

**The Heights Student Ministry**  
**Adult Leader Expectations**  
**2021-2022**

1. As a leader, you are expected to engage in a growing relationship with Jesus Christ, committed to the standards set forth in the Bible.
2. As a leader, you are expected to commit to a lifestyle worthy of imitation for students of The Heights Baptist Church and the surrounding community as we seek to fulfill the Great Commission (1 Cor. 11:1).
3. As a leader, you are expected to commit to communicating the truth of the Gospel of Jesus Christ as conveyed by Scripture.
4. As a leader, you are expected to be a covenant member of The Heights Church.
5. As a leader you are expected to be on time, attend leader trainings and operate within a team environment in your specified area of service.
6. As a leader, you are expected to enter into discipling relationships with your students through Lifegroups, worship gatherings at The Heights and discipleship groups.
7. As a leader, you are expected to actively engage with students away from the formal church setting by using any number of the following methods: text messages, phone calls, and age-group gatherings.
8. As a leader you are expected to adhere by our Next Generation Church Communication Policy (see attached sheet).
9. As a leader, you are expected to serve at least once during our yearly large group events such as Hoop-Dee-Doo, Chi-Alpha, Camp or Serve opportunities.
10. As a leader, you are expected to submit to the pastoral leadership of The Heights Church.
11. Accountability is important to the health of a Christ-follower. We expect you to be in the active practice of confession and intentional conversation pertaining to personal struggle and temptation to sin.

By signing, I better understand what is expected of my investment within The Heights Student Ministry and an active leader at The Heights Church.

Signature \_\_\_\_\_

Date \_\_\_\_\_

## **Next Generation Ministry Communication Policy**

Our Next Generation Ministries (Preschool, Children & Student Ministries) desire to promote safety and to create a healthy environment for texting and electronic communication between our leaders and students who participate in ministry activities. As a result, The Heights has developed the following guidelines:

1. Employee and volunteer leaders who want to communicate with minors using text messaging, e-mail, social networking websites or other forms of electronic media must first sign a consent form. The consent form will outline the recommended practices, limitations, and legal parameters for texting and other forms of electronic communication.
2. Communication with minors should never happen between the hours of 10:00P.M. to 7:00A.M.
3. We highly encourage our leaders to try and communicate as much as possible using group messages.
4. We encourage our leads to refrain from texting, or communicating electronically, with the opposite sex.
5. Employee and volunteer leaders may not transmit any content that is illicit, unsavory, abusive, pornographic, discriminatory, harassing, or disrespectful when communicating with each other or with minors involved in ministry activities.
6. Except in an emergency, employee and volunteer leaders may not transmit any personal information pertaining to a minor without the ministry participant and his or her parents or guardians signing consent forms. This applies to group texting, group e-mail, or any other public method of electronic communication. Personal information may include such things as a minor's name, phone number, e-mail address, or photograph.
7. Employee and volunteer leaders who become aware of a possible child abuse through electronic media must immediately notify their supervisor. The ministry will evaluate the situation and report abuse as required by law.
8. We do not permit the usage of Snap Chat (or similar apps, such as Burn Note or Kick Messenger) for communicating with minors. Because of the rapid advancement of technology, and social media platforms, we reserve the right to prohibit additional applications.
9. All information, images, or videos shared electronically through public ministry communications channels aren't considered confidential.
10. Cellular phones can cause distraction if used while driving. For safety reasons, employee and volunteer leaders driving on ministry business are not to make calls unless they use a hands-free device. If they receive a cell phone call while driving, the employee and volunteer leaders should answer it using a hands-free device or pull off the road to a safe location as soon as possible.
11. Employee and volunteer leaders driving on ministry business are to avoid cell phone use – even hands-free – when transporting children, while driving in heavy traffic, during hazardous weather conditions, or when it violates local law.
12. Employee and volunteer leaders are never to send or read text messages while driving.