are learning. We want to graduate well-rounded students who have been exposed to a broad amount of God's Word. And when we "wing it" or go off topic we're robbing them of that piece of the picture. We are trying to disciple our youth so they won't graduate from their faith when they graduate high school.



Empower: SERVING

WE WIN WHEN...

1 - Youth Serve Locally

- Serve the Church (Worship, First Impressions, Kids, etc.)
- Serve the Community (God's Pantry, Their Circle, etc.)

2 - Youth Serve Globally (Annual Trips)

SERVING opportunities are designed to **EMPOWER** youth to leverage their gifts to build God's Church and provide experiences that will shape a Christian worldview. We believe our youth are not the next generation but the NOW generation. On top of all of this, we believe that as students serve, they may discover spiritual gifts and even hear God's specific calling on their life.

EXAMPLES OF LOCAL OPPORTUNITIES

Worship/Production

Kids Ministry

Guest Experience

Youth Ministry

Cafe

Facilities

Special Needs

Communications

EXAMPLES OF GLOBAL OPPORTUNITIES

Los Angeles Dream Center

Kenya

Ukraine

Zimbabwe

Mexico



Other Youth Ministry Events

STUDENT LEADERSHIP

STUDENT LEADERSHIP is **SERVANT LEADERSHIP**. It is also not for everyone. It is **HIGH COMMITMENT, HIGH REWARD**. Student Leadership is open to students 7th-12th grade, and you must be nominated by a leader to participate.

Student leaders will be expected to attend service and serve on a consistent basis based on their gifting. Some of the unique opportunities that Student Leaders will experience include:

- Monthly Student Leader Trainings
- Opportunities to Attend Leadership Conferences
- Annual Backpacking Discipleship Trip

CONFERENCE & CAMP

CONFERENCE & CAMP are some of the things we do best at O&A Youth. They are fun, spiritually impactful, and designed to help students take a next step in their faith. You can count on having an encounter with God as well as others. On top of this we have seen Conference and Camp be a great tool to connect new students to our ministry or have a “regular” dive in with their whole heart.

O&A Youth Conference

Goal: Take a **NEXT STEP** forward in their faith.

Minor Benefits:

- APU Connection
- Cast Vision
- Re-Launch Groups
- Launch Summer Camp Sign Ups

Summer Camp

Goal: Take a **NEXT STEP** forward in their faith.

Minor Benefits:

- Build Groups for Fall

CAMPUS EVENTS

Each of our four campuses will host a small number of **EVENTS** each year. These are sometimes youth-specific, while other times they are open to anyone at a campus. Either way, these events all designed to help our people (including youth) get connected into community while also building campus identity.

Examples:

Movie Night

Angel/Dodger/Quakes Game

Sunday Funday

Youth Leader Culture

Team Member Policies

Church Values

Statement of Faith

Commitment Form



Team Member Policies

ONBOARDING PROCESS

- Submit application
- Interview with Campus Youth Pastor
- Complete Bible study & prayer (give time to seek God's will in this decision)
- Follow up policies & procedures
- Sign commitment form & choose role
- Check references
- Background check
- Shadow (2x) - Handwritten name tag with background check barcode
- Mandated reporter training
- Officially on the team - Printed tag

LEADER MISCONCEPTIONS

For most sane adults, investing into teenagers can be a bit intimidating. But trust me, it's not as hard as you might think! We've heard the same old for misconceptions time and time again. Misconceptions that unfortunately prevent adults from getting started in ministry and making a real difference in the life of a student.

MISCONCEPTIONS...

- I must be young and hip
- I must have adequate Bible training
- I must be a perfect example of a Christian
- I must feel secure
- I must be able to act like one of the students
- I must have plenty of free time
- I must know everything about the latest youth culture

I must be wild, crazy, and dynamic

I must be liked by all students

Let's be honest, this isn't the most comfortable ministry in the church. So it's completely normal for you to feel a wee-bit inadequate about your skills and ability to relate. But know this: your confidence will grow the more you're around students and you'll see how God can use inadequate people (like you and me) to do great things. Here's the truth about what students need:

ADULTS WHO WILL...

Remember their name

Spend time with them

Go to their world

Laugh with them

Believe in them

Pray for them

Love Jesus authentically in front of them

Above all points them to Jesus

Simply put, a teenager needs someone who cares. We do this thing as a team. The differences in each of us are what make our leadership team work! We can't be all things to students... young, old, crazy, wise, funny, sociable, quiet, etc. We just need to be the person God made us to be and someone else will fill in the gaps of what we aren't!

ESSENTIAL POLICIES

- **GODLINESS:** is obviously the most important part of being a leader.
- **LIVING ABOVE REPROACH:** Ministry without integrity is no ministry at all. In fact, it's destructive to the Kingdom. We are to live a life that leaves no room for speculation inside and outside the walls of the church.
- **NEVER BE ALONE WITH A STUDENT:** This is put in place to protect our students and you. All it takes is an allegation to destroy a leader and a ministry. We simply want to guard against that. You shouldn't meet with a student alone in a room but you can move to an outdoor public location for your one-on-one convo. You can also invite your co-leader into the conversation. Driving students alone in cars is not allowed, so bring multiple students or leaders if you need to drive a student somewhere.
- **OVER-COMMUNICATE WITH PARENTS:** When meeting with a student one-on-one in a public location, to be above reproach, talk to their parents beforehand. Let them know what you'll be talking about (You can do this generally, without a lot of details, in order to maintain confidentiality with a student), where you'll be meeting, and how long that meeting will last. Always encourage students to confirm plans with their parents before making or modifying plans for a one-on-one or group hangout.
- **APPROPRIATE TOUCH:** Appropriate touch can be good and healthy for students. However, we don't always know everything about a student's story. As a result,

we don't always know what kinds of touch feel safe for students, if any. So, err on the side of caution. Shake people's hands/fist bump/high five. Pat them on the back. If a student initiates a hug, reciprocate but keep it short and only do so if other people are around. When in doubt, ask. "You seem like you could use a hug. Is it okay if I give you one?" If a student says NO, respect that. In moments when a student asks for prayer, always ask permission before laying hands.

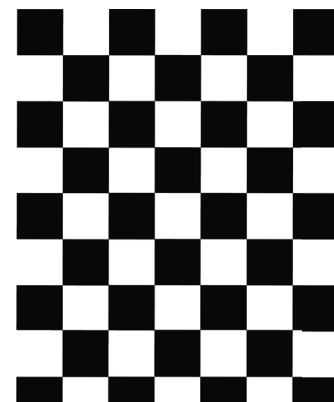
- **GROUP SIZE AND LEADER RATIO:** All community groups must have 2 leaders and no more than 12 students maximum
- **FOLLOW MANDATED REPORTER PROTOCOL**
- **LEADER DRESS CODE:** We want families to feel confident when leaving their students with us. Please plan your outfit with modesty and practicality in mind, knowing that you will likely be reaching up, going outside, engaging in moderate physical activity, and/or jumping when you serve. We want to set the culture and be a positive example of what it looks like to be a follower of Jesus, including in our behavior and dress.
- **CURRICULUM:** You are required to read the curriculum ahead of time before the day you are serving so that you can come prepared and take time to pray through how God wants you to lead. You will receive the curriculum weekly.

TIPS, TRICKS, & EXPECTATIONS

- **BE THERMOSTATS, NOT THERMOMETERS:** Thermostats set the temperature of the room where thermometers only take the temperature. As leaders, it is our responsibility to use our influence to set the cultural temperature of our groups. So what does this look like? Actively engage with students before and after events, connect students to other students and leaders. Throughout the event, play the games, sing, discuss, take notes, laugh, and talk at the appropriate times. Be the example they are to follow.
- **REMEMBER NAMES:** There is no substitute for walking up to a student and saying, "Hey Sally, how has your week been?" This is especially true as it relates to new students. When you meet a student one week and then following week you are able to walk up and greet her by name, you are saying to her: I know who you are and you are important to me, to this church, and to God. Set Aside Your Excuses. Learning names takes time, but is worth the effort. You won't always remember every name, every time. You might make a fool out of yourself trying to remember, but students will understand as long as you are trying. The minute you give up, the minute you start calling a student "my dude," "bestie," or "friend," they'll know. They can see through the façade. Find a Way To Remember. Don't be shy about going up to someone you met recently and say: "Your name escapes me, but let me see if I can remember." An alternative is to learn a student's first and last names together. "Sarah Brown" is more memorable than just "Sarah." Use a mnemonic device, such as visualizing a bird when you meet Robin, or find a clever nickname when you meet Mike Smith (one that doesn't annoy the student) to help you remember each person. Another great way to remember names and make connections is to introduce new students around. By repeating their name you memorize it, and by making a big deal to others about them they feel important. Students need to know they belong. Just knowing their names isn't enough, but it's an important place to start.
- **LAUGH & HAVE FUN:** We're trying to create an environment in which students

feel comfortable. They like to have fun, and when they see you doing it, they're more likely to let their guard down. So crack an appropriate joke and laugh at ours even if they aren't funny.

- **USE STUDENT LEADERS:** Students can help connect someone new to the group. Pull the student leader aside and ask if they'd like to team up with you to make the newbie feel more comfortable. Encouragement from a peer could make all the difference.
- **BE YOURSELF:** Students can see right through someone who's trying to be someone they're not. You don't need to be loud, young, or cool to connect. You just need to be authentic.
- **WILLINGNESS TO ENGAGE:** It's important to overcome fear and continually approach and engage with all kinds of students in our ministry.
- **PRAYER:** It's important to pray for our students, each other, our church, and this ministry. We want God's best, and the only way to find it is to ask Him for it!
- **BRING A BIBLE:** We want to establish a culture of Bible-bringing because we know life change happens when you actually read God's Word. This may seem small but it sends a huge message. And what is that message? The message is that the Bible is **IMPORTANT** and **ESSENTIAL** to their faith. As a youth ministry, we recommend the NIV translation for students and will be using that translation in our teachings and curriculum.



ONE&ALL

Team Member Values

As we seek to show kids what it looks like to be fully devoted followers of Jesus, we must strive to develop and exhibit mature Christian behavior. ONE&ALL Church has the following values as a starting point of how we believe God instructs us to live, according to His Word. We expect all team members to do their best to uphold these values both at church and beyond, and seek to be above reproach in how they conduct themselves.

Holiness - I will pursue Christlikeness in every area of my life.

Unity - I will conduct myself in a manner that builds, protects, and promotes the unity of my church. I believe that unity is essential to fulfilling our vision. I will resolve conflict directly, quickly and in a Christ-like manner.

Gratitude - I will choose to be thankful and consider it a privilege to be doing God's work with the team at ONE&ALL.

Emotional Intelligence - I will be conscious of my own emotions and manage them in a way that is honoring, respectful and productive to others. I will exercise common sense by saying and doing things that have a positive outcome on those around me.

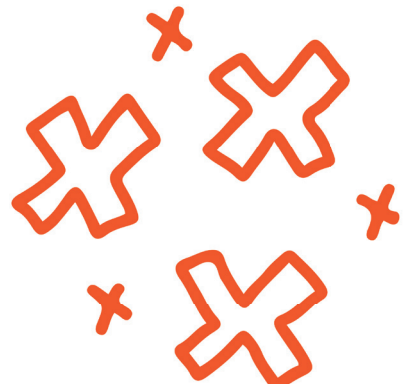
Servanthood - I will serve with joy whomever and wherever needed even if outside my area of giftedness or defined role.

Humility - I will be fully engaged with all who come across my path, not thinking more highly of myself than I ought to. I will be open to constructive feedback, listen fully and seek out better ideas. I will ask how can I help? How can I hope? How can I honor?

Excellence - I will give my very best effort believing that I am part of the most important endeavor known to man.

Equipping - I will recruit, train and equip others to do the work of ministry while serving alongside them.

Passion - I will exhibit a "Whatever It Takes!" attitude at all times. I will actively pursue solutions and demonstrate a love for what I do by working hard for the Lord.



Statement of Faith

As a condition of serving in a role where you are teaching what we believe as a church, all community group leaders must agree with and support the following “Statement of Faith.”

About God... There is one God; who is creator and maker of the universe. He exists eternally in three persons: The Father, The Son, and The Holy Spirit, who are one in essence and equal in power and glory. Deuteronomy 6:4-5; John 17:21; Ephesians 4:6

About Jesus Christ... God has revealed Himself to man in the person of Jesus Christ. He is fully God and fully man, the eternal and only begotten Son of God, conceived of the Holy Spirit, born of a virgin, sinless in His life, making atonement for our sins by His death on the cross and vindicated by God in His bodily resurrection, ascended to heaven to sit at God’s right hand as our Intercessor and as our Advocate. Hebrews 1:8; 1 Timothy 2:5, 6

About the Holy Spirit... God is present in the world today in the person of the Holy Spirit who draws us to faith in Jesus and who bears witness with our spirit that we are children of God. He indwells the believer which empowers him to manifest the likeness and character of Christ. He gives spiritual gifts to the church for our mutual edification. John 16:7-15; Romans 8:16; Ephesians 4:7; 1 Corinthians 12:7

About the Bible... The Bible is the inspired Word of God, His revealed truth and is the infallible guide for our lives. 2 Peter 1:20, 21; 2 Timothy 3:16-17

About Mankind... Man was created by God in His image, free as to choice and responsible to his Creator. Tempted by Satan, he separated himself from God by voluntary disobedience. As a consequence, all men are born with a sinful nature and have need of reconciliation with God. Genesis 1:26, 27; Romans 3:10, 23

About Salvation... Man can be saved from the consequence of sin, which is eternal death, by the grace of God through faith in Jesus Christ and in repentance of sin. Man cannot earn nor work for his salvation. When one is saved he is said to be “born again” by the indwelling presence of the Holy Spirit. John 1:11, 12; Ephesians 2:8, 9; 2 Peter 3:9

About Baptism... Water baptism is by immersion only and an act of obedient faith. Immersion is a picture of the death, burial, and resurrection of Christ as well as a picture of the new birth.¹ Peter 3:21; Romans 6:1-5; Acts 2:38

About the Church... Man is baptized by the Holy Spirit into the body of Christ which is the church. The church has the mission of carrying on the work of Christ on earth.¹ Corinthians 12:13; Ephesians 2:11-21; Matthew 16:18; Acts 1:8

About the Lord's Supper... The Lord's Supper should be observed to remember Christ and His death for our sins, as well as His coming again for our glorification. 1 Corinthians 11:23-34

About Christ's Second Coming... The Lord will come again for both salvation and judgment. Acts 1:9-11; Matthew 24:30 About Eternity... People were created to live forever. One will either exist eternally separated from God in a place called hell, or through faith in Christ, will be eternally united with Him in heaven. Revelation 20:11-15; John 3:16; Matthew 25:41-46

MARRIAGE AND SEXUALITY

The following Statement on Marriage and Sexuality represents the beliefs of ONE&ALL Church. The rejection of any part of it disqualifies one from the role of community group leader.

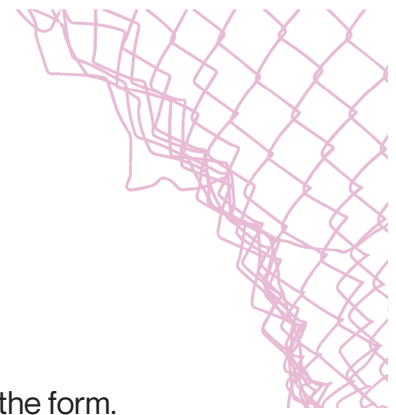
God created people in his image and likeness with distinct biological sexes—male and female (Genesis 1:26-27; 2:21-23). He designed sex for marriage between one man and one woman (Genesis 2:24; 1 Corinthians 7:2). Attraction is not sinful, but engaging in sexual intimacy outside of marriage is a sin (Hebrews 13:4; 1 Thessalonians 4:3-5; 1 Corinthians 6:18-20). While a person's experience of gender and biological sex is not always aligned with God's original intention, we do not agree with medical assistance or adopting a new identity to resolve this tension (Genesis 1:27).

ONE&ALL Church's Statement on Marriage and Sexuality does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated as sinful and are not in accordance with the Scriptures nor the doctrines of the ONE&ALL Church.

The ONE&ALL Church's Statement on Marriage and Sexuality is based upon God's will for human life as conveyed to us through the Scriptures, upon which ONE&ALL Church has been founded and anchored, and this Statement on Marriage and Sexuality shall not be subject to change through popular vote; referendum; prevailing opinion or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

ONE&ALL *youth*

Commitment Form



Please initial in agreement to each line item and sign and date at the end of the form.

I ACKNOWLEDGE...

_____ That I have received and read the full O&A Youth Team Member Handbook and Bible Study. I agree to follow all of the policies and procedures stated in this document.

I HAVE...

_____ Committed my life to Jesus Christ and have acknowledged Him as Lord and Savior.

_____ A PERSONAL relationship with Jesus.

I AM...

_____ Growing in my relationship with Jesus and becoming more like Him.

_____ Regularly attending at ONE&ALL worship service.

I WILL...

_____ Faithfully serve for one full school year.

_____ Commit to the vision and values of ONE&ALL Church on- and off-campus.

_____ Show up on time and attend all Leader Meetings (bi-monthly).

_____ Inform the Campus Youth Pastor at least one week in advance if I am unable to commit to a service or event.

_____ Uphold the 30 minute rule.

_____ Perform my role with excellence.

_____ Come to my Campus Youth Pastor if I fall into sin during the time that I am serving with youth (drunkenness, social media addiction, drug use, pornography, same sex attraction, unfaithfulness in relationships, etc.).

I WILL NOT...

_____ Be alone with an individual student at any time (including driving).

_____ Drink alcohol or use tobacco products in the presence of students.

_____ Use social media in a manner that would damage the witness of the gospel.

I UNDERSTAND...

_____ The statement of faith/views on marriage and sexuality that ONE&ALL believes based on scripture and I agree and support all of it in its entirety.

_____ If I am in violation of the policies in this handbook, the campus youth pastor can remove me from serving in O&A Youth.

I AM COMMITTING TO BEING A...

☐ ONE NIGHT LEADER (First Wednesday of the Month)

☐ CITY NIGHT COMMUNITY GROUP LEADER & ONE NIGHT LEADER (Wednesdays)

☐ SUNDAY COMMUNITY GROUP LEADER (Sundays)

I COMMIT TO SERVING FROM _____ UNTIL _____.
STARTING DATE ONE YEAR LATER

Name (Printed) _____

Signature _____ Date _____