

A decorative graphic consisting of three red circles arranged in a triangle, connected by light gray lines. A large, dark gray circle is centered over the graphic, containing the text.

CONNECT
LEADER
HANDBOOK

CONTENTS



DNA



**WEEKLY
SERVICES**



LEADERSHIP 101



HONOR CODE



TOOLS



YOU



WELCOME TO THE TEAM

God has brought us to such a wonderful place, the unbelievable experience of being a part of students' lives. Our Connect ministries reach a growing number of students every week through drama, music, media, games, and the spoken Word of God in a practical way so students can live it out in their lives.

Today there is a generation that doesn't know the amazing love of God. If current trends continue, statistics tell us that only 4% of the present day generation will be saved. It is our commitment to disciple the 4% to reach the other 96% in our church, schools, families, and communities. In order to do that we need your help! This manual is a compilation of information that will give you the details of the opportunities available for you to help us be equipped. Equipped for what? I'm glad you asked. We want to offer our students a facility that is safe where they feel loved, accepted, and become prepared for the great future that God has for their lives.

We want every student that comes in our facility to have a "Connect Experience." A "Connect Experience" is difficult to put into words because it's more of feeling, like you get when you walk into Disney World, your favorite restaurant, a ball game, or your favorite place to vacation. It's a feeling that makes you want to come back time and time again. This will be felt through environment. Our goal is not to transform the lives of the students, but to create an environment where God can transform their lives. The environment we create must operate with excellence, as well as, be safe, accepting, loving, and friendly. I am thankful that you have chosen to be a part of our team and the "Connect Experience."

In Christ, Jeremy Laux



THE MISSION OF ROSE HEIGHTS CHURCH

LOVE GOD. LOVE PEOPLE.

Our mission is expressed through five areas of ministry; Discipleship, Outreach, Fellowship, Evangelism and Worship. Through these areas of ministry we reach our families, community and world.

Rose Heights Church is a balanced church that focuses on the mission that Jesus gave us in Matthew 22:37-39, "Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it, "Love your neighbor as yourself." At Rose Heights its simple: Love God, love people.

THE PURPOSE OF THE CONNECT STUDENT MINISTRIES

Connect Student Ministries exists to guide students into a ever-lasting relationship with Christ.

THE CONNECT STRUCTURE

Connect Student Ministry is supported by 5 different values. Each value undergoes constant evaluation and even re-evaluation followed by appropriate revision in order to reach the highest potential of effectiveness. Without one of these five values, our Connect structure cannot hold strong. These values are in no particular order:

EVANGELISM // *to reach our world*

WORSHIP // *to honor our Lord*

FELLOWSHIP // *to connect with others*

DISCIPLESHIP // *to grow in the Word*

MINISTRY // *to spread Christ's love*



A CONNECT LEADER IS EXPECTED TO

- Be an active member or pursuing membership at Rose Heights Church by regularly attending a weekend service.
- Model for students the life of Jesus in your personal relationships with Him by doing your best to demonstrate biblical standards. Commit to not do anything that could cause a student to stumble or negatively affect their perception of Jesus.
- Support the leadership, vision and mission of Rose Heights Church and Connect SM. Never be destructive or divisive.
- Build relationships with and pray for students to whom you're ministering.
- Attend Connect SM Leader meetings, training days, and retreats.
- Read emails and text messages sent out for and by Connect leadership.
- Consistently communicate with the Connect SM staff. This communication includes notifying our team that you are unable to attend a weekly Connect Student Gathering as well as general questions, concerns or suggestions you may have.
- Have a good positive attitude at all times regarding Connect SM activities.

OUR COMMITMENT TO YOU

- Be available for you.
- Support you in prayer and relationship.
- Offer training to equip you to be an effective minister to students.
- Provide opportunities for you to truly minister to students.
- Provide resources such as curriculum, books, ideas, group questions, etc.
- Regularly communicate to keep you informed of upcoming activities, opportunities for your involvement with students and special events.
- Listen to your suggestions.
- Encourage you in your ministry.
- Continually evaluate your future involvement with Connect SM.

**Most importantly...
Be real
& have fun.**



FIRST LOOK

Visit a Connect Student Gathering on Wednesday nights to see what we're all about.

REQUIREMENTS

Turn in Leader Application & Background check.
Complete Growth Track to become a member of Rose Heights Church or Pastor Doug's Referral.



BASICS

Complete Ministry Training.
Complete DISC personality and Spiritual Gifts test*.
Attend orientation with Connect Students staff member.

FIRST SERVE

Shadow leader on CSM team.
Begin receiving CSM Leader emails.
Begin attending quarterly leader meetings.
Begin actively serving.



LEADING A CSM TEAM

Initially, all leaders will begin and continue to serve as a part of our Experience Team. This team includes positions that serve as a part of our weekly Student Gathering on Wednesday nights in capacities such as (tech, worship, greeting, safety, games, info booth, etc). Leaders can remain solely serving on the Experience Team, or can become a Group Leader after three months of consistent service, shadowing and training. Consideration must be requested when the opportunity opens.

* Spiritual Gifts Test should have been completed through Growth Track.

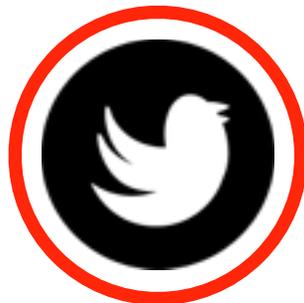
SOCIAL MEDIA



/rhcstudents



rhcstudents



@RHCstudents

OFFICIAL HASHTAG
#rhcstudents

Every week, Connect SM Leaders serve in many different capacities to make our weekly services great. Here are some general guidelines for what it means to serve at a Connect Student Gathering:

HOW WE DEFINE A WIN

Connect Students is all about relationships. A win for our weekly services is for students to connect in three ways: with God, with a CSM Leader and with other students. No matter the role you play, your goal is to build bridges with students by creating a family atmosphere and energetic culture. What students experience will prepare them to encounter Jesus

PREPARE

Prepare weekly by praying for students and ask God to prepare their hearts to encounter Him, no matter where they're at in their relationship with Him. Come prepared to serve and love students out of an overflow of your personal relationship with Jesus; daily time with Him vital to our success as servant leaders.

SCHEDULE

(specific times determined by event)

1. Check-in with the Experience Director, Alex Trevino.
2. Meet with your team leader for Vision/ Information/Prayer (VIP) meeting.
3. All leaders should be ready in their pre-service role by 6:00pm.

REMEMBER

We're here to serve above and beyond expectations.

Be intentional about learning students' names every week. Every person has a name and a story; we believe their identity is tied to their name. It's the small things that make a big difference.

Please dress appropriately and wear your staff shirt and badge every week so you're easily identifiable (ladies, please no low-cut shirts, overly short skirts or shorts).

We value your commitment to your leadership position; please let your team director know if you'll be late or unable to attend.

GUEST EXPERIENCE

EXPERIENCE TEAM

Team Director: Alex Trevino

Purpose: The Experience Team's top responsibility is to create the best experience every Wednesday night through games, worship, teaching and ministry. This team is made up of a REC team, worship band, MC's and teachers.

Pre-service | 5:30-6:30pm:

- **Worship Team (Leader: Chastity)**
 - Set-up and rehearsal
- **Rec Team (Leader: Cory)**
 - (5:45pm) Be sure all games, supplies & video games are ready when doors are open.
 - Set-up Ice-Breaker game
- **Ministry Team**
 - (5:45pm) Those leading the Ice-Breaker game, leads the transitions or shares the announcements for the evening will need to receive instructions from the Experience Leader.

Service | 6:30-8:00pm:

- **Rec Team**
 - (6:30pm) Leads the Ice-Breaker game.
- **Worship Team**
 - (6:40p) Leads the evening worship.
- **Ministry Team**
 - Transition and announcements will happen as planned each evening.

Post-Service | 8:00-8:30pm:

- **Worship Team (Leader: Chastity)**
 - Instructions will be given by Chastity.
- **Rec Team (Leader: Cory)**
 - Clean up, tidy up and re-organize video games and game supplies (cue sticks, balls, puck, paddles, etc.)
- **Ministry Team**
 - All CSM Leaders except those who are at tech, safety and Info booth assignments must be ready to go for prayer at the end if called upon.

TECH TEAM

Team Director: Sean Sayre

Purpose: The Tech Team's top responsibility is to create the best audio and visual experience every Wednesday night through audio, video and lights. This team is made up of a lighting engineer, audio engineer, sound engineer, computer engineer and eventually a video engineer.

Pre-service | 5:30-6:30pm:

- Be ready and in position at assigned stations by 5:30pm for worship rehearsal.
- At 6:25pm a 5 minute countdown helps everyone know when service will begin.

Service | 6:30-8:00pm:

- Be focused on cues from either the Experience Director and/or Team Leader.

Post-Service | 8:00-8:30pm:

- **Lighting Engineer**
 - Stage lights may be turned off after 8:10pm.
- **Computer Engineer**
 - Keep a slide of upcoming events up on the screens and hype music playing until instructed to turn off.
- **Sound Engineer**
 - Keep sound on until instructed to turn off.

GUEST EXPERIENCE

SAFETY TEAM

Team Director: Brad Farr

Purpose: The Safety Team's top responsibility is to ensure an enjoyable but safe experience will be possible for students and adults at each Student Gathering.

Pre-Service | 5:45-6:30pm:

- **Stations (loft, cafe, air hockey, pool & seating area)**
 - Meet up with the Safety Team Leader to receive any additional instructions.
 - Stand in the designated stations and help make sure students have checked-in and leaders have either their CSM Shirt or leader badge on.
 - Float around stations to make certain safety is ensured.
 - Contact a CSM Pastor or Leader immediately if a situation arises that needs pastoral attention.

Service | 6:30-8:00pm:

- **Stations (Student Center Doors, pool & cafe)**
 - Help maintain attention and minimize distractions during the Student Gathering with loving tact.
 - A Safety Team member should make one round around the church to be sure all students are in the Student Center.

Post-Service | 8:00-8:30pm:

- Help keep order after dismissal.

1st IMPRESSIONS TEAM

Team Directors: Tisa Anderson & Caitlin Burgess

Purpose: The 1st Impressions Team's top responsibility is to create the best experience possible for every 1st timer and every regular attender as they can. This team is made up of greeters, check-in attendants and info booth attendants.

Pre-Service | 6:00-6:30pm:

- **All Attendants & Greeters**
 - Be in position at assigned stations by 6:00pm.
- **Check-In Attendant(s)**
 - Set-up check-in iPad
 - Direct 1st Timers to Info booth to fill out a card
- **Info Booth Attendant(s)**
 - Help 1st Timers and anyone else who may need to fill out cards, registrations & payments, answer questions, etc.

Service | 6:30-8:00pm:

- **Greeter(s)**
 - Remain at doors until after the second worship song or until a Team Leader releases you.
- **Check-In Attendant(s)**
 - Remain with iPad(s) until after the 2nd worship song or until a Leader instructs you to move them to Info Booth.
- **Info Booth Attendant(s)**
 - Remain at booth the entire service in case students, parents, safety team, etc. may need assistance.

Post-Service | 8:00-8:30pm:

- **Check-In Attendant(s)**
 - Take iPad(s) to Pastor Jeremy's office and place on charger.
- **Info Booth Attendant(s)**
 - Take any cards, money, registrations, paperwork to Pastor Jeremy's office desk.

ADDITIONAL MINISTRY TEAMS

SPONSOR TEAM

Team Director: Susan Gunter/TBD

Purpose: The purpose of the Connect Sponsor Team is to provide support throughout the entire ministry of Connect. The team will be made up of adults in the church who may be available to serve BIG events and trips as needed, to help sponsor students financially, to help with the coordination of our annual Cake Auction and to provide prayerful support and encouragement during the year.

Action: Foremost, this team will be our prayer support! We know that only God can change the lives of our students, we are just the tools. We ask you to be covering our Wednesday night worship gatherings, our BIG events and trips, our staff and definitely our STUDENTS in prayer all through the year. This is such a great way for you to love on our teenagers even if you cannot serve weekly in the Connect Gathering. Beyond prayer there are places you can serve with our students. The sponsor team would be asked to help with our BIG events periodically in the year and if needed (and interested), be sponsors on overnight trips/retreats/camps. We do have students and families that struggle with finances as events and trips come up. Sponsor team would also include church members that feel led to bless a student and their family with the funds needed to help them experience all the Connect activities.

Connecting: The sponsor team will connect with their director as needed and be available to receive information about the needs and requests of CSM. This would mostly done through emails and meetings.

STUDENT LIFE TEAM

Team Director: Melissa Parker/TBD

Purpose: The purpose of the Connect Student Life Team is to help transition students in and out of CSM and keep them engaged while they are a part of our ministry. This person would help with Launch Days (welcoming new 5th graders), Legacy activities (honoring our graduates) and overall student life in between.

Action:

- **Launch Days**
 - Help plan activities and arrange transportation as needed
 - Ensure all upcoming 5th graders are included by connecting with the Kid's First team
- **Legacy Activities**
 - Help get all student information needed for the graduates
 - Help with decisions regarding gifts, dinner location and legacy night for the seniors
- **Small Groups**
 - Help ensure small groups have the resources they need, students know where the locations are
 - Potentially recruiting new hosts as the need arises for new or additional small groups
- **Overall Student Life**
 - Writing welcome and miss you cards for students who each week

Service Etiquette

Culture of Honor

Overall service etiquette comes down to creating a culture of honor. To honor something is to give it value and importance. We constantly want to teach our students to show honor to the building, speaker, leaders, staff, other students and most importantly, God.

Disruptions

Leaders should spread out among students during worship and the message for two main reasons:

- 1) to model genuine worship, attentiveness and note taking;
- 2) to handle disruptions discreetly and with love.

If a student causes disruption that's causing distraction among other students (talking, PDA, etc.), quietly redirect the student back to what's happening during the service.

If a student continues to cause a distraction that's beyond your control, contact a Safety Team member and the two of you usher the student(s) out of the Student Center and into the hallway to discuss the situation. If the situation cannot be resolved Pastor Jeremy or Haley will need to step in.

Our first goal is to pastor the student through the situation, not embarrass or belittle them. Remember, we believe in the next generation and that God is moving in the life of every student, no matter what we can or cannot see.

Students Leaving Service

Students are not allowed to go to the restroom during three specific times. During worship, during the message and during the altar/prayer time. Other than that one student at a time may be permitted to use the restroom.

We ask that all students who are in the building attend all parts of the Student Gathering. Students who are roaming or who are gone excessively should be checked on by the Safety Team and redirected back to the Student Center.

If students would like to leave:

- Students are permitted to leave and not return if they have not checked in.

- If, however, they have checked in, Rose Heights Church is responsible for them, and they are not permitted to leave before 8:00pm without parental consent by phone call (with a Connect Students staff member or leader).



Dress Code

Ask First.

Questions or concerns about a student's attire should be filtered through a Connect SM Pastor or Director before approaching the student directly. Because we're passionate about reaching students who don't know Jesus or are unchurched, it's a priority for us to treat all students with love and grace. We never want a rule to negatively affect someone's perception of Jesus or the church, so it's of extreme importance that we handle these issues very carefully.

If a student comes to a Connect Student Gathering dressed inappropriately or if their clothing references anything profane, vulgar, or drug/alcohol related, please contact a Connect SM Pastor or Director. These leaders will have those conversations accordingly.

Regarding outside events (retreats, conference, etc.), dress code specifics will be communicated in advance by Connect SM Leadership. ***As always, we expect our leaders to set the example when it comes to appropriate dress.***

Social Media

Because of the public nature of social media, we ask that anything you tweet or post be a good reflection of you and your relationship with Jesus.

Social media is also an amazing tool to generate excitement about weekly Connect Student Gatherings. Be authentic, not full of hype. Not **every** week is going to be **the best week ever**, but expressing your genuine excitement about the Gathering creates expectation and excitement for other students and leaders.

- Share a quote
- Share scripture
- Share pictures
- Share Word of Encouragement
- Share Your Lives

Altar Ministry Basics

Focus. Altar ministry should always focus on God, not on you or the issue.

Boundaries. Maintain healthy boundaries. Remember that the student is inviting you into their personal space by sharing with you. Be respectful of that.

- Guys minister to guys. Girls minister to girls. if approached by someone of the opposite gender, grab a prayer partner.

Pray. Always pray, never counsel. Ask questions to clarify the student's request. Don't ask questions about a story's details or transition into counseling or giving an opinion.

Point. Help others be responsible for their relationship with God. Encourage people to hear God by asking, "What is God saying to you?"

Watch. Pray with your eyes open. Be alert to signals that the Holy Spirit is moving in a person. Also, be aware of your surroundings.

Ask. Remain conservative to touch. Ask permission before laying hands on someone. Hold hands or lay hands gently on the shoulder or head, don't rub or move your hand while praying.

Ministering to Students in Crisis

Four Situations You Must Respond To:

- Imminent risk of self-harm
- Imminent risk of being harmed by others
- Imminent risk of harm to others
- Obvious signs of neglect or abuse

Step 1: Assess the Danger

These situations are never easy to handle and we want to help. Therefore if you are unsure of the situation, seek Haley Laux out who will help decide whether the situation at hand is one to report to authorities and will discuss further action with you. Even if you aren't sure if the issue is "big enough" to warrant reporting to the authorities, contact the CSM Pastors to let them know what's going on so we can help lead the student towards health and safety.

Step 2: Report to the Authorities

As a ministry, we must report known or suspected instances of child abuse or neglect to the authorities. At this point, our RHC Leadership Team will walk with you through the reporting process and any further steps needed.

Step 3: Follow Further Instructions

The RHC Leadership Team will instruct you on what steps, if any, need to be taken from here. As a leader, your role is to continue to pray and stay in contact with the student.

Rose Heights Involvement

It's vital to our success as a ministry that we're under the vision and direction of both Rose Heights Church and Pastor Doug Anderson. Also, it's very important to us that you're spiritually fed on a consistent basis because of the constant pouring out that you'll do as a Connect SM Leader. Therefore, we ask that you faithfully and consistently attend the weekend services of RHC.

Leader / Student Relationship

Connect SM is all about relationships, and our connection with students will only lead to a greater ability to disciple them. With that in mind, here are several guidelines for Leader/Student Relationships:

Texting with Students:

- Do not text students after 10:00pm.
- Never text students of the opposite gender.
- In case of emergency situations that fall outside of these boundaries, please use discretion and communicate with the Student Pastors as needed.

Driving with Students:

- Never ride alone with a student of the opposite gender. Always have another CSM Leader of the students gender present.
- Never ride alone with a student of the same gender without written consent or consent via text from the parents phone number. Always confirm the number.

Students in the Home:

- If students come to your home, always have another CSM Leader of the students sex present and in the room at all times.
- Communicate with Student Pastors of such event.

Meetings with Students:

- Never plan a one-on-one meeting with student of the opposite gender.
- In any case that you need to meet with a student one-on-one of the same gender, try to meet them at the RH Café. Keep all guidelines in mind while planning to meet.
- And always notify the Student Pastors of meetings.

Male/Female Relationships:

- No male/female personal relationships (including personal meetings or texting). If a student of the opposite gender initiates a deeper relationship by communicating personal information, please pass

the conversation to another leader or Student Pastor of the same gender.

- Leaders should never date students or pursue romantic relationships with them. Regardless of age, state laws or parental approval.



Alcohol, Tobacco & Drugs

Because of the public nature and influence of our ministry and the mind altering effects they may have, we strongly prefer and encourage that you abstain from any alcohol, tobacco products or drugs of any kind both publicly and privately.

Here's why... years ago a RHC teen observed a youth leader drinking alcohol on a youth trip. Because of the influence this youth leader had, the student had a misguided view of alcoholic beverages. Just a few years later - a month before his 18th birthday, our Pastor officiated his funeral because of a automobile accident. The official toxicology report showed he had three times the legal limit for the State of Texas.

Purity

We believe that God has called us to a standard of high accountability when it comes to purity. To honor biblical principles you are expected to not allow pornography into your life and use Psalm 101:3 as your guide when viewing and listening to other media. We also believe we should not engage in sex outside of the covenant of marriage.

Social Media

Social Media (Facebook, Twitter, Instagram, etc) is an incredible tool to connect with students and share about what's happening in your life and within the ministry of Connect SM. We highly encourage the use of social media! That being said, please remember that you represent Rose Heights Church, Connect SM and more importantly, you are a representation of Jesus to our students. Please keep social media positive and refrain from inappropriate social media content. We do ask that you do not use Snap Chat or any other platforms that deletes messages/photos to communicate/ befriend our Connect Students. In addition, the same guidelines that apply to texting (previously mentioned) apply to private social media relationships (direct messages, Facebook messages, email, etc.).



ICEBREAKERS

QUESTIONS TO GET TO KNOW STUDENTS AND OPEN DISCUSSIONS:

Where were you born?

What's something unique about you?

What's one of your favorite memories?

Where did you live when you were growing up?

What's the farthest you've ever been away from home?

What's your favorite thing to do for fun?

What makes you feel accomplished?

If you could live anywhere in the world, where would it be?

If you could have three wishes come true, what would they be?

What's your favorite kind of candy?

What's your favorite dessert?

What's the most embarrassing thing you've ever done?

How did you find out Santa isn't real?

What's your favorite movie?

What's your favorite kind of food?

what's the best restaurant you've ever been to?

If you could tell people one fun place to go where you live, where would it be?

What's your favorite thing about Texas?

WOULD YOU RATHER

- ...be rich or famous?
- ...be male or female?
- ...go on a camping vacation or vacation at a resort?
- ...watch TV or read a book?
- ...be the President of the United States or the world's richest person?
- ...ride a roller coaster or a mechanical bull?
- ...have a booger hanging from your nose or be told you have bad breath?
- ...step in dog poop barefoot or have a bird-dropping hit you on the head?
- ...have diarrhea or be constipated?
- ...be thrown off a horse or body-slammed by a wrestler?
- ...give up your favorite food forever or television for two years?
- ...live in LA or NYC?
- ...have one romantic date with someone you're attracted to or briefly meet your hero?
- ...live in the city or the country?
- ...be a baby again or be 50-years-old?
- ...be 7'6" or 4'2" tall?
- ...be poor and work at a job you love or be rich and work at a job you hate?
- ...drink a cup of spoiled milk or wet your pants in public?
- ...be trapped in an elevator with wet dogs or three large men with bad breath?
- ...run your tongue down 10 feet of a NYC street or press your tongue into a stranger's nostril?
- ...always lose or never play?
- ...be able to hear any conversation or take back anything you say?
- ...be born with an elephant trunk or a giraffe neck?

HELPFUL SCRIPTURES

In life-giving ministry, it's helpful to know the Scriptures that pertain to different life issues. Many times simply reading the Word of God to the person, praying with them, and allowing the Holy Spirit to bring encouragement, conviction and truth to their lives is the best thing we can do. The following are some scriptures, arranged alphabetically by subject, that you might find helpful to have on hand.

Addictions

Romans 6:12
1 Corinthians 6:19
Galatians 5:1
Galatians 5:16

Anger

James 1:19
Ephesians 4:26, 31
Matthew 5:40
Colossians 3:8

Anxiety

Philippians 4:6-13
1 Peter 5:7
Hebrews 13:5-6

Baptism of the Spirit

Acts 2:38
Luke 11:13

Condemnation

Romans 8:1
John 5:24
John 3:17-18

Confession/ Repentance

1 John 1:9
Psalm 32:3
James 5:16

Deliverance

James 4:7
Matthew 18:18
Luke 10:19

Depression

Psalm 51:10-12
Romans 8:28,31
1 Thessalonians 5:18
Matthew 11:28-39
Psalm 147:3

Discouragement

Galatians 6:9
Psalm 138:7-8
2 Corinthians 4:8-9

Faith

Hebrews 11:1
Hebrews 11:6
Hebrews 12:2
James 2:17

Fasting

Matthew 6:16
Isaiah 58:3
Isaiah 58:5

Fear

Romans 8:13-17
2 Thessalonians 3:3
Isaiah 41:10
Psalm 27:1-3
Psalm 23
Psalm 91
2 Timothy 1:7
1 John 4:8

Fear of Man

Colossians 3:23
Matthew 6:1
Psalm 56:11

Fear of the Lord

Proverbs 19:23
Ecclesiastes 12:13
Psalm 25:14
Proverbs 22:4

Forgiveness

2 Corinthians 2:10-11
Matthew 6:14-15
Romans 12:14

Freedom

Galatians 5:13-26

God's Expectations of Us

Micah 6:8
Isaiah 66:2
Matthew 5:3, 8
John 5:10

Grief

John 14:1-3
John 11:25
1 Corinthians 13:12
Matthew 5:4

Healing

Exodus 15:26
1 Peter 2:24
1 John 5:14-15
Matthew 10:1
Jeremiah 30:17
Psalm 103:3

Holiness

1 Peter 1:14-16
Ecclesiastes 20:22
Romans 12:2
Hebrews 12:14

Holy Spirit

John 16:8-13, 17
Acts 9:31
1 Corinthians 2:8-13

Hope

Jeremiah 29:11
Psalm 33:20
Proverbs 13:12
Proverbs 23:18
Isaiah 40:31

Humility

Matthew 18:4
James 4:10
Proverbs 22:4
Psalm 37:11
James 4:6

Intercession

1 Timothy 2:1
Ephesians 6:19
Colossians 1:3

Jealousy

James 3:16
1 Corinthians 5:3
Exodus 20:17

Judging Others

Matthew 7:2-5
James 2:13
John 5:30

Loneliness

Isaiah 54:10
Hebrews 13:5-6
Revelation 3:20
Psalm 34:18

Materialism/Money

1 Timothy 6:8
1 Timothy 6:10
1 John 2:15
1 John 3:17
Matthew 6:24
Proverbs 3:9-10
Proverbs 3:5
Proverbs 13:11
Philippians 4:19

Obedience

1 John 2:3
1 John 3:21
Deuteronomy 11:26-28
1 Samuel 15:22-23
John 14:15-21
James 1:22

Peace of Mind

John 16:33
Romans 5:1
Colossians 3:15
Psalm 4:8

Persistence

2 Timothy 4:7
Galatians 6:9
Revelation 2:24
Revelation 3:5

Prayer

1 John 3:14-15, 21
James 5:16

Pride

Proverbs 16:5
James 4:6
Isaiah 25:11

Priorities

Matthew 6:33
Matthew 22:36-39

Reconciliation

2 Corinthians 5:18-19
Matthew 5:23-26
Matthew 18:15-17

Salvation

John 3:16
Romans 6:23
Romans 8:1
Romans 10:9-10
Ephesians 2:8-9

Sexual Immorality

2 Timothy 2:22
1 Thessalonians 4:3-4
1 Corinthians 10:13
Hebrews 13:4
1 Corinthians 10:18-20

Spiritual Gifts

Romans 12:6-8
1 Timothy 4:14
1 Corinthians 12:7-11
Ephesians 4:11-13
1 Peter 4:10-11

Spiritual Warfare

1 Timothy 4:1
1 Timothy 6:12
Ephesians 6:10-18
2 Timothy 2:4
James 4:7
1 Peter 5:8

Submission to

Authority
1 Peter 2:13
Hebrews 13:17
Romans 13:1-7

Suicide

Psalm 91:1, 11, 12, 15, 16
John 10:10

Temptation

1 Corinthians 10:13
Genesis 4:7
Romans 6:6
Romans 13:14
2 Corinthians 10:5
Galatians 5:16
James 1:14
Philippians 4:8
Matthew 26:41

Thanksgiving

Psalm 100:1
Psalm 139:13

Tithing and Giving

Malachi 3:8-10
Philippians 4:17
Proverbs 3:9
Luke 6:38
2 Corinthians 9:7

Trials

James 1:12
2 Corinthians 4:17
1 Peter 4:12
1 Peter 5:10
Revelation 3:19

Trust in the Lord

Proverbs 3:5-6
Ephesians 6:16
Psalm 56:4
John 14:1

Who We Are in Christ

1 Peter 2:9
Revelation 2:26
Ephesians 2:6,10
John 1:12

Words and Their Power

Ephesians 4:29-30

Leadership Team Application



Name: _____

Address: _____

Email: _____ Cell: (____) _____ - _____

Birthday: ____/____/____ Wedding Anniversary: ____/____/____

Facebook.com/_____ Instagram _____

T-shirt Size: XS / S / M / L / XL / XXL / XXXL

My children are... (please list name, grade and birthday)

Best way to contact me: phone email text Facebook

Tell me about your relationship with Jesus:

What are your strengths?

What are your weaknesses?

Should the need for correction arise, what is the best way to resolve conflict for you?

How do you see yourself plugging into our student ministry? (*Examples: teacher, hospitality, prayer, worship*)

I can help with ...

- Connect Student Gatherings (Wednesdays, 6:30-8:00pm)
- Special Events (Back to School Bash, After Party, Tag Night, Secret Church, etc.)
- Service Projects (mostly on Saturdays)
- Camp Padre (Summer – last week of June)
- Winter Camp (a Friday night through Sunday afternoon)

I am interested in being a ...

- Sponsor Team Leader (big events, prayer support, financial support, etc.)
- Connect Leader (Wednesdays, 6:30-8:00pm and Events)
- Small Group Leader (training provided)
- Small Group Host (training provided)
- Connect Team Director (training provided)
- Connect Speaker (Student Gatherings, training provided)

Leadership Team Expectations

The following expectations apply to all leaders within Connect Student Ministries.

Youth Nights –

Leaders are expected to regularly attend Connect Student Gatherings

Leaders are expected to actively participate with games, worship, discussion, prayer, and fellowship

Leaders are expected to interact with students

Events (Service, Fun, Camps) –

Leaders are expected to attend all events throughout the year

Leaders are expected to assist in leading events, in either big groups or smaller groups

Leaders are expected to interact with students while on events, camps, etc.

Relation to Students –

1+1 – *Who is God asking me to pour extra time in to?*

Leaders are expected to interact with students in and out of church

Leaders are expected to interact with parents of known students

Leaders are expected to pray for students and their families

Team Building –

Leaders are expected to attend scheduled meetings

Leaders are expected to attend scheduled events

Leaders are expected to share the burden of the ministry – in all capacities

Leaders are expected to give input, as they are helping fulfill the vision of the ministry

Leaders are expected to use their gifting

Leaders are expected to pray for one another

Personal –

Leaders are expected to actively attend church

Leaders are expected to have an active walk with Jesus

Leaders are expected to be held accountable

Your Name: _____ Date: _____

Spiritual Gift Test

Respond to each statement below according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

This survey has 96 questions. When you're finished, use the scoring sheet to see what your gifts are!

Respond to each statement according to the scale:

0 = Not at all; Never
1 = Some of the time; once in a while
2 = Most of the time; usually true
3 = Consistently; definitely true

1. ____ I like to organize people, tasks, and events.
2. ____ I can readily distinguish between spiritual truth and error, good and evil.
3. ____ I communicate the gospel to others with clarity and effectiveness.
4. ____ I tend to see the potential in people.
5. ____ I find it natural and easy to trust God to answer my prayers.
6. ____ I give liberally and joyfully to people in financial need or to projects requiring support.
7. ____ I enjoy working behind the scenes to support the work of others.
8. ____ I am approached by people who want to know my perspective on a particular bible passage.
9. ____ I empathize with hurting people and desire to help in their healing process.
10. ____ I enjoy spending time nurturing and caring for others.
11. ____ I am able to communicate God's Word effectively.
12. ____ I am often sought out by others for advice about spiritual or personal matters.
13. ____ I am careful, thorough, and skilled at managing details.
14. ____ I frequently am able to judge a person's character based upon first impressions.
15. ____ I consistently look for opportunities to build relationships with non-Christians.
16. ____ I enjoy reassuring and strengthening those who are discouraged.
17. ____ I have confidence in God's continuing provision and help, even in difficult times.
18. ____ I give more than a tithe so that kingdom work can be accomplished.
19. ____ I enjoy doing routine tasks that support the ministry.
20. ____ I receive information from the Spirit that I did not acquire through natural means.
21. ____ I can patiently support those going through painful experiences as they try to stabilize life.

22. ____ I have compassion for wandering believers and want to protect them.
23. ____ I can spend time in study knowing that presenting truth will make a difference in people.
24. ____ I can often find simple, practical solutions in the midst of conflict or confusion.
25. ____ I can clarify goals and develop strategies or plans to accomplish them.
26. ____ I can see through phoniness or deceit before it is evident to others.
27. ____ I am effective at adapting the gospel message so it connects with an individual's felt need.
28. ____ I give hope to others by directing them to the promises of God.
29. ____ I believe that God will help me to accomplish great things.
30. ____ I manage my money well in order to free more of it for giving.
31. ____ I willingly take on a variety of odd jobs around the church to meet the needs of others.
32. ____ I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
33. ____ I enjoy helping people sometimes regarded as undeserving or beyond help.
34. ____ I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc.
35. ____ I pay close attention to the words, phrases, and meaning of those who teach.
36. ____ I can easily select the most effective course of action from among several alternatives.
37. ____ I can identify and effectively use the resources needed to accomplish tasks.
38. ____ I tend to see rightness or wrongness in situations.
39. ____ I invite unbelievers to accept Christ as their Savior.
40. ____ I reassure those who need to take courageous action in their faith, family, or life.
41. ____ I trust God in circumstances where success cannot be guaranteed by human effort alone.
42. ____ I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
43. ____ I see spiritual significance in doing practical tasks.
44. ____ I have insight or just know something to be true.
45. ____ I have great compassion for hurting people.
46. ____ I can faithfully provide long-term support and concern for others.
47. ____ I like to take a systematic approach to my study of the Bible.
48. ____ I can anticipate the likely consequences of an individual's or a group's action.
49. ____ I like to help organizations or groups become more efficient.

50. ____ I receive affirmation from others concerning the reliability of my insights or perceptions.
51. ____ I openly tell people that I am a Christian and want them to ask me about my faith.
52. ____ I strengthen those who are wavering in their faith.
53. ____ I am convinced of God's daily presence and action in my life.
54. ____ I like knowing that my financial support makes a real difference in lives of God's people.
55. ____ I like to find small things that need to be done and often do them without being asked.
56. ____ I have suddenly known some things about others, but did not know how I knew them.
57. ____ I can look beyond a person's handicaps or problems to see a life that matters to God.
58. ____ I enjoy giving guidance and practical support to a small group of people.
59. ____ I can communicate scripture in ways that motivate others to study and want to learn more.
60. ____ I give practical advice to help others through complicated situations.
61. ____ I enjoy learning how organizations function.
62. ____ I can identify preaching, teaching, or communication which is not true to the Bible.
63. ____ I openly and confidently tell others what Christ has done for me.
64. ____ I like motivating others to take steps for spiritual growth.
65. ____ I am regularly challenging others to trust God.
66. ____ I give generously due to my commitment to stewardship.
67. ____ I feel comfortable being a helper, assisting others to do their job more effectively.
68. ____ I discover important biblical truths when reading scripture, benefiting others in the Church.
69. ____ I enjoy bringing hope and joy to people living in difficult circumstances.
70. ____ I can gently restore wandering believers to faith and fellowship.
71. ____ I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
72. ____ I can apply scriptural truth that others regard as practical and helpful.
73. ____ I can visualize a coming event, anticipate potential problems, and develop backup plans.
74. ____ I can sense when demonic forces are at work in a person or situation.
75. ____ I seek opportunities to talk about spiritual matters with unbelievers.
76. ____ I am able to challenge or rebuke others in order to foster spiritual growth.
77. ____ I can move forward in spite of opposition when I sense God's blessing on an undertaking.

78. ____ I believe I've been given an abundance of resources in order to give more to the Lord's work.
79. ____ I readily and happily use my natural or learned skills to help wherever needed.
80. ____ I confidently share my knowledge and insights with others.
81. ____ I enjoy doing practical things for others who are in need.
82. ____ I enjoy patiently but firmly nurturing others in their development as believers.
83. ____ I enjoy explaining things to people so that they can grow spiritually and personally.
84. ____ I have insights into how to solve problems that others do not see.
85. ____ I set goals and manage people and resources effectively to accomplish them.
86. ____ I see most actions as right or wrong, and feel the need to correct the wrong.
87. ____ My conversations with non-believers usually leads to me telling them about my faith.
88. ____ I enjoy practical or topical teaching that I can apply to everyday life.
89. ____ I live with confidence because I know that God works daily in my life.
90. ____ I feel compelled to support missions with my money and time.
91. ____ I am excited and willing to serve others when I am needed to do so.
92. ____ I recognize cultural trends, teachings, or events which contradict biblical principles.
93. ____ I try to have a loving attitude and let others know that I care about them.
94. ____ I feel the need to protect others from doing wrong things, so they can grow stronger in faith.
95. ____ When others misuse or misinterpret Scripture, I get upset.
96. ____ I am humbled when others seek my counsel.

Directions:

Add up each column and write your score next to the corresponding letter. Once you have done this, you can check the key below to see what gift each letter represents. Scoring Matrix:

1	2	3	4	5	6	7	8	9	10	11	12
13	14	15	16	17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	32	33	34	35	36
37	38	39	40	41	42	43	44	45	46	47	48
49	50	51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70	71	72
73	74	75	76	77	78	79	80	81	82	83	84
85	86	87	88	89	90	91	92	93	94	95	96
A	B	C	D	E	F	G	H	I	J	K	L

A. Administration

D. Exhortation

G. Helps/Service

J. Pastor

B. Discernment

E. Faith

H. Knowledge

K. Teaching

C. Evangelism

F. Giving

I. Mercy

L. Wisdom

Spiritual Gift FAQ and Definitions

What are Spiritual Gifts? Specific gifts (talents, abilities), given by God through the Holy Spirit, to Christians, in order to accomplish God's work.

Who can receive them? Any Christian who is open to receiving such things from God's Spirit.

Where are the gifts located in Scripture? Romans 12, 1 Corinthians 12-14, and Ephesians 4

How do I use my gift? Prayer and practice. Once you've been made aware of what gifts you've received from God, ask Him to teach you and give you opportunities to use your spiritual gifts.

Administration/Ruling

This is the spiritual gift where the Spirit enables certain Christians to organize, administrate, and promote the various affairs of the local church's ministry to direct them effectively. A local church cannot grow beyond a certain point without the ministry of these individuals.

See I Corinthians 12:28, Romans 12:8, Titus 1:4-5

Discernment

This is the spiritual gift where the Spirit enables certain Christians to know with or without a doubt whether a statement or behavior is of God, Satan, or man.

See I Corinthians 12:10, Acts 5:3-6, Acts 16:16-18, I John 4:1

Evangelism

This is the spiritual gift where the Spirit enables particular Christians to share the Gospel to unbelievers and burdens Christians about soul-winning. All Christians are called to witness for Christ whether they have this gift or not.

See Ephesians 4:11, Acts 8:5-12, 26-40, 21:8, Matthew 28:18-20

Exhortation

This is the spiritual gift where the Spirit enables certain Christians to deliver challenging and encouraging words.

See Romans 12:8, Acts 11:23-24, 14:21-22, 15:32

Faith

This is the spiritual gift where the Spirit provides Christians with great confidence to believe and expect great things from God.

See I Corinthians 12:9, Romans 5:1, Romans 12:3, Hebrews 11

Giving

This is the spiritual gift where the Spirit enables certain Christians to accumulate and give large amounts of their finances to the glory of God.

See Romans 12:8, Acts 4:32-37, Galatians 4:15, Phillipians 4:10-18, II Corinthians 8:1-5

Helps/Serving/Ministering

This is the spiritual gift where the Spirit empowers certain Christians to render practical help in both physical and spiritual matters. Serving one another, like evangelism, is a calling of all Christians, but there are some who have a special desire to serve, and receive great blessing from it.

See Romans 12:7, I Corinthians 12:28, Galatians 6:1-2

Knowledge

This is the spiritual gift where the Spirit gives certain Christians the supernatural ability to understand God's Word and to effectively communicate it to others.

See I Corinthians 12:8

Mercy

This is the spiritual gift where the Spirit enables certain Christians to minister to and have compassion for those who are suffering or afflicted.

See Romans 12:8, Luke 10:30-37

Pastor/Teaching

This is the spiritual gift where the Spirit enables certain Christians to preach and teach the Word of God and to take responsibility for the spiritual welfare of a body of believers.

See Ephesians 4:11, I Peter 5:1-11

Teaching

This is the spiritual gift where the Spirit enables particular Christians to communicate and clarify the details and truths of God's Word for others to learn.

See Romans 12:7, Ephesians 4:11

Wisdom

This is the spiritual gift where the Spirit empowers particular Christians with a supernatural understanding of God's Word and the will to apply it to life situations.

See I Corinthians 12:8, James 3:13-17.

This test donated by ElevenTalents.com and SpiritualGiftsTest.com. Used with permission. The list of Spiritual Gift Definitions presented here is not exhaustive, but only reflects the test being used.

Connect Commitment

I believe that being a Youth Leader takes commitment. Therefore, I am asking you to make a **one-year commitment** to CSM. I ask that you give 100%, as you are able. In return, I promise to give you 100%, as I am able, through training, support, prayer, and friendship. Please spend a week in prayer about making this commitment, before signing below.

Along with this application, please review the Leadership Team Expectations and sign your name in agreement. Though the bar of expectation is high, know we are all accountable to each other in keeping these commitments to our students and their families.

Additionally, please complete the Spiritual Gifts Test attached to this application. We want to be sure that we are using everyone effectively according to their gifting. This test will help us do this.

By signing below, I agree to serve on the Leadership Team of CSM. I am making a ONE-YEAR commitment to the ministry. I also agree to a background check (including finger printing if need be) by Rose Heights Church.

Have you ever been convicted of a felony or misdemeanor not including traffic violations?

Yes No. If yes, please explain with detail of your conviction on a separate paper. Thank you.

Your Name: _____ Date: _____

HONOR CODE

The heart of the Connect Students Honor Code is to provide a standard that reflects the nature and weight of what God has entrusted to us, as well as an understanding that with additional leadership comes additional responsibility and accountability.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Jesus. Our conduct should never be an embarrassment to Jesus, but should exemplify the best qualities of a mature believer.

By providing an example in speech and action, we encourage others to grow in Jesus and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each Leader in the Connect SM Team. It's never intended to be an imposition or restriction, but an essential part of our leadership development and growth.

Guidelines that describe several specific areas of the Honor Code are outlined in the preceding pages to provide parameters for our actions as leaders. This list of parameters isn't exhaustive and can't cover every situation that a Leader encounters. In those situations, we ask that you make decisions that are guided by biblical principles and best reflect your position as a member of the Connect SM Leadership Team.

Your signature below indicates that you understand the heart of the Leadership Team Guidelines. It also expresses your commitment, with the help of the Holy Spirit, to follow the parameters outlined in the Honor Code, as well as live your life above reproach as a leader (1 Timothy 3:2). Finally, it also indicates you commit to fall under the spiritual authority and direction of the Connect SM staff if situations arise that fall outside of the parameters of the Honor Code.

Leader Signature: _____ **Date:** _____