

Straight Street Youth Ministry Volunteer & Leaders Policies and Procedures Handbook

Purpose Statement:

The youth of Straight Street are both a blessing and a responsibility. Their care and well-being are the primary concern of this ministry.

The mission and purpose of Straight Street is to provide a safe Christian environment where at-risk* youth can obtain the necessary skills and training needed to mature and discover God's divine plan for their lives.

*For our purposes, an "at-risk" youth is a young person between the ages of 11 and 18 years old who is behaving in such a way that if a caring adult does not step into their life with some help, there is a high likelihood they will hurt themselves or someone else.

These policies and guidelines have been established in order to meet this goal.

I. Qualifications for Youth Volunteers and Workers:

A.-Church Attendance

B.-Application Process:

Completed Application,
Background / CPS Check

C. -Training, Annual Handbook Review

D. -Important Guidelines posted on name tags / walls at Straight Street

E. -Youth Discipline Protocol

F. -Leadership of our outreaches

F. -Transportation of Youth

G. -Building Care Protocol

A.-Church Attendance (Christian...to be well versed in the following:)

STRAIGHT STREET CORE VALUES

- 1 Out of your overflow, ministry means serving others.
- 2 Be consistent. Always finish what you start, and stay on task.
- 3 We are here for the kids. Build relationships with them because they need you, and they might just change your life as well!
- 4 Please come with no preconceived notions. These kids have already been judged by the world. They need love, grace, and peace (the fruits of the spirit, not religious judgment).
- 5 Always do what you say and understand, this can be challenging both physically and emotionally.

Working with Straight Street young people is about TRUE SERVANTHOOD on the FRONT LINES. 100% ALTRUISTIC. It may well be the hardest work you ever do and consequently the MOST REWARDING.

VOLUNTEER APPLICATION

Name: _____ Date of Birth: _____ Address: _____
Phone: _____ Cell Phone: _____ Home Phone: _____ Work _____
Driver's License Number _____

How many years have you resided in State of Texas? _____

What other states have you resided in and dates of residence? _____

Name of church of which you are attending and for how long?

Name(s) of other church(es) you have attended regularly in the last five years:

Indicate previous experience with children and youth in a church setting (places, dates, and types of work):

Indicate previous non-church work with children and youth (places, dates, and types of work):

Have you ever been convicted of a felony or misdemeanor? ___ No ___ Yes

Comments: _____

Have you ever been accused or convicted of sex related or child abuse related offenses? ___ No ___ Yes

Comments: _____

-PLEASE DO NOT BRING UNDER AGED children to Straight Street.

Applicant's Statement

The information provided is correct to the best of my knowledge. I authorize Straight Street to contact any churches, or organizations which I have listed regarding my qualifications to work with children/youth. Additionally, I certify that I DO NOT have CPS history.

Signature: _____ **Date:** _____

-----TO BE COMPLETED BY A MINISTERIAL STAFF MEMBER

- ___ Applicant is known by me and has previously worked with minors.
- ___ Applicant has not previously worked with minors. References were

checked and results attached.

Signature: _____ Position: _____

Please take a moment to share your personal testimony and current relationship with Jesus and anything additional you feel is important for us to know:

IN THIS MINISTRY WE ARE A TEAM AND EACH OF US HAS HIS/HER OWN UNIQUE GIFTS AND TALENTS AS GIVEN BY GOD, OUR CREATOR AND PERFORMED THROUGH THE HOLY SPIRIT WHO DWELLS WITHIN. WE BELIEVE WE ARE BETTER TOGETHER.

"Listen now to my voice; I will give you counsel, and God will be with you." Exodus 18:19

As a leader at Straight Street, you set the tone for communication. A leader's communication must be consistent, clear, and courteous. But leaders must also be good listeners. When leaders don't listen...

- They stop gaining wisdom.
- They stop "hearing" what isn't being said.
- Team members stop communicating.
- Their indifference begins to spread to other areas.
- Ultimately, poor listening leads to hostility, miscommunication, and a breakdown of team cohesion.

*I profess a personal faith and relationship with Jesus Christ as my Lord and Savior.

I am willing to adhere to Straight Street's Christian Core Values and Team Culture.

I authorize, at Straight Street's discretion, the investigation of any all statements made by me in this application, related papers, or oral interviews and the review of any civil or criminal records which may exist. I understand, as a volunteer I will not receive payment for services performed.

Signature

Date

Applicant has completed training: YES NO Approved: YES NO

Date: _____

Extreme Ownership

The Mission: The mission is paramount. The mission is everything. The mission is why we do what we do. Understand your mission. Believe in your mission.

2Timothy 4:7

The Team: You have been personally called, chosen, and assigned by God to be at Straight Street. You have answered that call and proven yourself capable, making you an elite and rare individual. Your mission, the team's mission, the mission of Straight Street, the mission God has sent you to do is to: Provide a Godly, safe environment for youth. Why is this mission important? These youths may not receive safety, hope, or love at home, school, or anywhere else. This means that God through you may be their only chance for improvement. We have been called to conduct unconventional warfare to win back God's lost youth. You are part of an elite unit. Armed to the teeth with the Word of God and a desire to spread it.

Mathew 10:1

The Responsibility: God has assigned you. That means that the area you are in is under your control. Nothing happens in your zone that you don't know about. You control your area with absolute authority, absolute grace, and absolute love. You complete your task as if God specifically assigned you to it because He did. There is no excuses or exceptions. God has made you capable of owning your task.

Colossians 3:23-24

What is tolerated: “What is taught is not the standard. What is tolerated is the standard.” This rule applies to yourself, your teammates, and the youth. If you have set a standard for yourself and you allow yourself to fall short, your lackluster performance becomes your new standard. If you know the standards of your elite team and allow a teammate to fall short, their lackluster performance becomes the new standard. If the youth know the behavioral standards and break them, and you do nothing, then their chaotic behavior becomes the new standard. Do not let this happen.

2Timothy 3:17

Pride/Confidence: Not to be taken out of context, pride is necessary. For our purposes, pride means a belief in yourself and the other highly motivated individuals that work with you and your joint ability to be an unstoppable team. As an elite team, you can accomplish anything, push through any adversity, and improve any situation you are in. You may not be perfect. Your teammates may not be perfect, but as a team you can be perfect.

Galatians 6:4

Ego: Ego is highly counterproductive. The moment some individual thinks that they are too good to do this task, too good to reach out to that kid, too good to help another teammate, or too good to ask for help from another teammate, then they are hindering the team from accomplishing the mission that God has set before them. Check your ego at the door. Come humble and hungry to accomplish the mission because you and your team are the best.

James 4:10

Understanding: If there is a rule or a task that you do not understand, do not hesitate to ask how it helps our mission. Likewise, if someone asks why, explain it to them. When the entire team understands, and believes in, the objective, the likelihood of being successful is much higher.

Proverbs 4:7

Teamwork: If you are doing something out of the ordinary or that is difficult, actively seek help from your teammates. At the same time, actively seek where you can help your teammates. Work together. It doesn't matter who is assigned to do what, who is qualified to do what, who should or is supposed to do what. Check all ego. The mission comes first. Accomplish it.

Hebrews 10:24-25

Trust: Trust is gold. If you are assigned to something, if you said you would do something, make 100% certain that you've done it. Your teammates must be able to trust you and you must be able to trust your teammates. Will we all make mistakes? Yes; and when that happens the team will pick up the slack. However, never leave something undone. NEVER leave a teammate hanging. Take full responsibility for your tasks and your actions.

Psalms 20:7

Simplicity: Keep it simple. The mission is simple. Don't overthink or overanalyze the way to complete it. Don't overcomplicate instructions when talking to a teammate or youth. The more simplified the task, the easier it will be to complete.

Corinthians 11:3

The Big Picture: Taking time to lean back and look at the big picture is important. You can get lost in analyzing every small task or detail, you can get lost in why a teammate or someone else might be doing what they are doing. Step back and look at the big picture. Evaluate and decide what is helpful to the mission and what is not. Realize why you are doing what you are doing. Keeping sight of the big picture will keep your mind clear and your heart motivated.

Romans 15:4

Leading Up and Down: If you are a leader it is your job, obviously, to lead your team using all the previously mentioned principles. Likewise, it is your job to lead your leaders. Not to try to take the wheel of the ship but to offer suggestions, directions, etc. Your leaders need you and you need your leaders. You are a team working together to accomplish the mission.

Exodus 7:1-2

Discipline = Freedom: If you discipline yourself – if you practice self-discipline, you can actually get more done and have more time. This principle is more personal. It is a challenge to cut out things in your life that are not helpful to you completing your missions. Missions to faith, family, work, fitness, finances, or ministry. We will all struggle and be here to pick each other up, but you can remedy a lot of your problems by setting aside things that harm your mission and picking up things that benefit your mission. This will allow you to actively complete your missions as well as pick up new ones and help others to do the same.

Hebrews 12:11

Hierarchy: No individual is more important than the team or the mission. Add to the team; don't burden it. If you weigh down your team you are harming your team and your mission. Everyone will fall and need to be carried sometimes. However, this is not an excuse to bend with every adversity. You are strong and part of an elite team. You will not let yourself or your team down. Recognize the value of your team and mission and put them higher than your weaknesses.

Philippians 2:3-5