

Core Group Leader Application



Crossroads Student Ministry

Planted in Community ~ Rooted in Truth ~ Reaching in Love

Dear Crossroads Bible Church Member or Attendee,

Thank you for taking the time to consider serving as a Core Group Leader. Our volunteer staff are a key part to our success in effectively reaching every student in our ministry. We see Crossroads Student Ministry filled with Core Group Leaders who disciple our students to fulfill THE cause of Jesus Christ. We want every student to be invested in by an older, mature believer so that our students follow Jesus fully and help others to follow Jesus fully. The Bible says that a disciple will become like their teacher so we want to do everything to help you succeed in this ministry if you choose to join us. This means our students will only grow closer to Jesus to the degree that our staff are closely following Jesus. We will provide resources, guidance, and personal counseling support for you so that you have what you need to succeed in this role. Many of our staff actually find themselves learning more about their relationship with God and others as they take on this challenge to shepherd our students. You will be stretched, overjoyed, and grow through this service opportunity so be ready for your relationship with God to move to the next level. He will be faithful to prepare you and empower you through his Spirit to be the presence of Christ in the lives of our students.

Please take your time and fill this application out thoughtfully, carefully and prayerfully. We take this ministry very seriously, and therefore we take you very seriously. Please read through the application, pray and *then* complete it. The contents of this form are confidential; and will only be available for viewing by members of the student ministry staff as each application is considered and reviewed. The questions are very personal in nature and we only ask them because we are serious about our ministry to students and the information you give us helps us to ensure that we provide a team that has integrity and a heart for ministry. If you have any questions please feel free to contact me at (425) 747-6750 or email me at ppeterson@cbbcbellevue.com.

For Christ and His Kingdom,



Phil Peterson
Assistant Director of Student Ministry
Crossroads Bible Church

Ministry Description

Purpose:

To disciple a small group of students, building relationship with them to speak truth into their life, addressing areas that are holding them back in their relationship with Christ so they are free to follow Jesus fully.

General Responsibilities:

Care for the students in your assigned core group:

1. *Prayer*: Consistently set aside time to pray for their spiritual growth and well-being.
2. *Faithfulness*: Connect consistently to know how they are doing (i.e. phone, text, email, in person).
3. *Awareness*: Boundaries are important to safeguard the ministry so be careful in how you shepherd their needs.
4. *Intentionality*: Make the most of every opportunity to invest in this unique stage of their life. The more time you spend with the students will give you the credibility to speak into their life.
5. *Accountability*: Hold students to Biblical standards and care for them through their wise and poor decisions.

Be cared for by the ministry director or core support staff assigned to you:

1. Connect consistently enough to know how to best serve alongside him or her.
2. Communicate necessary concerns or constructive news about yourself, the students and/or parents.
3. Receive support, advice, and encouragement how to best shepherd the students.

Minimum Expectations for Ministry:

We understand these ideals are not always realistic. However, there is a minimum commitment that is required to help you succeed in this role. We ask you do everything you can to maintain these expectations. The more time you spend with students the greater credibility you will have to speak into their life. Please discuss any concerns with the ministry director.

1. **Meet** with your Core Group of students once a week. For Junior High & High School it is on Wednesday nights. For College it is scheduled during the week when convenient for the Core Group & leader.
2. **Attend** church each week on Sunday.
3. **Attend** all staff community building and development one Sunday in every 4 to 6 week period during first service.
4. **Connect** with core support staff or ministry director in person, phone, or email once a month outside of the one Sunday a month staff gathering.
5. **Contact** students and core support staff or ministry director by email, text, phone, in person as needed.
6. **Attend** events and Sunday "Planted" student services as much as humanly possible to connect & encourage your students. Events create movement for your students to grow closer to Jesus so it is important that you come to one monthly event per season & one camp or mission trip each year.

Ideal Qualifications:

The following characteristics describe our ideal staff volunteer. We understand that each individual staff member has both strengths and weaknesses. As a team of volunteers we will bring strengths to our weaknesses and help each other succeed in this role.

Character: *He or she should possess....*

1. A passion for discipleship, modeling this in their own life.
2. A heart for reaching students in their ministry.
3. A love for the truth of scripture.
4. Integrity in their commitment to Christ.
5. Wisdom in their decisions.
6. Humility in their interactions with others.
7. Courage in accomplishing the vision for ministry.
8. Motivation to serve out of calling.

Content: *He or she should*

1. Understand and affirm the doctrinal position of Crossroads Bible Church.
2. Understand and affirm the philosophy of ministry for Crossroads Student Ministries
3. Possess a relevant understanding of the current youth and young adult culture.
4. Possess a basic understanding of a survey of the Bible.

Competency: *He or she must be able to*

1. Collaborate on a team by trusting and respecting each other.
2. Instruct students with Biblical truth.
3. Counsel students through personal struggles and inter-personal conflict.
4. Coach students to overcome challenges they face in their day-to-day.
5. Communicate to and receive information from pastor for students.

General Information

Name _____ Date _____

Street _____ City/Zip _____

E-mail _____

Birth Date _____ Driver's License # _____

Phones: Home _____ Work _____ Cell _____

Occupation _____ Employer _____

Status: Single Dating Engaged Married Divorced Widowed

Education Completed: High School College Graduate School

Are you a member of CBC? Yes No

If not, will you commit to becoming a member? Yes No

Which service on Sunday do you attend? 9:00 am 10:45 am

I am interested in serving in: Jr. High High School College

I am planning on serving: Year-round Summer only Other

If other, please explain: _____

What ministries and/or class are you involved in: _____

Do you agree entirely with CBC's Affirmation of Faith (see appendix)? Yes No

If not, which statement(s) and/or belief(s) do you disagree with? _____

What other churches have you attended in the last five years? _____

Were you involved in ministry there, particularly Student Ministry? If so, whom may we call for a reference?

Name:

Phone # or E-mail:

When and how did you become a Christian? (You may attach a separate piece of paper to this application if you need more space.)

Have you been baptized? Yes No

If not, will you follow this command of identifying with Christ in His death, burial and resurrection?

Yes No

List two reasons why you want to disciple students:

1.

2.

We believe that you can only take students as far as you are spiritually. Your most important role will be demonstrating a growing, vital relationship with Jesus Christ. In your opinion, what specifically characterizes a person walking with God?

In light of the question above, what specifically characterizes your walk with God?

What is an area of your walk with Christ that you struggle with, and how do you think that it will affect your ministry with students?

List three people who have significantly impacted your life for Christ.

Name:

Phone # or E-mail:

May we call them for a reference? Yes No

What kind of student do you think you could best relate to: _____

What kind of things do you like to do for fun? (Hobbies, leisure time, etc.) _____

In what ways do you feel your time, gifts, and abilities will add to CBC's Student Ministry? _____

What are your spiritual strengths? _____

Is there anything in your past or in your life currently which might need to be known if you are on the staff, or could bring discredit upon this ministry and your reputation as a staff leader here at CBC?

Yes No If yes, please explain below & when we conduct your interview.

References:

Please list two people who we can contact as your personal references. (Immediate family not included. Preferably one pastoral reference.)

Name _____

Day Phone# _____

Relationship _____

Evening Phone# _____

Name _____

Day Phone# _____

Relationship _____

Evening Phone# _____

Ministry Modeling

Much of what the disciples learned from Jesus came through their observations of what He said and didn't say, what He did and didn't do. Students are very observant and much of our ministry is unspoken. The Bible says that a disciple will become like their teacher so we want to do everything we can as a staff to teach our students out of what we are doing ourselves. Our students will only grow closer to Jesus to the degree that our staff are closely following Jesus. Therefore, we are role models for our students in our process of getting the students planted in community, rooted in truth and reaching love. As our students seek to establish their faith and identity apart from their parents, we must be the example to demonstrate Christ-like lives and to reinforce this disciple making process. The following are the three steps we are asking you to model.

I agree to:

- Be planted in community at Crossroads Bible Church.
- Be rooted in truth by having an older man or woman disciple me to speak truth into my life, and by studying the Bible and praying on a regular basis.
- Be reaching in love by sharing the gospel with others through service and evangelism on a regular basis.

Are there any of the above that are you currently not doing? Yes No

If yes, please explain below & discuss when we conduct your interview.

Safeguarding the Ministry

We have a responsibility to care for the students and staff in our ministry. Credibility of our staff is important for us to effectively minister to the students. In the court of public opinion, it's not being right or wrong that matters, but the seriousness of the accusation that affects credibility. We must be very intentional in how we create safeguards for our volunteer staff to follow so they can be the most effective in their role in shepherding the students. We must be very careful in how we relate with the students and their parents so that our ministry continues to proclaim the truth of Jesus Christ. The following are critical to the longevity of our ministry as our staff shepherd the students.

Parent Relationships:

1. Be careful never to take for granted the relationships with students. Always remember that you are not their parent.
2. You must strive to develop a team-peer relationship with the parent by spending time communicating with them. Make sure you receive permission from parents prior to spending "outside time" with their student. If you do not have a relationship with the parents, *a phone call to introduce yourself is necessary prior to any "outside ministry time" spent with their child.*
3. You must be very careful not to assume, overtake or lessen the parents' role in the students' lives. You are their shepherd, not their parent. Be careful not to take the students side or talk negatively about the parents.
4. Be careful not to withhold information that parents need to know. Any high-risk behavior a student is

involved in must be communicated to the parents. (i.e. *sexual activity, alcohol or drug involvement, suicidal thoughts*). There are creative options in sharing this information with parents so as not to ruin your ministry relationship with their student. *The ministry director needs to be brought into this process immediately.*

_____ Initial if you agree

Staff & Student Relationships:

1. As a shepherd of students, you must strive to develop a relationship that balances discipline with love. *You are not their buddy, but their mentor that loves them and cares for them.*
2. All shepherding relationships need to be to the *same gender*. Staff must never be alone in a car, tent or cabin with someone of the opposite gender to safeguard reputation and rumors. Even if this means students will miss out on church activities, your reputation must be guarded first.
3. Don't give into the temptation to be like them, act like them, talk like them. Give them hope for what they can become by looking at your life.
4. For every overnight or event, there must be at least *two adult* staff members present. If a college staff is planning the sleep over, at least one adult, year-round staff member needs to be present. You must have permission from the ministry director and with the parents for the activity you are planning to do with the student.
5. All student initiated activities that we allow to be promoted at church make us responsible, regardless if we are running the event or not. They must have permission from the ministry director and with the parents for the activity to be authorized.
6. Please strive to use your time strategically when you spend time with students. We provide opportunity every week to get to know them on a fun level and to speak truth into their life on serious level. Make the most of the opportunities the church provides.
7. Make sure you maintain your role as their mentor. While honesty with students about past sin and current struggles is a noble and sometimes helpful thing; it is important that we are very careful about the things we share with students. Do not share the *specifics* of your current personal struggles without the approval of the ministry director.
8. It is difficult and dangerous to counsel regarding opposite-sex relationships. Please note that we are not in the business of condoning dating relationships. Our stance on dating is that we will encourage students to humbly submit to their parent's standards and if there are none, then we will encourage godliness and purity in all relationships whether while dating or not.
9. Use great caution with your words. Please use Ephesians 4:29 as your guide for appropriate speech, which reads, "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."
10. Love every student. For those you are closest to, work hard to model God's heart for the lowly and lonely by including those students who do not have friends.

_____ Initial if you agree

Modeling a Holy Life:

1. Intentionally pursue holiness. It is often difficult to keep focus on ourselves when we are continually giving. It is crucial, therefore, to maintain a personal walk with Christ, so that you will have a holy life to minister out of to the students. *Without this, we have no ministry.*

2. When you are with students please refrain from involving yourself with alcohol, smoking, drugs, or tobacco. At all times, exercise discernment and moderation in exercising your liberties.
3. *Avoid gossip* about other students or staff. Moreover, refrain from tearing down, talking negatively or even allowing negative talk about student or staff to occur. Let's save the dignity of each other at all costs.
4. Be cautious of what media you watch and listen to, especially when conversing with students. Remember that neither the students nor you have a delete button in your mind and remember that Christ wants us to set our minds on things above.
5. Be cautious of what content you put on display in any public domain, specifically on the internet (i.e. social networking sites such as Facebook or Myspace). Any inappropriate videos, pictures, or writing of any kind will not be tolerated regardless of your marital status or your intent with the student, parent or staff member you are communicating with online. Anything perceived as questionable must be avoided. If the ministry director asks you to remove the public content then you must do so willingly because the director is looking out for your best interests, the needs of the students and the reputation of our church.

_____ Initial if you agree

Staff Communication:

1. We are a team. Our ministry needs to be together working towards a common goal of bringing every student to a mature relationship with Christ. We need to be unified in all we do, including our willingness to forgive one another quickly when necessary.

_____ Initial if you agree

Supporting the Ministry Director:

1. It is absolutely necessary that in all words and deeds that you support your ministry director. You may not agree with everything, and he will gladly welcome all comments, constructive criticism or concerns privately and individually, but to the students, we as a staff need to put up a united and strong front.
2. If a student is talking badly about the ministry director or student programs, encourage them to talk with the ministry director directly. A divisive spirit is displeasing to the LORD and will not be tolerated at the church. Often a student's frustration comes from a breakdown in communication or misunderstanding that is easily corrected.

_____ Initial if you agree

Process of Restoring Staff:

All staff, both paid and volunteer, are held to these high standards because our students are modeling our behavior. Any consistent pattern of behavior that does not follow the commitment to these guidelines will be addressed by the ministry director immediately. The purpose of this process will help all of our staff to be the most successful at our role in this ministry. In the event that an issue must be addressed, our general process will include the following steps:

1. *Self-Awareness*: Verbal communication by the Ministry Director to the staff person, asking questions to understand what is happening and reinforcing our expectations for all staff in the area in question. If this behavior is destructive and requires more attention then we will take step number two.
2. *Probation*: Ministry Director will contact the staff person and explain in writing what behavior is being addressed, what behavior needs to change, and our expectations in the process. We expect both the

ministry director and the staff person to clearly understand what and how the change must happen. The staff person will be on “probation,” a specific period of time given to demonstrate a willingness to correct their behavior. If this destructive behavior persists then we will move on to step number three.

3. *Restoration:* Ministry Director will meet in person with the staff person and communicate that any further destructive behavior will result in their removal from volunteering on staff in our ministry. It may be best at this point for the staff member to take time off of staff and be counseled through the behavior so they can be restored to staff at a future date when they are able to serve more effectively. During this period of “restoration” the ministry director will consistently check in and/or meet with the volunteer as determined by the ministry director to help them through this process. If this behavior persists and they are on staff then we will move to step number four.
4. *Removal:* Ministry Director will meet with the staff person and communicate that they are no longer on staff, referring to the previous three steps. The Ministry Director will communicate this to the volunteer staff, to the parents and then to the community of students most affected as necessary and as soon as humanly possible. The volunteer will be able to continue to attend Crossroads Bible Church if they are willing to address their behavior, depending on the degree of the infraction.

At any time if behavior by our staff is so drastic and obviously destructive to the staff, the students, to the parents and/or the church then the ministry director will respond in kind with decisive action to remove this volunteer from their position. This process is not an easy one, nor is it black and white, nor is it taken lightly. Our church staff prays and seeks godly counsel for every and any decision that requires this process. The purpose of discipline, like what is described above, is to care for the needs of our students and volunteers to help them grow closer to Jesus in this process.

_____ Initial if you agree

Process for Caring for the Staff

The paid ministry staff is responsible to care for the spiritual needs of our volunteer staff so that they are the *most* effective in their role on staff. We expect our volunteers to face challenging situations that push them out of their comfort zone as they invest in the lives of the students. We will intentionally walk with our staff as they help our students take steps forward in their learning relationship with Jesus.

We will care for our staff as they serve in our ministry in four primary areas:

1. *Community:* Our volunteer staff must look out for each other. We foster a team environment where each individual feels accepted, a sense of belonging, and are cared for through consistent and intentional gatherings lead by the ministry director.
2. *Development:* Our volunteer staff must have the skills they need to invest in the students. We provide resources that help our staff know how to counsel, coach, teach, and engage in the lives of our students with Biblical truth.
3. *Investment:* Our volunteer staff must have the skills to guide our students into a deeper learning relationship with Christ. We will ensure that our staff volunteers have or we will work with you to provide a mentor that consistently cares for the specific needs of our staff and keeps them accountable to our expectations as defined by Biblical principles.
4. *Communication:* Our volunteer staff must know what is going on in the ministry. We will provide clear communication channels through email, social networking sites, and regular strategic briefings that keep everyone informed.

_____ Initial if you agree

Agreement

If you have any questions about any part of the application, please circle them so that we may discuss it in your interview. Thank you for taking the time to complete this application and for prayerfully considering your involvement with the student ministry at CBC.

I agree that all of the above questions were answered honestly and truthfully to the best of my knowledge. I agree to all the expectations that are specified in this application and will do everything I can to follow them to the best of my ability. I authorize any references or churches listed in this application to give you any information they may have regarding my character and fitness for volunteering with students. I release all such references from liability for any damage that may result from furnishing such evaluations to you, and I waive any right that I may have to inspect references provided on my behalf.

Also, please complete the attached background check authorization form, including your social security number. CBC policy requires that all volunteers working with minors go through routine background screening.

Signed _____ Date _____

<p>For Staff Use Only:</p> <p>Date of Interview _____ Conducted by: _____</p> <p>Comments: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
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APPLICANTS AUTHORIZATION FOR RELEASE OF INFORMATION

I hereby authorize Pinnacle Investigations, its employees, agents, professional investigators, or any representative of the above named company, to perform investigations into my background, past behavior, character, and reputation. Including, but not limited to, the records of my incorporated business.

Investigative reports may include nationwide criminal history or arrest records including sex offender status, workers' compensation histories, motor vehicle records, employment and unemployment records, military records, or other sources of information.

I authorize custodians of the records of any agency or company as described herein to release such information upon request of any investigator, agent, or representative of the Company named above. I understand that any or all of these investigations or inquiries can be performed prior to and periodically throughout the duration of my employment or tenure as a volunteer.

I understand that the information requested is for the use by the Company named above and may be re-disclosed only as authorized by law. I understand that I have the right to request from the Company a written disclosure of the nature and scope of the investigation conducted that I authorized above if (1) Any adverse action/decision is made based on the information in the consumer report & (2) If the request is made in writing within 60 days of the adverse action. If an Investigative Consumer Report has been conducted, I will be notified in writing within five days of receipt of my request for said report.

I believe to the best of my knowledge that all information I have provided is accurate, true, and correct and that I fully understand the terms of this release. I indemnify, release and hold harmless the Company, any agents of the Company, or others reporting to or for the Company, any investigators, all former employers, reporting agencies, and all those supplying references and character references, from any and all claims, defamation, demands, and/or liabilities arising out of, or related to, such investigators, disclosures, or admissions.

Copies and facsimile transmissions of this authorization that show my signature are as valid as the original release signed by me.

Applicant's Name (Printed)

Social Security#

Date of Birth

Applicant's Signature

Date

Philip J. Peters on

Crossroads Bible Church

Client's Name

Client's Company

Thursday, March 20, 2008

Client's Signature

Date

APPENDIX

CBC Affirmation of Faith

The Word of God.

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (John 17:17; Romans 15:4; II Timothy 3:16-17; II Peter 1:19-21)

The Trinity.

We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (Matthew 28:19; John 1:1-4; I John 5:7.)

God the Father.

We believe in God, the Father, an infinite personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, that He saves from sin and death all who come to Him through Jesus Christ. (John 3:16-17; John 4:24; John 17:5.)

Jesus Christ.

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (Isaiah 7:14; John 1:14; Philippians 2:5-11; Hebrews 1:2-3; I John 1:7.)

The Holy Spirit.

We believe in the Holy Spirit who came forth from the Father and Son to convince the world of sin, righteousness and judgment, and to regenerate, sanctify and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide. (John 14:26; John 16:7-15; Romans 8:14-17; Ephesians 1:13-14.) We also believe that every believer receives the Holy Spirit at the moment of the new birth. It is not a separate experience subsequent to the new birth. (Romans 8:9; I Corinthians 12:13; Romans 6:3-5.) The ministry of the Holy Spirit, with respect to the body of Christ, is a unifying ministry. This unity is essential to the effective ministry of the local church. The modern tongues movement is divisive and would destroy the unity of this body of believers, and therefore, is not a part of the ministry of this church. (I Corinthians 1:11-17; Ephesians 4:3-7; I Corinthians 12:12-25.)

Regeneration.

We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy spirit. (John 1:12-13; John 3:3,16-17; Acts 20:21; Ephesians 2:1-9; Titus 3:5.)

The Church.

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local Church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world. (Matthew 16:16-18; Acts 2:38-41; Ephesians 2:19-22; Ephesians 5:25-27.)

Christian Conduct.

We believe that a Christian should live for the glory of God and the well being of his fellowmen; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others, the full stature of maturity in Christ. (II Corinthians 9:6-8; Ephesians 4:11-16; Philippians 2:14-16; Colossians 3:17-23; I Thessalonians 5:17-18.)

The Ordinances.

We believe that the Lord Jesus Christ has committed two ordinances to the local church, baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these

two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Matthew 28:18-20; Acts 2:41-42; Romans 6:3-5; I Corinthians 11:23-32.)

Religious Liberty.

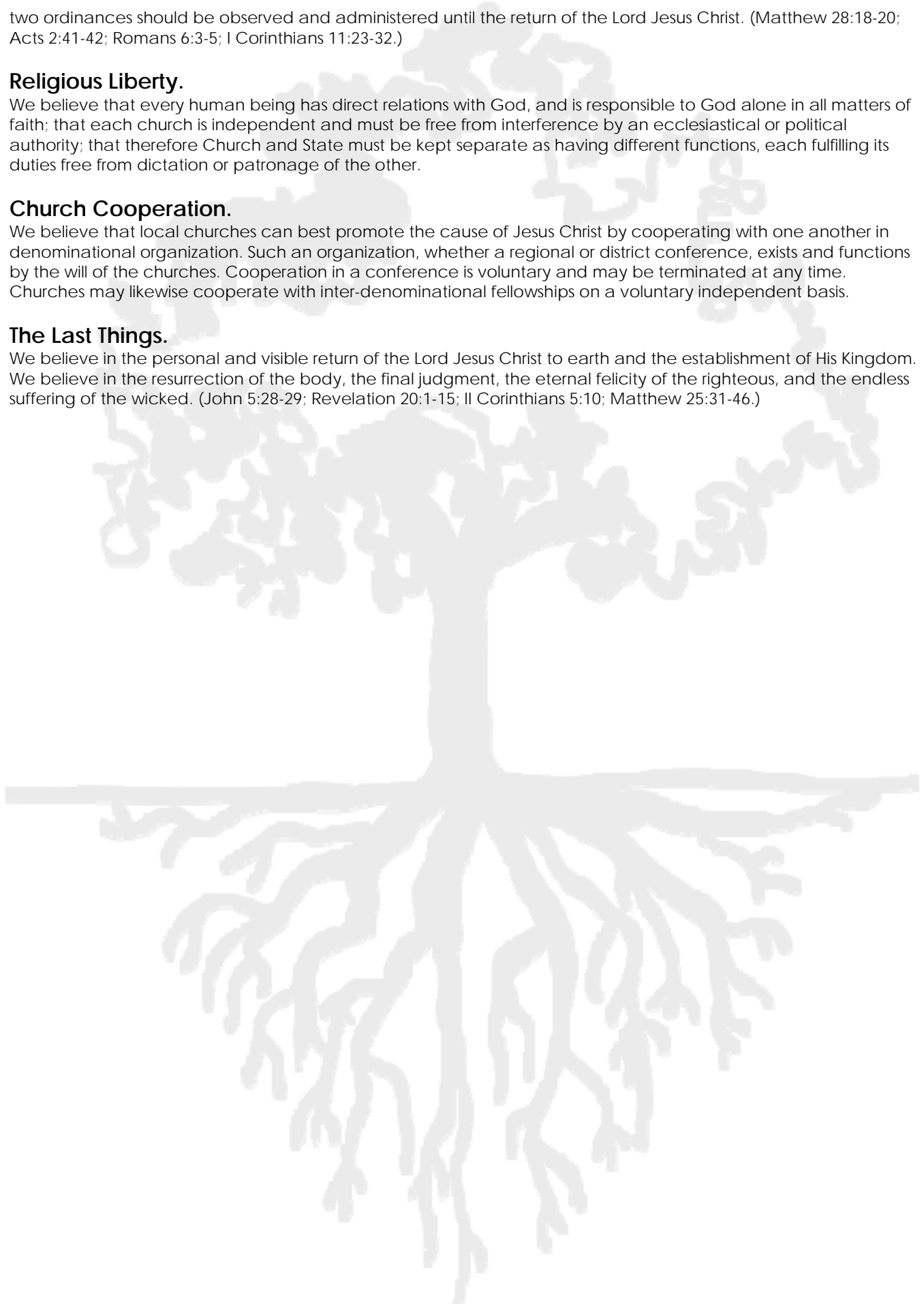
We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by an ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

Church Cooperation.

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with inter-denominational fellowships on a voluntary independent basis.

The Last Things.

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked. (John 5:28-29; Revelation 20:1-15; II Corinthians 5:10; Matthew 25:31-46.)





Crossroads Student Ministry

Planted in Community ~ Rooted in Truth ~ Reaching in Love

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