



# Desert Springs Covenant Church

## Youth Ministry Adult Volunteer Expectations

### **Vision:**

- 1) to provide a safe and inviting community for the youth in both middle school (12 years old) through high school; where they get a sense of belonging, come to know Jesus as their personal savior, are nurtured in their faith, grow toward spiritual maturity in Christ, and grow in their understanding and application of the deep truths of Scripture. And
- 2) to develop and facilitate a ministry of outreach within the church and in our community.

These goals are consistent with DSCC vision to “Know God, Grow with God, and Go with God into the world.”

The Volunteer is responsible for assisting the Youth Ministry Leader and/or the Youth Ministry Assistant in the capacity determined by both parties. The Youth Ministry Volunteer will fill out a volunteer application, have a background check, attend child protection training, and be approved by the Christian Education Coordinator, before being able to volunteer with the youth.

### **Core Responsibilities:**

Under the direction of the Youth Ministry Leader, will assist with predetermined events scheduled for the middle (12 years old) and high school Ministry that will be aligned with the vision and values of DSCC and include:

- Must be at least 18 years old
- Must be attending DSCC for at least 6 months, according to current by-laws
- Holds a firm conviction of Scripture as the God’s living word
- Be committed to knowing God, Growing with God, and learning to taking the Gospel to the community
- Demonstrates spiritual maturity and a commitment to keep growing toward personal maturity in Christ
- Supports DSCC’s mission, vision, ministries, values, policies, procedures, and the denomination to which we belong
- Love youth with your heart and compassion of Christ and serve as a mentor to them
- Build relationships among and with students, within the church and within the community
- Pray for the members of the youth group
- Has the ability to relate well with youth and has a passion to see youth grow in Christ
- Has the ability to instruct youth in the truths of Scripture, nurturing their spiritual growth in core Christian beliefs (if in teaching roles)
- Has a heart that desires to draw others into a saving knowledge of Jesus Christ
- Teachable spirit and the ability to work well with others
- Organized, proactive, and self-motivated; able to work with mentor and works effectively with teams of volunteers and peer
- Knowledge of spiritual, emotional, physical, and cognitive needs of youth
- Attend annual child protection training (involvement in youth functions may be suspended if not met)
- May assist with teaching youth classes or small groups, as long as there is at least 3 years age difference (i.e if 18 may teach youth 15 and younger)
- May drive youth for DSCC youth functions, if requirements (at least 21 years old) and proper documentation (i.e good driving record, valid driver’s license, and proof of insurance) have been met

- If driving or chaperoning at youth events in which being assigned a group of youth, you are responsible to transport to and from each event the same group of youth
- May act as a second adult for youth events, as written in DSCC bi-laws, must be 18 years old
- May bring younger children to some events designated by the Youth Ministry Leader, with exclusion for Sunday school, youth group night, and some outreach events due to age limits, but are expected to chaperone enforcing rules for the youth at all events volunteering for
- Represent Christ's love and care in contacts and relationships with church members, including leadership team, volunteers, parents, visitors, and the community beyond DSCC

### **Youth ministry outcomes:**

- Students who love Jesus and have completely surrendered their lives to God.
- Students who know, understand and believe the Word of God.
- Students who desire to serve God.
- Students who have compassion for others and are interested in their salvation, feelings and needs.
- Students who have the courage to stand up for what is right.

DSCC Youth Ministry is committed to preparing middle school (12 years old) and high school students for life after high school. Our hope is that each student who graduates from our program is equipped to be a mature and faithful follower of Jesus Christ.

## Core Competencies:

- **Spiritual and emotional maturity:** Loves Christ, the Church, and people wholeheartedly and well, and leads others to do so, too, by word, action, and example. Exhibits and nurtures a deep and growing spiritual life, emotional self-awareness and health, and strong, mutually supportive relationships at home, with friends, with colleagues, at church, and beyond.
- **Humble:** Exhibits humility, shares credit, quick to point out the contributions of others and slow to seek attention for his/her own, emphasizes team over self, and defines success collectively rather than individually. Humble team players neither think too highly of themselves nor too little; their focus isn't on themselves, but on helping the team, team members, and the church as a whole succeed in fulfilling God's call.
- **Hungry:** Continually seeks to learn, grow, and serve better, showing a manageable and sustainable commitment to doing the job well, eager to go above and beyond the minimum required to accomplish vision and goals. Willing and able to work autonomously and with others to pursue ECC's vision.
- **Smart:** Is emotionally and relationally intelligent; skilled at being interpersonally aware, appropriate, and effective. Able to listen to the words and read the body language of people and groups, to consider the potential impact of his/her own words, body language, and actions, and to intentionally speak and act in ways that are most effective in helping all move forward in healthy, productive, positive ways.
- **Spiritual Formation:** Demonstrates an understanding of spiritual formation as a journey; invites others to reflect and take next steps on their spiritual journeys; able to communicate in a clear, articulate, and engaging manner; creates teaching and small group environments that promote spiritual formation; able to discuss and interpret biblical truth, applying scripture to life situations; designs effective lesson plans and facilitates learning experiences in both small and large group settings.
- **Team Development:** Encourages and supports people in discovering, developing, and engaging their gifts and skills in service; invites people onto teams; leads teams successfully by creating strong morale and spirit in the team; leads courageously through challenges; shares wins and successes; defines success in terms of the whole team; creates a sense of belonging and pride in the team.
- **Leadership Development:** Is a leader of leaders, multiplying ministry by developing and supporting others to serve as ministry leaders; thinks and acts strategically to build the ministry leadership base and to develop the next generation of leaders.
- **Vision Management:** Establishes a clear, achievable, and compelling vision; articulates possibilities; creates markers to rally support for the vision; enables all to share the vision; exhibits and inspires an adventurous spirit and a positive orientation toward the future.
- **Project Management:** Identifies the key objectives and scope of a proposed project; secures needed resources and project support; develops a realistic and thorough plan for achieving key objectives; communicates clearly with team members; implements action plans, identifies and resolves barriers and problems.
- **Pastoral Care/Counseling:** Demonstrates the ministry of presence; creates a spirit of openness that invites people to share their stories; demonstrates appropriate pastoral care boundaries; recognizes his/her own limitations as a care provider; respects confidences; refers individuals to other care professionals as needed.