



Youth Ministry  
Adult Youth Leader  
Application Packet

***Make a difference in the life of a teenager!***

Dear Prospective Adult Youth Leader,

Thank you for your interest in Shelter Rock Church Student Ministries. Picking up this packet is your first step in the journey to joining our amazing team of adult youth leaders. In the ensuing pages you will learn about who we are, what God has called us to do, and how to get involved in our vibrant and exciting student ministry.

One of my youth ministry influences, the late Mike Yaconelli once said:

***“Youth workers are NOT social workers.***

***We are NOT counselors.***

***We are NOT family-fixer-uppers.***

***We are NOT performers.***

***We are NOT programmers.***

***We ARE just people who love teens, love Jesus, and want to help teens love Jesus!”***

That is perhaps the best definition of a youth leader that I can think of. I consider the job description of adult youth leaders as simply: Live your life for Jesus, and take a teenager along for the ride.

Just like the students we work with, great youth leaders come in all shapes and sizes, have different personalities, different skills and abilities, different giftings, different passions, and different experiences. It takes all kinds of leaders to reach all kinds of students. We have adults at different ages and different stages, and we value that diversity. We consider these factors in helping you find your place on our team. **All new youth leaders will be partnered with one of our veteran youth leaders for a season** to get acclimated to the ministry, to allow you to find your niche, to allow us the opportunity to observe you in action, and to help you grow into an effective minister to students.

I am excited about what God is doing, and the quality of our leaders is critical for the health of our our ministry to students. We aren't perfect. We are just normal people who have decided to use the gifts and talents that God has given us to help connect students to Jesus. I hope that after going through this packet you will prayerfully consider joining our team. If you have any questions or concerns, please feel free to contact me. [kevin@shelterrockchurch.com](mailto:kevin@shelterrockchurch.com)

Blessings,

Kevin Mahaffy, Jr.

Student Ministries Pastor, Shelter Rock Church

### **Vision Statement**

(What we want to see)

We want to see students become fully-devoted, passionate, life-long followers of Jesus Christ.

### **Purpose Statement**

(Why we exist)

SCR Student Ministries exists to help students **Honor** God (worship), **Serve** others (ministry), **Reach** people far from God (evangelism), **Connect** in life-giving relationships (fellowship), & **Grow** in faith (discipleship).

### **Values**

(The *Why* behind decisions we make)

Family

Communication

Character

Authentic Relationships

Respect

Laughter

Diversity

Inclusiveness

Patience

Excellence

Stewardship

Originality

Creativity

Learning

Teamwork

## **Ministries**

(How we seek to fulfill our purpose)

The backbone of our ministry are our **Delta Small Groups**. Small groups meet in homes around our area on Wednesday nights, and are the primary environments for students to build positive peer relationships, discover and grow in their faith, and be known and cared for by our amazing team of caring Adult Youth Leaders. A typical night includes food, games, a lesson, interactive discussion, prayer, and more food. Once a month our groups also have a night to just have fun together.

**Sunday Morning Youth** during the 2nd service at each campus. A typical Sunday includes donuts and bagels, a brief time of worship, announcements, 15-20 minute teaching time (either video or live), then a time for students to discuss implications of the message for their every-day lives.

**hrt <3** and **manUP** are times for just the girls, and just the boys to hang out together. A typical night would include a fun event and usually a form of encouragement for them to grow as young women and young men. They meet approximately every-other-month.

**Youth Winter Fest** is our annual youth retreat, and is always a massive hit with students. Usually held in the beginning of January, it is an amazing weekend retreat with other church youth groups, including sports, fun winter activities, a guest band, inspirational speakers, and times for conversations and relationship-building.

**Missions Trips** and **Outreaches**. In a typical year we usually have several opportunities for students to get out and serve our community through acts of kindness. We also take students annually on national and international missions trips.

**Summer Camp**. We also usually take students to a week-long summer sleep-away camp. In addition to all of the awesome summer camp amenities such as zip-lining, tubing, canoeing, swimming, sports competitions, and more, students also develop significant friendships and have amazing encounters with God during chapel.

**And More ...** Throughout the year we also have lots of events and activities for students to have fun and build relationships with our leaders and their fellow students.

## **Philosophy of Ministry**

(How we understand and approach people and situations)

**Servant-Leadership:** Jesus was very clear that his method for changing the world was not through the sword or domineering leadership, but through loving service. We are committed to calling students to choose the way of humble service and giving them opportunities to transform the world through kindness.

**Transformation Happens Experientially:** Why road trips, missions trips, retreats, theme parks, concerts? Why not just talk to students about the things of God? We believe that the internalization of truth and deeper learning happens through hands-on experiences. We see this modeled in the life of our Leader, Jesus. Luke opens the book of Acts with the words, "*In my former book [Gospel of Luke], Theophilus, I wrote about all that Jesus began to **do** and to **teach***" (Acts 1:1, emphasis added). Many of the great opportunities for discipleship happen, not while sitting in a chair listening to a sermon, but while out living life. We believe having shared experiences with students affords us the best opportunities for conversation, relationship-building, and capitalizing on teachable moments.

**Grace-Based:** The teen years are some of the most fun years in life, yet they are also some of the most difficult. Kids are going through unbelievable amounts of change – physically, mentally, emotionally, sexually, etc. Kids have plenty of places for receiving condemnation. The church must be a place where the hurting and confused can come and find the love and acceptance of Jesus. Teens will not be beaten down when they make mistakes (and yes, they will make them!). Nor will the Bible be used to tell them how bad they are. Rather, we will lovingly walk with them and guide them, through the Holy Spirit, into the truth of the Word of God and help them develop a growing love relationship with Jesus, not an unhealthy and unbiblical view of Him.

**Belief in Students:** The Bible is full of young people who accomplished great exploits for the Kingdom of God. In I Timothy 4:12 Paul says to Timothy, "Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity." Teenagers can be leaders in the here and now!!!

**Students CAN Hear from God Personally:** Teenagers are in a moldable season of life where their physical senses are developing in new ways. In the same way, we believe students' spiritual senses are developing. (I Samuel 3) Opportunities will be sought which help students learn disciplines that will help them tune their ears to God's voice.

**Relationships are the Key to Successful Student Ministry:** Leadership is about influence. Youth leaders are called to influence teenagers for the Kingdom of God. We cannot impact people we do not know. Without relational capital, we cannot help teens to grow and change. Change happens most effectively in the context of community. Therefore, we will model and encourage life-giving relationships.

**All, Few, One:** As a ministry we desire to reach as many students as possible with the love and good news of Jesus. While we want to make sure that all students feel known and cared for, the reality is that for various reasons (relational connection, interests, schedules, etc.) we won't all have the same level of connection with all students. (One of the big reasons we need a large, diverse team of adult leaders!). Rather than feeling guilty about what we can't do, we embrace the general principle of **All, Few, One**. As a leader we want you to: (1) Know all students, (2) Invest in a few students, and (3) Reproduce yourself in one student. This is what Jesus - the greatest leader in history did with his disciples!

**T.E.A.M. Leadership:** The best people to reach students for Christ are other students. It is imperative that we seek to empower students to move in the ministries that God has called them to. II Timothy 2:2 says, “And the things you have heard from me in the presence of many witnesses, these pass on to reliable men who will be able to teach others also.” This verse is at the crux of the call to being an adult leader in youth ministry. It is critical that students have people who have gone before them to mentor and coach them as they are growing and maturing. I call this T.E.A.M. Leadership (Teen Empowerment, Adult Mentoring). The two must go hand in hand.

**Family First:** The Bible is very clear that spiritual training is first and foremost the responsibility of the family unit,—specifically parents (Deuteronomy 6:1-9). In light of this, we view youth ministry as supplementary and complimentary to the family’s training initiatives. This could take on several forms in the operations of the youth ministry. If a student ever has a scheduling conflict between a family activity and a youth function, the youth ministry always defers. We will also seek to provide avenues whereby parents and teenagers are trained in healthy family relationship and empowered to maximize their relationships.

**Purpose Driven:** In his book, Purpose Driven Church, Rick Warren identifies what he calls the five purposes of the church that are revealed in the Great Commandment and the Great Commission: evangelism, worship, fellowship, discipleship and ministry. We never do things for the sake of doing things. In everything we do we must identify the purpose(s) that we are seeking to fulfill.

**Direction Not Perfection:** We believe that all of us who choose to follow Jesus should strive for Christlikeness. In our pursuit of godliness, we recognize we will all stumble and fall short, and that perfection will ultimately not happen until we are united with Christ in eternity. That does not, however, negate the importance of making holiness our aim. The most important question is not whether our students are perfect (as we are not, neither will *they* be), but whether they are moving in the right direction. Our job as leaders is to be a source of encouragement along the journey of life during the seasons we are with them.

**Patience:** Jesus told a parable about two men who built two houses— one on the sand and one on the rock. Both houses looked great, but when they were tested (both by the same elements) one stood strong and the other fell with a great crash. The main point that Jesus was making was regarding building our lives upon the rock of His Word. Cheap houses can be built quickly; lasting houses take time. Digging into the sand and cutting through rock take different lengths of time. We will build something that will last for generations to come, and it will take time. We will be faithful to steward however many students God brings us.

### **Pray Hard, Play Hard:**

Life in general should be fun. When it is time to have an intense encounter with God, we focus on Him with all of our hearts and we take those times in His presence very seriously. When it is time to cut loose, we are going to have more fun than should be legal. A healthy balance of serious and goofy is a must in youth ministry. Students today need to see that being a Christian can be, and should be, fun as well as the most intense life journey one can go on.

# Adult Youth Leader Application

## PERSONAL INFORMATION:

Name: \_\_\_\_\_ DOB: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Mobile: \_\_\_\_\_

Home Phone: \_\_\_\_\_ E-mail address: \_\_\_\_\_

How long at this address? \_\_\_\_\_

Facebook: \_\_\_\_\_ Instagram: \_\_\_\_\_

Marital Status: ☐ Single ☐ Married ☐ Divorced ☐ Re-married ☐ Widowed

Spouse: \_\_\_\_\_ Years Married: \_\_\_\_\_

Children: \_\_\_\_\_ Age: \_\_\_\_\_

Children: \_\_\_\_\_ Age: \_\_\_\_\_

Children: \_\_\_\_\_ Age: \_\_\_\_\_

Children: \_\_\_\_\_ Age: \_\_\_\_\_

## EMPLOYMENT:

Place of employment: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_ Phone: \_\_\_\_\_

Describe your position & job responsibilities: \_\_\_\_\_

\_\_\_\_\_

## BACKGROUND INFORMATION:

☞ Were you a victim of abuse or molestation as a child? ☐ No ☐ Yes

☞ Have you ever had same-sex attraction / practiced homosexuality? ☐ No ☐ Yes

☞ Have you ever been convicted of or plead guilty to child abuse or a crime involving actual or attempted sexual molestation? ☐ No ☐ Yes

☞ Any other felony? ☐ No ☐ Yes

☞ If you answered "Yes" to any of the last three questions, please attach a brief explanation.

☞ Please list a pastoral reference from Shelter Rock Church or past church:

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

☞ Please provide the names of two character references (not including relatives), and give them the enclosed Reference Form to mail to us.

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

☞ Do you have a driver's license? ☐ No ☐ Yes

☞ Do you have a commercial driver's license? ☐ No ☐ Yes

### **CHURCH INVOLVEMENT:**

☞ Are you currently a Member of Shelter Rock Church? ☐ No ☐ Yes

How long have you attended? \_\_\_\_\_

☞ Are you currently a member of another church?

☐ No ☐ Yes Church: \_\_\_\_\_ Phone: \_\_\_\_\_

☞ Previous Church Information: \_\_\_\_\_

Dates Attended: \_\_\_\_\_ Church: \_\_\_\_\_ Phone: \_\_\_\_\_

☞ Do you have a personal relationship with Jesus Christ? ☐ No ☐ Yes

☞ Briefly describe your salvation experience: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

☞ Have you been baptized? ☐ No ☐ Yes When? \_\_\_\_\_

☞ What gifts does the Holy Spirit most frequently give through you? \_\_\_\_\_

\_\_\_\_\_

**AVAILABILITY:** ☐ Sunday Mornings ☐ Wednesday Nights ☐ Open

☐ Other: \_\_\_\_\_

**PREFERENCE:** ☐ Jr. High (7th-8th) ☐ Sr. High (9th-12th) ☐ Wherever Needed Most

### **INTERESTS:**

☐ Opening my Home for a Small Group ☐ Facilitating Discussions & Bible Studies

☐ Welcoming New Kids ☐ Sports/Games ☐ Administration ☐ Service Projects

☐ Construction ☐ Technology ☐ Music (please specify: \_\_\_\_\_)

☐ Other: \_\_\_\_\_

**TIME COMMITMENT:** (at least 1 year is requested) Start: \_\_\_\_\_ End: \_\_\_\_\_

**A background check will be required for anyone desiring to work with our teenagers. The church will pay for all processing costs.**

**By signing below you certify that 1) you have carefully read the ministry information provided, 2) all information given is accurate and, 3) you agree to have a background check performed on you.**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



# Adult Youth Leader Covenant Agreement

The 6 C's of being on our leadership team:

1. Commitment - Have you made a personal commitment to Christ? How are you growing in your relationship?
2. Calling - Is this something God is leading you to do?
3. Character - Are you committed to living a godly lifestyle that is a good example for students?
4. Competency - Do you have the basic skills necessary to work with people? We'll help you grow and develop specific youth ministry skills.
5. Chemistry - Will you gel with our leadership team, the ministry vision, philosophy, and structure?
6. Clock - Considering what's going on in your life during this season, is this the right time for you to be involved? Will you realistically be able to fulfill your commitment?

After observing the ministry, spending time in prayer and discussing with my family the 5 C's of being on the youth staff, I am willing to commit to the following, and I would appreciate consideration to serve as a youth leader for the next year:

- ☐ I acknowledge the lordship of Jesus Christ and that I have a personal relationship with Him.
- ☐ I am committed to growing and maturing my relationship with God through quiet times, active attendance at church and accountability relationships.
- ☐ I am committed to making choices and living a lifestyle that is both consistent with the Word of God and "above reproach," knowing that my lifestyle is a model for students.
- ☐ I am committing to the student ministry for at least one full year.
- ☐ I will attend all required meetings.
- ☐ I will make a committed attempt to find at least one other adult volunteer for our growing need in the youth ministry.
- ☐ I have read and understand the ministry information provided in the Adult Leader Application Packet.
- ☐ Because I am making a significant commitment and my presence is important, I agree to be faithful and on-time to the meeting(s) and gathering(s) I commit myself to.
- ☐ I am committing to serving in the following area(s):
  - ☐ \_\_\_\_\_
  - ☐ \_\_\_\_\_
  - ☐ \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Student Ministries Pastor's Signature

\_\_\_\_\_  
Date

**Shelter Rock Church**  
**BACKGROUND INVESTIGATION CONSENT**

I, \_\_\_\_\_ (applicant's complete name), hereby authorize Shelter Rock Church and/or its agents to an independent investigation of my background, references, character, past employment, education, criminal or police records, including those maintained by both public and private organizations and all public records for the purpose of confirming the information contained on my application and/or obtaining other information, which may be material to my qualifications as a volunteer or for employment now, and if applicable, during the tenure of my volunteering or employment with Shelter Rock Church.

I release Shelter Rock Church and/or its agents and any person or entity, which provides information pursuant to this authorization, from any and all liabilities, claims or lawsuits in regards to the information obtained from any and all of the above referenced sources used.

The following is my true and complete legal name, and all information is true and correct to the best of my knowledge.

\_\_\_\_\_  
Full name (printed)

\_\_\_\_\_  
Maiden name or other names used

\_\_\_\_\_  
Present street address

\_\_\_\_\_  
How long?

\_\_\_\_\_  
City/State

\_\_\_\_\_  
Zip

\_\_\_\_\_  
Former street address

\_\_\_\_\_  
How long?

\_\_\_\_\_  
City/State

\_\_\_\_\_  
Zip

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

After the background check has been run, remove and destroy all information below this line and file the above in the applicant's personal file.

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Social Security #

# Adult Youth Leader Reference

Send Completed Form to: Shelter Rock Church - 626 Plandome Rd. Manhasset, NY 11030  
Or FAX to: 516.869.8698. Thank you!

\_\_\_\_\_ is applying to become a volunteer youth worker with Shelter Rock Church Student Ministries and has given your name as a personal reference.

The person in this staff position will be in close contact with teenagers, and we want to ensure that these relationships will be healthy ones. Please complete the form below and use the enclosed envelope to send us your evaluation of this person's character and integrity. Your response will remain confidential.

1. How long have you known this person?
2. Describe your relationship with this person:

Using the following scale, please respond to questions 3-8:

1 = Low; 2 = Below Average; 3 = Average; 4 = Very Good; 5 = Excellent

How would you rate his/her ability in the following areas:

3. Involvement in peer relationships?
4. Emotional maturity?
5. Resolving conflict?
6. Following through with commitments?
7. Ability to relate to teenagers?
8. Spiritual maturity?
9. What are this applicant's greatest strengths?
10. Do you have any concerns regarding this person working with teenagers? If so, please explain.

Thank you for taking the time to complete this form. If you have any questions or concerns regarding this reference, please feel free to contact us (516-627-2270).

By signing, you are affirming that the information provided above is true and accurate to the best of your knowledge.

\_\_\_\_\_  
Your Name

\_\_\_\_\_  
Signature

Today's Date: \_\_\_\_\_

# Adult Youth Leader Reference

Send Completed Form to: Shelter Rock Church - 626 Plandome Rd. Manhasset, NY 11030  
Or FAX to: 516.869.8698. Thank you!

\_\_\_\_\_ is applying to become a volunteer youth worker with Shelter Rock Church Student Ministries and has given your name as a personal reference.

The person in this staff position will be in close contact with teenagers, and we want to ensure that these relationships will be healthy ones. Please complete the form below and use the enclosed envelope to send us your evaluation of this person's character and integrity. Your response will remain confidential.

1. How long have you known this person?
2. Describe your relationship with this person:

Using the following scale, please respond to questions 3-8:

1 = Low; 2 = Below Average; 3 = Average; 4 = Very Good; 5 = Excellent

How would you rate his/her ability in the following areas:

3. Involvement in peer relationships?
4. Emotional maturity?
5. Resolving conflict?
6. Following through with commitments?
7. Ability to relate to teenagers?
8. Spiritual maturity?
9. What are this applicant's greatest strengths?
10. Do you have any concerns regarding this person working with teenagers? If so, please explain.

Thank you for taking the time to complete this form. If you have any questions or concerns regarding this reference, please feel free to contact us (516-627-2270).

By signing, you are affirming that the information provided above is true and accurate to the best of your knowledge.

\_\_\_\_\_  
Your Name

\_\_\_\_\_  
Signature

Today's Date: \_\_\_\_\_