



Dear Potential Adult Leader,

What an incredible blessing it is to know that you are interested in working with our students here at Allen! If you become a part of our ministry team, you will fall in love with these kids and their passion. It's quite contagious...

We are always searching for adult leaders to serve in our student ministry. We believe that a solid student ministry is built upon relationships among the leaders and the youth and their families. Through these relationships students and their families are given a glimpse of Christ's great love for them. We want you to know that family involvement is extremely important in this student ministry, and it is the relationships built with both student and family that will create an environment where genuine spiritual growth will occur most in the student's life.

Inside this packet you will find: information concerning the program of Allen Memorial Student Ministry (AMSM), a brief characterization of today's youth generation, your application for leadership involvement, reference forms, and authorization for us to obtain a background report (*required for student involvement*).

Please spend time in prayer as you consider this position. While we are looking for individuals who truly want to minister and serve this generation, more importantly, we want to know that God is calling you to this work. We hope so!

We look forward to the possibility of serving alongside you. Once you have filled out the application, return it to me; and we will schedule a time in when the two of us can meet to discuss the next step in your serving on the AMSM Leadership Staff.

This student ministry is a great way to invest your time and to serve the Lord! If you have any need to reach me, or if you encounter any questions about the content of this packet, please feel free to email or call me. May God lead and bless you as you seek to serve Him!

In Him,

Danny Pace

Student Pastor
Allen Memorial Baptist Church
1303 Snow Hill Rd., Salisbury, MD 21804
410-742-2659 (church)
443-944-7128 (cell)
dpac@allenmemorial.org



THE MISSION

Our ministry has three main components: Our Sunday morning AMSM Service, our Youth Cells, and our yearly planned connect activities. Combined, these elements are central to the vision of the student ministry, which mirrors the three-fold vision of our church (Connect, Grow, Serve).

CONNECT – At the heart of everything we do is the desire to *connect youth to Jesus*. We believe in evangelizing youth and their families.

GROW – As kids are connected to Christ, our goal is disciple them into spiritually mature followers of Christ. We believe it is essential that youth learn what it means to *grow in the Spirit* and walk in the Spirit daily through Bible study and prayer.

SERVE – As kids grow in their walk, they must know what it means to serve. After all, Christ did not come to be served but to serve. Our ministry strives to not only teach this principle, but also “show” what it means to *serve the Lord*.

The AMSM Staff believes that these aspects of the Christian walk are best fostered when youth are able to build relationships with Godly men and women – Spiritual Role Models. We believe these relationships are most effective when their spiritual role models are their parents. This is why AMSM believes so strongly in ministering to families, equipping parents, and encouraging parental involvement.

AT A GLANCE...

As mentioned earlier there are essentially three components to our student ministry:

AMSM Sunday Mornings:

Our student ministry currently has a joint service (Jr. and Sr. High) on Sunday mornings during the 9:30 am adult service. This is essentially church for teens. We typically allow several minutes after the youth first arrive to socialize, enjoy the studio, and purchase food/drinks from the café. The service doesn't always stick to the same format, however the elements remain the same: announcements, worship, prayer time, scripture reading, & the message. Our youth praise band leads our worship time together, and messages are biblically centered and generationally relative.

AMSM Cell Groups:

Our youth cell groups meet on Wednesday nights in Studio 7o7. Youth arrive at 6:30 pm in order to enjoy a time of fellowship before things get started. Around 6:45, we call the youth together for corporate worship and announcements before dividing youth into our cell groups. Youth cells are as follows: Jr. High Girls, Jr. High Boys, Sr. High Girls, and Sr. High Boys. We prefer to have a minimum of two adult leaders in each group, and our hope is to divide these groups even further as God continues to bless the ministry. Services conclude at 8:30 pm. Cells are a time of sharing, reflections, discipleship, prayer, and in-depth Bible study for our youth.



ASM Yearly Activities:

During the year, there are many opportunities for youth to build relationships, discover new life in Christ, grow in their faith, and serve. (Connect, Grow, Serve) Activities are planned monthly with the intentions of spurring growth in four different spiritual areas: relationship building, evangelism, discipleship, and missions/service. Although many of our scheduled events meet several of these criteria, every activity that is planned meets one of these objectives. (The AMSM Calendar of Events is available in the studio and online.) In addition to the calendar events, Cell Leaders schedule smaller activities for their individual cell groups. We ask Cell Leaders to plan something at least once a quarter.

THE TERMINOLOGY

AMSM – Allen Memorial Student Ministry

Studio 7o7 – Also referred to as simply “the studio,” this is the upstairs meeting area where the majority of our youth events take place.

Connect – On the first Wednesday of every month we host a special “Seeker Sensitive” service geared for non-churched youth and friends of regular youth attendees. The service is usually made up of a guest musical artist, testimony, games, loud music, a short devotion, & media presentations. Following Connect, youth are encouraged to stay for our weekly cell meetings. Doors open at 6:00 pm on Connect nights with the actual service being from 6:30 – 7:45 pm. Cell groups meet after a short intermission, and the entire evening wraps up at 8:30 pm.

The Cage – Our fenced in sound booth located in the back of the studio is lovingly referred to as “the cage.” It’s important to note that youth are encouraged not to be in the sound area unless they have gotten permission from one of our adult leaders.

The Café – During the majority of our youth services, we sell drinks and snacks from the coffee bar located to the right of the ping-pong area.

Bummer/Blessing – One of our cell group icebreakers is “bummer/blessing” time. The youth are each asked to share one thing from the past week that they would consider a bummer and then one that they would consider a blessing. You will really get a peek at their lives during this sharing time.

SOS Meetings – The AMSM Staff meet with the parents of our youth bimonthly in what we have dubbed “SOS Meetings.” Everyone is familiar with the SOS as a call of help for boats out at sea. We use the term as a reminder that we are here to help our parents as they raise their teenage son or daughter, and we ask for their help so we can best minister to their children. These meetings are times of prayer, sharing, and informing.



TODAY'S YOUTH GENERATION

It is nearly impossible for someone to sum up the current youth generation in such a small space, but the following may give you insight into what you will be working with as you minister to America's youth.

Youth are relational. This is nothing new, right? However, the increasing ability to keep in contact with friends has only served to fuel their need (Myspace, Facebook, Twitter, cell phones, texting, etc...). More than ever, youth are driven by their relationships – to the extent that many youth would claim loyalty to a peer group over even their parents or family.

Youth want authenticity and transparency, which stems from a lack of trust. (We'll talk about that later...) Teens respect individuals who are exactly as they claim to be, and they can smell phony in an instant. They watch to see that people's actions are matching the words that they say.

This generation lacks trust in everything from our government to whether a product will really work. They have been let down time and time again. In some cases, they have been let down by the very people who should love them the most – parents. They don't trust people, preachers, politicians, or products because they figure everyone has an angle. This overall lack of trust has left them hurt. Youth today are hurting, and many of them have lost hope that things could get better. They worry about what life will look like for their children.

Youth have grown up in the age of media and information. Because of this, there are few things that youth are not informed on to some degree. You will find that youth are often wise to things that they should not even know about at their age. The rise of technology (internet, mass media, etc...) could be partially to blame for this.

Today's teen is busy. Between a social life, school, mass media, and after school activities, youth are busier today than even some of their parents. Due to these hectic schedules, many youth are able to multitask several different responsibilities at once with little effort.

Many youth are passionate about social causes today. They get really excited about making a physical difference in someone's life. Even though they rally in support of such causes, they don't necessarily see the connection between these issues and faith in God. In fact, many of today's youth are illiterate when it comes to Biblical doctrine, trusting that there are many different religious avenues one might take. They believe that what matters is being a good person.

Truth is relative to the moment, the need, and the person. What is good for you may not be good for them. Your idea of truth may not be relevant to them, and they are able to walk in and out of contradicting truths quite easily.

Teens are growing up rapidly and the sins that their parents partook of are now available to these kids at a much earlier age.

When a youth buys into something or someone – they are sold out. 100%. They are passionate about what they believe in, and they will fight for it. That's where we come in!



WE NEED SOMEONE WHO...

- We need someone who will love these teens from the overflow of his or her own love of God!
- We need someone who will show these teens that hope still exists, and there are people who will not let them down.
- We need someone who will introduce these young people to the greatest relationship they will ever experience – Jesus Christ!
- We need someone who will mirror a life that matches what is preached – at home, at church, at work, and in public.
- We need someone who read the prior section on today's youth and felt God calling them to do something to reach these teens.
- We need someone who is committed to serving our youth and serving this church through regular attendance, tithing, and involvement in cells.
- We need someone who is willing to put in the hours to make a difference: Sunday mornings, youth cells, monthly activities, behind the scenes work, whatever your role and gifts...
- We need someone who will commit to studying scripture for themselves and praying regularly – striving to live a life filled with the Spirit.
- We need someone who will unashamedly instruct these teens on what it means to be a sold out follower of Christ.
- We need someone who will not simply lead our youth, but someone who will “serve” them and their families.
- We need someone who will work to build relationships with the teens as well as their parents and family members.
- We need someone who will commit to praying for our young people, their families, our church, and the student ministry.
- We need someone who is not afraid to laugh, cry, listen, or give of themselves.
- We need someone who is not afraid of being transparent of his or her faults while holding teens (and themselves) to a high standard of excellence.
- We need someone who will be an encouragement to these youth and get involved in their lives and world.
- We need someone who....may very well look a lot like you.



AREAS OF SERVICE

There are many important areas to serve within our student ministry. It is our desire that you will find an area that will best utilize your gifts, passions, and talents. We are excited to find adults in our church who feel passionate about young people and loving students, but once again...we are looking for those who feel called by God to minister to this group. Those who are called by God to a specific task are most committed to and invested in the fulfillment of the vision. The following are the areas (and their description) where we could use your services.

AMSM Sunday Morning Staff - *Sitting in during Sunday morning worship to greet kids, perform check-ins, and build relationships – filling in where needed.*

Jr. High Girl's Cell Group - *Sitting in to assist or lead the Jr. High Girl's cell group.*

Jr. High Boy's Cell Group - *Sitting in to assist or lead the Jr. High Boy's cell group.*

Sr. High Girl's Cell Group - *Sitting in to assist or lead the Sr. High Girl's cell group.*

Sr. High Boy's Cell Group - *Sitting in to assist or lead the Sr. High Boy's cell group.*

Audio/Visual Tech - *Overseeing the presentation of the sound and visuals of AMSM. Also adapting photography and video materials for use in the studio.*

Prayer Partner - *Being a regular prayer warrior for students and their families, leaders, and the overall ministry of AMSM.*

Spiritual Mentor - *Becoming a one-on-one spiritual mentor for those students lacking support or encouragement at home.*

Financial Mentor - *Providing financial assistance to those students who do not have the resources at home to participate in many of AMSM's yearly activities.*

Musician Mentor - *Becoming a one-on-one musical mentor to one of our student musicians both in the youth praise band or those just interested in learning an instrument.*

Set Up/Clean Up - *Aiding in the general set up/tear down and clean up of AMSM events and regular meetings. This includes those who are experienced in construction or handiwork.*

Activities Volunteer - *Aiding in the planning, implementing, and follow up of AMSM's activities.*

Photographer/Videographer - *Filming and photographing regularly scheduled gatherings and yearly activities. Also aiding in adaption of this material for use in the studio and online.*

Café Worker - *Helping to maintain and manage the café during regularly scheduled gatherings and activities held in the studio.*



Working with Youth Praise Band - *Practicing with the youth praise band to equip them to be better ministers of worship.*

Administrative Support - *Aiding in the small details of organizing AMSM: database, send outs, tracking, etc...*

Guest Speaker - *Filling in on Sunday Mornings when the Student Pastor is out or simply being available to provide the message during special events or activities.*

Guest Musician - *Providing music during one of our youth gatherings or Connect services - Individually or with a band if you are a part of one.*

Special Topics Instructor - *Providing a stand-alone lesson or lesson series over a particular topic or study to be conducted with students or their parents.*

Web Design - *Helping with the AMSM website design and ensuring that it is kept up to date with material and resources. Also adapting film and photography captured during youth gatherings into online media.*

Artist/Interior Design - *Decorating the studio with a teen flair using artwork and innovative/balanced design.*

Creative Ministries - *Teaching the youth multiple forms of worship: drama, interpretive movement, black light, signing, puppetry, dance, etc...*

Please fill out the APPLICATION portion of this packet and return it to the offices of Allen Memorial Baptist Church or to the Student Pastor. Keep the first portion of this packet for your own information. Please hand out the two reference forms attached to the application, pointing out the instructions at the top of the form. Once everything is in (your application & reference forms), your interview will be scheduled. Thank you again for your interest in serving Allen through the work of AMSM.



APPLICATION

General Information

Name: _____ DOB: _____
First Middle Last M/D/Y

Address: _____

City State Zip

Home Phone: _____ Cell Phone: _____

Email: _____

What is the best way to contact you? Home Cell Email

Do you have a Facebook account that you maintain regularly? Yes No

If you receive text messaging, can we contact you in this way? Yes No

How are you affiliated with Allen? Member Attendee Visitor

How long have you been visiting/attending Allen? _____

Marital Status: Married Engaged Single

If married or engaged, what is your spouse's name? _____

Do you have any children? Yes (Please list their names and ages.) No



Experience

In what areas are you gifted, trained, or experienced in? (This is not necessarily an indication of what area of youth ministry you will serve in or would like to serve in.)

- | | |
|--|---|
| <input type="checkbox"/> Playing an instrument / Music | <input type="checkbox"/> Leadership |
| <input type="checkbox"/> Drama | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Illustrative Arts / Photography | <input type="checkbox"/> Video Production |
| <input type="checkbox"/> Advertising/Marketing | <input type="checkbox"/> Interior Design |
| <input type="checkbox"/> Web Design | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Cell/Small Group Leader | <input type="checkbox"/> Event Planning |
| <input type="checkbox"/> Leading Worship | <input type="checkbox"/> Construction / Handiwork |
| <input type="checkbox"/> Computers | <input type="checkbox"/> Writing / Editing |
| <input type="checkbox"/> Other: (Please Specify) _____ | |
| _____ | |

Hobbies / Interests: _____

Prior Ministry Experience: _____

Prior Ministry Experience Involving Students (If different from above): _____

Any Prior "Non-Church" Experience Involving Students: _____



Job Interest

Please check any of the areas where you feel that God may be leading you to serve. Feel free to contact the Student Pastor for clarification of jobs. (Also available on pg. 6-7 of this packet.)

- | | |
|---|---|
| <input type="checkbox"/> AMSM Sunday Morning Staff | <input type="checkbox"/> Jr. High Girl's Cell Group |
| <input type="checkbox"/> Jr. High Boy's Cell Group | <input type="checkbox"/> Sr. High Girl's Cell Group |
| <input type="checkbox"/> Sr. High Boy's Cell Group | <input type="checkbox"/> Audio/Visual Tech |
| <input type="checkbox"/> Prayer Partner | <input type="checkbox"/> Spiritual Mentor |
| <input type="checkbox"/> Financial Mentor | <input type="checkbox"/> Musician Mentor |
| <input type="checkbox"/> Set Up/Clean Up | <input type="checkbox"/> Activities Volunteer |
| <input type="checkbox"/> Photographer/Videographer | <input type="checkbox"/> Café Worker |
| <input type="checkbox"/> Working with Youth Praise Band | <input type="checkbox"/> Administrative Support |
| <input type="checkbox"/> Guest Speaker | <input type="checkbox"/> Guest Musician |
| <input type="checkbox"/> Special Topics Instructor | <input type="checkbox"/> Web Design |
| <input type="checkbox"/> Artist / Interior Design | <input type="checkbox"/> Creative Ministries |
| <input type="checkbox"/> Other (Please Explain) | |

Education

What is the highest level of education you've received?

- High School Comm. College College/Univ. Grad. School

If you received a certificate or degree, what was it in? _____



Spiritual History

Have you accepted Jesus Christ as your personal Lord and Savior? ___ Yes ___ No

(IF YES, PLEASE GIVE A BRIEF TESTIMONY ON A SEPARATE SHEET OF PAPER. DESCRIBE LIFE BEFORE CHRIST, YOUR SALVATION EXPERIENCE, & HOW YOUR LIFE IS DIFFERENT NOW.)

How is God working in your life now? _____

How often do you read your Bible? _____

What has God revealed to you through scripture lately? _____

How have you traditionally gained your knowledge of the scriptures? _____

Do you keep contact with an accountability partner or spiritual mentor? ___ Yes ___ No

Personal History

Have you ever been arrested or convicted of a crime? ___ Yes ___ No

(IF YES, PLEASE PROVIDE A DESCRIPTION AND DATES ON ANOTHER SHEET OF PAPER.)

If you use tobacco products of any kind, how often do you do so?



If you use alcoholic products of any kind, how often do you do so?

Have you been treated for alcohol or drug abuse? ___ Yes ___ No

(IF YES, PLEASE PROVIDE A DESCRIPTION AND DATES ON ANOTHER SHEET OF PAPER.)

Have you been charged with or convicted of child abuse or molestation? ___ Yes ___ No

(IF YES, PLEASE PROVIDE A DESCRIPTION AND DATES ON ANOTHER SHEET OF PAPER.)

Are you listed on the sex offender registry for any state? ___ Yes ___ No

(IF YES, PLEASE PROVIDE A DESCRIPTION AND DATES ON ANOTHER SHEET OF PAPER.)

Are there any past or current behaviors in your life that you feel we should know? _____

Ministry Philosophy

Why do you want to be an adult leader in AMSM? _____

Which of our three aspects (Connect, Grow, Serve) are you attracted to the most? Why?



AMSM Adult Leader Application

How do you decide what media choices (film, music, etc...) are acceptable for yourself, and how would you relay this information to students? Would your choices be fine for the students?

How would you handle discipline with a student or group? _____

How would you handle potentially dangerous or confidential information told to you by a student?



CONTRACT

After spending time in prayer and discussing with my family and friends the commitment involved with being an adult leader, I choose to commit to the following:

- I acknowledge the Lordship of Jesus Christ in my life and have a personal relationship with him.
- I am committed toward growing and maturing my relationship with God through personal devotions, active and regular attendance at Allen Memorial Baptist Church, personal times of worship, tithing, and involvement in accountability.
- I am committed to choices and a lifestyle that are both Godly and “above reproach,” knowing that my lifestyle is a model for the students that I serve.
- I am making a commitment to AMSM for at least one school year.
- I will attend youth meetings and will make a committed attempt to attend staff meetings, retreats and seminars.
- I understand, agree with, and will work hard to fulfill the purposes and vision of AMSM and this youth leadership team.
- I am committed to releasing back to God my time and energy as an act of worship, trust and obedience to God.
- Because I am making a significant commitment and my presence is important, I agree to be consistent and timely in my responsibilities.
- I also agree to communicate with the Student Pastor and the appropriate students if I will be absent.
- I am committed to praying for the students and leaders at this youth group and my involvement in it.

Signature: _____ Date: _____

The information contained in this application is correct to the best of my knowledge. I, the undersigned, give my authorization to Allen Memorial Baptist Church or its representatives to release any and all records or information relating the AMSM Staff. Allen Memorial Baptist Church may contact my references as deemed necessary in order to verify my suitability as an AMSM Adult Leader. I also understand that the personal information will be held confidential by Allen Memorial Baptist Church leadership.



OFFICE USE ONLY

Application Received: Date _____

References Complete: Reference #1 Reference #2

Criminal background check completed? Yes No Date: _____

Interview Date: _____ Time: _____

Comments:

Placement Instructions:

Approved: Yes No



AMSM Adult Leader Reference Form

_____ is applying to become a volunteer adult leader with the youth ministry at Allen Memorial Baptist Church and has given your name as a personal reference. Please complete the form below and use one of the following methods to get it to the Student Pastor.

Fax to 410-742-6748 (ATTN: Danny Pace, Student Pastor)

Postal Mail: Danny Pace, Student Pastor
Allen Memorial Baptist Church
1303 Snow Hill Rd.
Salisbury, MD 21804

Hand Deliver in a Sealed Envelope to Danny Pace, Student Pastor

You may be contacted confirming that we have received your reference, and you may be asked some follow-up questions. Your responses will remain confidential; **please do not return this reference to the applicant.**

1. Describe your relationship with/to this person.

2. How long have you known this person?

3. Using the following system, how would you rate his/her ability at the following?

	Low	Average	Good	Excellent
Involvement in peer relationships	1	2	3	4
Emotional maturity	1	2	3	4
Following through with commitments	1	2	3	4
Ability to be a team player	1	2	3	4
Honesty and integrity in conduct	1	2	3	4
Spiritual maturity	1	2	3	4
Hard worker	1	2	3	4
Ability to relate to students	1	2	3	4



4. What are this applicant's greatest strengths?

5. What are this applicant's weaknesses or areas needing improvement?

5. What, if any, concerns do you have regarding this person being an AMSM adult leader?

6. Will you commit to praying for this person if they become a part of the AMSM Staff?

Thank you for taking the time to fill this out. If you have any questions regarding this reference, please call the Student Pastor at 410-742-2659 (church) or 443-944-7128 (cell). You can also email Danny at dpace@allenmemorial.org. Once again, thank you.

Your Name: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Signature: _____ Date: _____



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Spiritual maturity	1	2	3	4
Hard worker	1	2	3	4
Ability to relate to students	1	2	3	4



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Your Name: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Signature: _____ Date: _____