



Children's and Teens Ministry

The C.I.T.Y.

(Christ Interceding Through Youth)

Children's and Teens Ministry Volunteer Handbook



“We have a powerful potential in our youth, and we must have the courage to change old ideas and practices so that we may direct their power toward good ends.”

– Mary McLeod Bethune

Welcome to the C.I.T.Y. Children’s & Teens Ministry!

Hi NMZ Youth Ministry Volunteer!

We’re so excited that you want to volunteer in our youth ministry! It’s fun and crazy, but it is designed to change our youth’s lives. It’s an opportunity to help youth take ownership of their faith and walk with them on their spiritual formation journey.

Most importantly, we get to reflect God’s love for them, pray for them, and speak God’s truths to them. Our youth need people in their lives who will show up to hang out with them, love them (and like them too), and show them what it looks like to follow Jesus.

Whatever your role is in our ministry this year, this Volunteer Handbook will show you some of the ways you can begin making a lasting impact in the lives and faith of our youth.

Thanks for being willing to serve. Thanks for caring about our youth and families. Thanks for letting God use you.

We are honored to partner with you in ministry to impact the lives of our youth and parents.

Many blessings,

Pastor Mike Bell and the NMZ Youth Ministry Leadership Team



A Connection designed for Growth and Development of NMZ Youth Ministry



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Our Ministry



Youth Ministry is many things to various faith communities. For NMZ, it is defined as a youth group or an age specific religious ministry with an objective to create a space and place to actively engage youth to be active members in their ministry as well as their community, but also cultivate their growth by providing support, guidance, and encouragement during what can be one of the challenging, yet influential period of their life.

The NMZ Youth Ministry consists of youth in grades preschool to high school and will be divided into groups:



Children's Ministry

- Preschool - (Toddlers to Pre-K)
- Elementary – (Kindergarten to 4th Grade)



Teens Ministry

- Preteens - (5th - 7th Grades)
- Teens - (8th - 12th Grades)

Each group will have a minimum of two youth leaders. Youth activities will be structured and planned based on these groups. While there may be combined youth activities for all ages, there will be a focus on activities/events/groups designed specifically for these age groups.

Youth IMPACT Council/Communication



To ensure that the needs of the youth remain the focal point of the ministry, the youth ministry includes the Youth Impact Council that will serve as the youth voice for NMZ youth. This council includes teens who help shape and guide programs and activities for youth in our church, as well as provide opportunities for teens to develop leadership skills, and assist with the implementation of youth activities.



Youth Ministry News/Calendar



To ensure that youth and parents are up-to-date with the youth activities, there will be a youth ministry calendar and activity/event notices published in the NMZ APP. This will allow for easy planning and consistent communication.

OUR ENVIRONMENTS

There are five kinds of environments for youths in our ministry. Each one is designed to strategically invite youth and families on a journey into deeper relationships with their peers, our adult volunteers, and Jesus, and each one is designed with every youth in mind — from the youths who grew up in church to first-time visitors.

Events



Throughout the year, we'll host several big events designed to help youths connect with each other, with their families, and with their small group leaders. Special events will often be the place where youths walk into our ministry for the very first time.

Activities/Programs



Youth Leaders will have opportunities to lead their age group in specialized activities that they feel led to implement. It could be a calendar for Bible reading, a journaling activity, etc. They're designed to help youth grow spiritually.

Small Groups



Small groups are the most important part of what we do. These groups are for teens to emphasize teaching and mentorship. They happen in our programs and are designed to connect every youth with a consistent trustworthy adult and community of their peers.



Youth Empowerment Service (YES)



YES is a youth-focused service during the 10:30 am worship service on 4th Sundays of each month geared towards helping youth engage in our worship experience that allows them to hear from and respond to God.

Other Ministries



We recognize that each young person is unique and may connect with their faith journey in different ways. To support the diverse needs and interests of our youth, we offer a variety of ministries designed to help them grow spiritually, build meaningful relationships, and serve their community. This includes but is not limited to the Usher Boards, Levitical Dance Ministry, Young People and Children's Division (YPD), and other ministries at New Mt. Zion.

UNDERSTANDING OUR YOUTH

Understanding youth in youth ministry is crucial for several reasons, all of which help to create an environment that fosters spiritual growth, emotional well-being, and personal development. Here are a few key reasons why this understanding is essential:

✓ Effective Communication

Youth are in a stage of life where they are developing their identity and beliefs. They are often navigating complex emotions and questions about life, faith, and the world around them. Understanding their developmental stage allows youth leaders and volunteers to communicate more effectively, addressing the unique challenges and questions they face.

✓ Building Trust

Youth who feel understood are more likely to trust the adults and leaders around them. Trust is essential in creating a safe space where young people can express their doubts, struggles, and questions. When youth feel heard and valued, they are more likely to engage meaningfully with the ministry.

✓ Making Ministry Relevant

Youth culture is constantly evolving, with new trends, language, and issues emerging regularly. By understanding youth culture, youth leaders and volunteers can stay relevant and provide teachings and activities that resonate with their experiences. This relevance helps keep young people engaged and invested in the faith community.



✓ Supporting Their Holistic Development

Young people are not just spiritual beings—they are also navigating social, emotional, and intellectual development. A comprehensive understanding of youth allows ministry leaders and volunteers to support them holistically, helping them grow not just spiritually but also emotionally, socially, and intellectually.

✓ Addressing Real-Life Issues

Youth today face many pressures, including academic stress, social media influences, mental health struggles, and identity issues. Youth leaders and volunteers who understand these pressures can offer more targeted support, helping young people cope with and find answers to the challenges they face.

✓ Empowering Youth Leaders

Youth ministry is not just about teaching—it's about equipping young people to become leaders themselves. By understanding youth, leaders and volunteers can identify the gifts, talents, and interests of young people, empowering them to take on leadership roles in the church, community, and beyond.

✓ Building Long-Term Discipleship

Ministry to youth is not just about getting them to come to events or even to make a one-time decision to follow Christ. It's about nurturing long-term discipleship. Understanding youth helps ministry leaders and volunteers build relationships that extend beyond the typical youth group meeting and guide young people toward a lifetime of faith.

✓ Creating a Safe and Inclusive Environment

Youth often need a space where they can be vulnerable and open about their struggles, doubts, and experiences. Understanding youth means creating an environment that feels safe, inclusive, and welcoming to everyone, regardless of their background or current state of faith.

✓ Reaching the Next Generation

Ultimately, youth ministry exists to help young people come to know Christ and live out their faith. To effectively reach them, youth leaders and volunteers need to understand where youth are at in their lives, what questions they have, and how they best learn and engage with faith. Understanding youth allows for more effective outreach and discipleship efforts.



In sum, understanding youth in youth ministry helps to foster a nurturing, supportive, and relevant environment for spiritual growth and personal development. It makes ministry more effective, ensuring that young people are not only engaged but are also growing in their faith and becoming equipped to lead in the future.

YOUTH SPIRITUAL FORMATION

Youth spiritual formation is at the heart of our ministry, as we strive to nurture the faith, character, and spiritual growth of young people. We are committed to providing a supportive environment where youth can explore and deepen their relationship with God, develop a strong biblical foundation, and discover their unique purpose in Christ. Through engaging worship, relevant teachings, meaningful service, and authentic community, we aim to empower youth to live out their faith with confidence and compassion. Our goal is to guide and equip them to become lifelong disciples who impact their world for Christ.

Every young person is asking three questions:

WHY DO I MATTER? | WHERE DO I BELONG? | WHO AM I?

We want to help youth pursue these questions while pointing them to Jesus. We do this by helping them discover how Jesus can help them in their day-to-day stress, struggles, and value systems (which usually root down to one of these core questions).

PURPOSE: The question of “why do I matter” is really a question of autonomy and purpose in the world. We want to help them discover their purpose as connected to Jesus. A great spiritual practice for beginning this process is prayer. As we teach youth that the God of the universe is listening to them and acting on behalf of them, we meet this question of purpose in its origins.

BELONGING: Every youth desires to belong. As they progress through high school their core influences shift from their parents to their peers. We want to come alongside youths and help them see how they can be known and loved by Jesus and our church community. Small groups are a great way to meet this need.

IDENTITY: While we are always pursuing our identity this question seeks great prominence in the later high school years. Our win is to come alongside youth and help them see themselves as sons and daughters of the King. An important spiritual practice that helps youth discover their identity is worship. As we learn who we are as “second” to Jesus our process of identity formation gets a whole lot easier.

DISCIPLING YOUTH

Do you know the last thing that Jesus said to His followers while he was on earth? Some people call it The Great Commission: “Go and make disciples.” Duplicate yourselves. Go and make more of you. Take your faith and pass it on to someone else. When we talk about helping youth begin to own their faith, we’re really just talking about discipleship. So, what is discipleship?

Here are three thoughts . . .



Discipleship is about Living

Rather than only asking, “What can we teach a youth about God?” we ask, “How can we help a youth live out their faith?” It’s not just about teaching them about Jesus — it’s about modeling what faith in Jesus looks like. That’s why relationships are such a key part of our ministry. Because discipleship isn’t taught in a classroom — it’s modeled in everyday life.

Discipleship happens in Community

In the Gospels, you don’t really see Jesus doing one-on-one discipleship. That’s because discipleship happens best in a community of people. That’s why we focus so much energy on getting youth plugged into consistent small groups, why we emphasize the role of parents and families, and why we surround our youth with many of Jesus’ followers. Because discipleship takes all of us!

Discipleship is a Process

Discipleship is never complete because learning to live out our faith is a life-long process. And because we know discipleship takes time, we want to put people in the lives of youth who are in it for the long-haul. That’s why commitment is extremely important in youth ministry. Volunteers, especially leaders, commitment is a fundamental piece that is necessary for the success of youth ministry - it’s a process.

Becoming a NMZ Volunteer in the Youth Ministry

To volunteer or not volunteer? That is the question! Becoming a youth ministry volunteer is a meaningful way to make a positive impact on young people's lives and their spiritual faith while also growing in your faith and building strong connections within the ministry. Here are some key reasons to consider becoming a volunteer in the NMZ Youth Ministry:

✓ Influence the Next Generation

NMZ Youth ministry provides a unique opportunity to mentor, guide, and inspire young people during a formative time in their lives. By volunteering, you can help them build a strong spiritual foundation and navigate the challenges of adolescence.

✓ Personal Growth

Serving in NMZ youth ministry often deepens your relationship with God and strengthens your character. Working with young people can teach patience, empathy, and adaptability while sharpening your leadership and communication skills.

✓ Foster Community and Relationships

As a volunteer, you’ll connect with other like-minded adults and youth, building a strong sense of community. These relationships can become a source of encouragement, accountability, and spiritual growth for everyone involved.

✓ Be a Role Model

Youth often look to adults for guidance and inspiration. By living out your faith authentically, you can model Christ-like behavior and demonstrate what it means to live a life of purpose and integrity.



✓ Have Fun and Be Creative

NMZ youth ministry often involves activities like games, retreats, service projects, and creative teaching. It's a chance to bring energy and joy into a ministry setting while tapping into your own creativity and talents.

✓ Make a Lasting Impact

The seeds you plant in the hearts of young people can bear fruit for a lifetime. Many youth remember their mentors as pivotal influences in their spiritual journey.

✓ Answer a Calling

If you feel called to serve, volunteering in NMZ youth ministry can be a fulfilling way to respond. It allows you to live out your faith actively and contribute to God's work in a tangible way.

Volunteering in youth ministry requires commitment, compassion, and a heart for young people. If this aligns with your passions, it could be an incredible way to serve and grow.

By volunteering in the NMZ youth ministry, you will make a significant impact in the Kingdom! This is why we need quality volunteers involved with this amazing ministry. Whether being a youth leader, teacher, helper on trips or helping serve at youth activities/events, there is so much going on with the NMZ youth it will all be an amazing adventure for you and one with eternal rewards!

YOUTH LEADER AND VOLUNTEER EXPECTATIONS

Clear and consistent expectations are essential to creating a positive, safe, and effective environment in youth ministry. By outlining these expectations, we ensure that all leaders and volunteers understand their roles, responsibilities, and the standards required to serve with integrity and purpose. These expectations help foster accountability, strengthen teamwork, and align leaders/volunteers with the mission and vision of the ministry. They also promote a culture of respect, trust, and support, which is vital for the spiritual growth of both youth and volunteers. Adhering to these expectations allows our ministry to flourish and ensures that every young person is provided with the best possible experience and guidance.

Youth need Youth Leaders/volunteers who will:

- ✓ **Genuinely love and care for them.** Youth can see right through the fake. If you are not real, there is no way they will trust you. We must have a genuine desire to love them and see them grow in Christ. The key is to just be who you are; they don't need someone to be cool, they need someone to be real.
- ✓ **Be consistent in their lives.** A lot of youth deal with inconsistency in their lives, they have friends that come and go, parents who are in and out of the picture, etc. When they come to NMZ they need to be able to know that they will see their leaders on a consistent basis. Consistency is where relationships are born.
- ✓ **Foster Spiritual Growth.** This is the reason we are here, to see their lives transformed by the power of the Gospel. We get to lead them into a relationship with Christ and disciple them as they continue to grow in Him.

What does the church and ministry expect from our Youth Leaders and volunteers?

- ✓ **Consistent attendance:** There is no substitute for faithfulness and timeliness. Your presence makes ministry happen.



- ✓ **Engaging with Parents:** As a volunteer, you are making a huge impact in the lives of the youth in our ministry. But do you know who's making an even bigger impact in the lives of those youth? Their parents. That's why our ministry is committed to serving, supporting, partnering with, and engaging the parents of the youth in our ministry. As a volunteer, caring for youths isn't your only responsibility. Engaging with parents is part of your job, too.
- ✓ **Shepherding youth during the week:** Commit to consistent follow-ups with those you lead through prayer, notes, calls, emails, etc.
- ✓ **Attending leadership meetings:** These meetings happen regularly and give us the opportunity to have fun, fellowship and share our experiences in ministry. They are mandatory meetings. It is essential to maintaining the health and unity of our staff. If you are going to spend time with young people, we need to know that you are willing to be a part of the team.
- ✓ **Be Flexible:** Everything doesn't always go as planned. There will be times that you are asked to fill in a different role for an event, schedules can change, events can get canceled, etc. We do everything we can to make sure things go smoothly, but sometimes things happen that are out of our control.
- ✓ **Give Grace:** The leadership of this Church and Youth Ministry are not perfect people, we will make mistakes. All we ask is that just as we give you grace, you give us grace as well.

What can you as a Youth Leader or volunteer expect from the Leadership team?

- ✓ **To give positive support to the volunteer staff:** Volunteers are how this ministry happens, so we are here to support you in any way we can.
- ✓ **To give spiritual support and leadership to the youth and volunteers:** We are here to make sure the youth are growing spiritually, but we are also here to make sure our volunteers are growing spiritually as well. We can't lead youth where we've never been, so we must always be growing spiritually.
- ✓ **To empower you for success and fulfillment:** We want to make sure that you are successful and fulfilled in this ministry. We want to make sure that you have everything you need to be successful, i.e. training, resources, supplies, etc.
- ✓ **To be dependable and available:** We are here for you anytime you need me. If you have questions, concerns, or just want to talk, we are available for that always.
- ✓ **To set the direction for our ministry:** The Pastor, along with the NMZ leadership team will set the direction and lead the ministry through the guidance of the Holy Spirit. However, you as volunteers are the glue that will keep this ministry together. Your direct contact with the youth provides a valuable perspective that the leadership team may overlook. We will listen to your perspectives, feedback, and collaborate onward together.
- ✓ **To give honest, constructive feedback when needed:** Part of becoming a great leader is being okay with having constructive feedback. There will be times when we will give constructive feedback when we feel it's needed. On the flip side of that, we expect the same thing from you for us.
- ✓ **To be Christ-like role models to youth and volunteers:** "Follow me as I Follow Christ" this is the model we strive to live by. Are we perfect? Absolutely not. But we will strive every day to live a life as much like Christ as we can to be a model for our youth and volunteers.
- ✓ **To model servant leadership:** We can't expect anyone to serve if we're not doing so first. We are here to serve our church, youth, and volunteers.



- ✓ **To give grace:** We understand that we are all imperfect people, we will make mistakes. Understand that there is grace given from the Pastor and the leadership of this church.

YOUTH MINISTRY TEAM: WHERE VOLUNTEERS ARE NEEDED

Having a variety of volunteers in youth ministry is essential for several reasons, all of which contribute to a well-rounded, effective, and supportive environment for young people. Different types of volunteers bring unique skills, perspectives, and experiences that can greatly enrich the ministry and help meet the diverse needs of youth. Here's why it's important to have different volunteers involved in youth ministry:

✓ Diverse Skill Sets and Strengths

Each volunteer brings their own set of talents and abilities. For example:

- **Mentors** can offer one-on-one guidance and support to youth, helping them with personal struggles and spiritual growth.
- **Small Group Leaders** can help explain complex biblical concepts in ways that are understandable and relatable to young people.
- **Activity Leaders** can manage logistics and organize engaging activities, creating fun and impactful experiences for youth.

Different roles ensure that all aspects of ministry are covered, from relationship-building to teaching to activities to administrative work.

✓ Providing a Range of Perspectives

Youth are in a stage of life where they are grappling with various questions and challenges. Having volunteers of different ages, backgrounds, and life experiences allows the ministry to provide a wide range of perspectives.

- **A young adult volunteer** might connect with the struggles youth face in school or social settings.
- **An older volunteer** might provide wisdom and guidance, drawing on years of experience to help youth navigate tough situations.
- **Volunteers with different cultural backgrounds** can help youth understand how faith is expressed and experienced in diverse communities.

These varied perspectives help create a more inclusive environment where youth feel seen, heard, and understood.

✓ Role Modeling for Different Needs

Youth look up to different adults for guidance, not just in terms of spiritual matters, but also in practical ways. By having volunteers of various ages and backgrounds, youth can find someone they connect with who can guide them through their particular challenges.

For example:

- **Female leaders** may be especially important in providing mentorship to girls, offering guidance in areas like self-worth, relationships, and emotional well-being.
- **Male leaders** may resonate with boys, especially when discussing topics like identity, leadership, and resilience.
- **Volunteers who are parents** may bring a perspective that helps connect with both youth and their families.



✓ Teamwork and Community Building

Youth ministry thrives on building a team of volunteers who work together to support each other and the youth. When volunteers have different strengths, they can work together in a complementary way. For example:

- One volunteer might be great at organizing logistics, while another is more gifted in public speaking or teaching.
- Some volunteers might excel at engaging with the youth during group activities, while others are better at building relationships in small, personal settings.

This kind of teamwork helps create a supportive community for both the youth and the volunteers, where everyone can contribute according to their strengths.

✓ Effective Discipleship in Various Forms

Discipleship doesn't look the same for every youth. Some young people might thrive in small group settings, while others may prefer large group interactions or one-on-one mentorship. By having different types of volunteers, youth ministry can provide a variety of discipleship methods to reach every individual.

- Some youth may need more personal, relational discipleship, which could be best provided by a volunteer who is a strong listener and has a gift for building deep, meaningful connections.
- Others may respond better to structured teaching in a group setting, which could be facilitated by someone with teaching or public speaking skills.

By having different volunteers, ministry leaders can offer a range of approaches to help each youth grow spiritually and personally.

✓ Reaching a Larger Audience

Youth ministries often serve a diverse group of young people with varying needs, interests, and life experiences. Having a variety of volunteers means the ministry is more equipped to reach a larger audience and meet the specific needs of different groups within the youth.

- Volunteers with expertise in areas like mental health, addiction recovery, or special needs can provide support and resources for youth facing particular challenges.
- Volunteers who are involved in community service or outreach programs can help engage youth in hands-on experiences that connect faith with action.

✓ Building a Multigenerational Ministry

One of the biggest strengths of youth ministry is the opportunity for younger people to see adults of different generations actively living out their faith. A multigenerational group of volunteers demonstrates that faith is not just for one stage of life but is a lifelong journey. It also allows youth to experience the church community as a whole, rather than feeling isolated by age groups.

When youth see different generations serving together, they also learn how to work in community with others outside of their age group, fostering a sense of unity and inclusivity in the church as a whole.

✓ Sustainability of Ministry

Having a diverse group of volunteers ensures that the ministry is not dependent on one or two individuals. If a volunteer needs to step back for personal reasons, others can step in to fill the gap. This kind of sustainability is vital for the long-term health of the ministry. It also gives volunteers a chance to work together in a way that doesn't overburden any single person.



✓ Promoting Youth Leadership

Youth ministry should not only be about adults leading youth—it should also be about equipping youth to lead. Volunteers who mentor youth leaders, allow them to take on responsibilities, and encourage them to develop their gifts play a crucial role in developing the next generation of church leaders.

- Volunteers can help identify potential youth leaders and give them opportunities to serve, lead worship, teach, or organize events, helping them grow into mature, capable leaders within the church community.

✓ Encouraging Spiritual Growth for Volunteers

Lastly, having a diverse group of volunteers allows everyone involved to grow spiritually. When adults work with young people, they are often challenged to reflect on their own faith and deepen their relationship with God. Volunteering in youth ministry can be a rewarding spiritual practice for those who serve, helping them build their own faith while guiding youth in theirs.

A team of diverse volunteers is essential in youth ministry because it provides a holistic, well-rounded approach to ministry. It ensures the ministry is meeting the spiritual, emotional, and practical needs of the youth while creating a sustainable, dynamic, and inclusive environment where both young people and volunteers can thrive. By having a variety of people serving in different roles, youth ministry becomes more effective, impactful, and faithful to its mission.

VOLUNTEER POSITIONS

Youth Leader

There will be a minimum of two (2) Youth Leaders to lead each age group (Preschool, School-aged, Pre-teens, Teens). Youth leaders should possess strong leadership qualities that inspire and empower young people. They should be able to set a positive example, make decisions, and guide youth towards their goals. Youth Leaders for the Teens will also serve a small group of leaders who will teach lessons and lead activities, and act as role models for the youth they lead. Small Group is a place where leaders show up to live life with youth, not just to get them to memorize scripture.

Activity Leader (Age groups: Preschool, School-Aged, Pre-teen)

Lead main youth activities (i.e., youth seasonal productions, fellowship gathering) in connections with youth and small group leaders.

Mentor (Liaison)

If a parent or youth leader recommends for a child to have mentorship, a mentor will be assigned up to three (3) young people that they can engage with more closely. This could mean attending their recitals, sporting events, spelling bees; being more present in their life inside and outside of church. Mentors are expected to give spiritual guidance and personal support for the mentee(s). Mentors can also connect youth to other mentors within the church to cultivate a young person's passions according to their needs.

Prep Team

Our prep team helps us make our youth activities/events/groups/services happen by serving during the week, helping our team prepare all the materials needed and keeping our supply room stocked and organized.



Tech and Social Media Team

Our tech team learns to master our computer and production equipment and prepares for our youth activities/events/group/services in advance to create smooth and distraction-free experiences. We also need volunteers to run the social media accounts of the Youth Ministry.

Medical Volunteer

Individuals certified in First Aid and CPR to assist during activities, especially for large events.

General Volunteer

Many of our volunteers serve on a temporary or as-needed basis during the holidays, special events, or when another volunteer is out sick or on vacation. You can also participate during YEWS as a volunteer (e.g. participate in Youth Choir during service to assist).

Youth Volunteers

Youth can serve as volunteers from 6th Grade through 12th Grade.

Youth Ministry Guidelines, Policies, and Procedures

The following guidelines, policies, and procedures in youth ministry not only ensure safety and accountability but also provide a framework for building healthy, sustainable, and effective ministry. They help ensure that youth feel valued and cared for, that leaders are equipped and supported, and that the ministry operates in a way that is both responsible and impactful.

GUIDELINES FOR MANAGING RELATIONSHIPS WITH PARENT(S)/GUARDIAN(S)

Fostering a healthy relationship between volunteers and parents in youth ministry is essential for creating a supportive environment for young people to grow spiritually, emotionally, and socially. Here are some practical strategies:

1. Establish Open Communication

- ✓ **Be Approachable:** Make it clear to parents that you are available to listen to their concerns, answer questions, and collaborate for the benefit of their children.
- ✓ **Provide Regular Updates:** Share details about events, lessons, and ministry goals through emails, newsletters, or group chats.
- ✓ **Create Feedback Opportunities:** Encourage parents to share their thoughts and ideas about the ministry to ensure their voices are heard.



2. Build Trust

- ✓ **Be Consistent and Reliable:** Show up on time, follow through on commitments, and demonstrate professionalism.
- ✓ **Maintain Transparency:** Clearly communicate policies, safety procedures, and expectations for both parents and youth.
- ✓ **Respect Confidentiality:** Handle sensitive matters with discretion while keeping parents informed when necessary.

3. Partner with Parents

- ✓ **Acknowledge Their Role:** Affirm that parents are the primary spiritual leaders in their children's lives and that you are there to support them.
- ✓ **Equip Parents:** Share resources, such as devotionals, books, or family activities, to help parents foster faith at home.
- ✓ **Involve Them in the Ministry:** Invite parents to volunteer, chaperone events, or contribute their skills to the ministry.

4. Build Relationships Beyond Ministry Events

- ✓ **Create Personal Connections:** Take the time to learn parents' names, interests, and concerns.
- ✓ **Host Parent-Volunteer Gatherings:** Organize meet-and-greet events or coffee chats to strengthen bonds and share ministry goals.

5. Show Appreciation

- ✓ **Celebrate Parent Contributions:** Acknowledge their support and involvement, whether it's through verbal thanks, written notes, or public recognition.
- ✓ **Encourage Their Efforts:** Affirm the positive things you see parents doing in their children's lives.

6. Work Through Challenges Gracefully

- ✓ **Address Concerns Quickly:** If a parent expresses dissatisfaction, listen without defensiveness, seek to understand, and work together to find a resolution.
- ✓ **Stay Unified:** Present a united front with parents to youth, avoiding blame or criticism that could undermine trust.

7. Pray Together

- ✓ **Pray for Families:** Regularly pray for the youth and their parents, and let parents know you're praying for them.
- ✓ **Encourage Family Prayer:** Share ways for families to integrate prayer and faith discussions into their daily lives.

8. Focus on the Youth's Well-Being

- ✓ **Keep the Goal in Mind:** Both parents and volunteers want what's best for the youth. Highlight shared goals of helping young people grow in faith and maturity.
- ✓ **Involve Youth in the Conversation:** Encourage open communication between parents, youth, and volunteers to ensure everyone feels heard and valued.

By creating a partnership rooted in trust, communication, and shared purpose, volunteers and parents can work together to make youth ministry a thriving, impactful experience for everyone involved.



YOUTH VOLUNTEERS - UNDER THE AGE OF 18

NMZ loves having high school and middle school volunteers, and we recognize how valuable they are to our ministries. Our highest priority is a child's health and wellbeing— below are our policies for volunteers under the age of 18, and those who turn 18 while volunteering.

VOLUNTEERS UNDER THE AGE OF 18 WILL:

- Agree to follow all rules and guidelines laid out in the volunteer handbook for the ministry they volunteer with.
- Prioritize children's health and wellbeing, practicing the safety procedures we've laid out.
- Recognize that failure to follow the guidelines may mean they're asked to step down from their volunteer role.

VOLUNTEERS TURNING 18 WILL:

We recognize that some volunteers will turn 18 while serving with us during their senior year of high school and therefore become legal adults. We want to protect and preserve their relationships as well as the kids and youth we're serving. As such, our policy will be to fingerprint and require mandated reporter training of 18-year-old once they have graduated from high school and intend to continue serving with us. This includes anyone serving at events like VBS or in a prolonged capacity.

HANDLING EMERGENCIES

First Aid

NMZ Youth Leaders are First Aid and CPR certified. Although we strive to maintain the safest environment possible, it is known that the nature of children's activities occasionally leads to accidents. A fully equipped first aid kit is onsite at all youth activities/events. It is the policy of NMZ to immediately attend to the injured child, administering appropriate treatment (pressure on a bleeding wound, cleaning and bandaging a wound, applying ice, etc.) If the scope of the youth's injury requires emergency services, 911 will be contacted. Volunteers must notify their parents/guardian immediately following caring for their immediate needs.

Fire

In the event of a fire, volunteers have been trained to remain calm, count all youth in the room and lead them out of the room in an organized, quick fashion. Do not use elevators. Parents should refrain from trying to pick up their child before evacuating. Volunteers must move to the meeting point where parents/guardians can proceed to pick up their child.

The two meeting locations are the grass area parking lot if the youth are on the Sanctuary side of the church. The second meeting location is in the parking lot of the county health department if youth are in the Fellowship Cafe side of the church.

Tornadoes, Storms, and Severe Weather

Youth will be calmly escorted by volunteers to an enclosed part of the building away from windows, such as an inside hallway or restroom. Follow local weather alerts and church leadership instructions. They will be taught how to sit



with their back against the wall, knees tucked under their chins, arms wrapped around the knees, and head bent down. All youth will be accounted for, and efforts will be made to keep them calm.

Intruder

If there is an intruder at the church, it's crucial for volunteers to stay calm, prioritize safety, and follow the church's emergency protocols.

If an unwanted intruder makes his/her way into NMZ Church, 911 will be called immediately. Youth will be calmly escorted by volunteers into the closest safe, locked area with an adult, or quickly and calmly led out of the building. The youth will remain with the volunteers until the intruder is removed and the situation deemed safe by local law enforcement.

If an emergency occurs, youths will not be released to parents until the area is cleared.

DISCIPLINE POLICIES

Discipline should always be done in a positive, patient and grace-filled way that focuses on helping the youth instead of enforcing punishments. **Never attempt to physically discipline a youth, belittle a youth, or administer corporal punishment.** When discipline is necessary to keep a safe and effective environment for everyone, here are three steps to take:

Redirect

- Get on the youth's level and look them in the eye.
- Give a verbal warning, explaining why the behavior is not acceptable.
- Give a suggestion for the right way to act or behave and help them do it.

Remove

- If the youth does not follow directions when you redirect them, it may be necessary to remove them from the situation or activity so they can calm down and prepare to rejoin the service.

Refer

- If the youth is still not obeying, refer the youth to your ministry leader for assistance.

To limit the amount of discipline needed, here are some tips:

PREPARE AHEAD OF TIME

Become familiar with the curriculum and gather supplies before youths enter the room. When they arrive, be prepared to greet and engage them.

ESTABLISH RULES AND EXPECTATIONS EARLY

Communicate the rules and expectations consistently at the beginning of every service. Remind the youths often.



BE PROACTIVE

Follow proper ratios and make sure there are enough adults to maintain order in the room. Look for youth who may talk too much around each other and split them up. Encourage youth who have trouble listening to be leaders and look for ways to include them in the service.

TALK TO PARENTS

If you must take disciplinary action with a youth, let your Youth Leader know. If you have to talk to parents, always do so in an encouraging, gentle and positive way. Ask the parents how you can help their child.

If a youth exhibits violence to the teacher or other kids, parents will be contacted immediately, and the Youth Leader will talk with the parents.

SAFETY GUIDELINES

As a member of our ministry team, it is essential that you always practice healthy boundaries with youths, for their safety and yours. These guidelines exist to protect youths from harm and to protect you from false allegations.

Never be alone with a child

No volunteer should ever be alone with a youth at any time. There should be a minimum of two volunteers in a room. Every volunteer is required to be fingerprinted (background checked) and complete the mandated reporting training.

Document all Incidents

If a minor in your care is injured or falls ill, or an incident occurs, notify a staff member to complete the incident report and communicate with the youth's parents.

Practice Appropriate Touch

Showing affection is a natural part of ministry and working with youths. Here are some guidelines for showing appropriate affection to youths while maintaining integrity.

- **HUGS:** Hugs should be brief and should be side hugs. Youths should always initiate any hugs — not adults.
- **HANDS:** High fives, handshakes, and fist bumps are appropriate. Hand holding is acceptable only for kids in 2nd grade or younger.
- **HOLDING:** A child over the age of 2 should not be held unless the child is being transported. If a child wants to sit on your lap on the floor, gently move the child to a sitting position beside you.

Avoid and Report all Inappropriate Touch

The following forms of affection are inappropriate in our youth ministry in any circumstance:

- Lengthy or full-body hugs
- Kisses
- Holding children over the age of two
- Kids sitting in your lap



- Touching genitals or helping a child in the bathroom
- Tickling
- Piggyback rides
- Any form of unwanted affection

Text and Calls

Texting and calling youth are a normal part of being a leader in the 21st century. To respect boundaries and be above reproach, we ask that you not initiate a conversation with a youth after 10:00 p.m. or before 8:00 a.m. If a youth texts you with something that cannot wait until the morning, please text a staff member to let them know you're communicating with a youth at night.

Transportation

Overall, our policy is to avoid being alone with a youth as much as possible. The one exception to this is if you need to give a youth a ride to and from an event. The parent(s) or guardian must be aware of this arrangement. You should never be alone in a car with a minor.

Report Dangerous Situations

Our church policy is to report any signs or suspicions of child abuse or neglect.

Defining Abuse

Sexual abuse is any occurrence in which an adult engages in sexual activity with a minor. It could be contact behavior (touching) or non-contact behavior (pictures, spying, exposure, or conversation).

Physical abuse is any contact intended to cause physical pain or injury to a child. The law does permit parents to use corporal punishment, but the discipline must be reasonable.

Neglect is the failure to provide a child with necessities, such as food, clothing, shelter, hygiene, medical attention, or supervision. Neglect can also include exposure to harmful substances or situations.

Signs of Abuse

Signs of abuse, include but are not limited to, depression, sudden changes in behavior, paranoia, fear of their caregivers or others, aggressive behavior, anxiety, or accidents in their underwear, imitating or talking about sexual behaviors, wounds or pain, unexplained bruises, or untreated illnesses.

Contact the Pastor **immediately** if you suspect a child is the victim of abuse or neglect. Do not attempt to gather information from the youth or speak with the parents about your concerns. Do not talk with other team members about your concerns.

DATA PRIVACY POLICY

Purpose: At New Mount Zion, we are committed to safeguarding the privacy and confidentiality of the personal information we collect from minors, their parents, or guardians. This policy outlines how we collect, use, store, and protect personal data in accordance with relevant laws and regulations, including the Children's Online Privacy Protection Act (COPPA), the General Data Protection Regulation (GDPR), and other applicable privacy laws.



Scope: This policy applies to all personal data collected through our youth ministry programs, events, activities, and online platforms. It includes both physical and digital data, such as registration forms, emergency contacts, health records, and communication with participants.

Data Collection

Types of Data Collected: We may collect the following types of personal data to ensure the safety, security, and well-being of participants:

- **Personal Information:** Name, age, address, phone number, email address, etc.
- **Health Information:** Emergency contact details, medical conditions, allergies, or dietary restrictions (only when necessary for specific activities).
- **Parental Consent Information:** Written consent from parents or guardians for data collection, participation in events, and activities.
- **Communication Preferences:** How participants and their parents prefer to receive communications about ministry activities.

Method of Data Collection: We collect personal data directly from participants and their parents or guardians via:

- Registration forms (digital)
- Permission slips and consent forms
- Event sign-up sheets
- Surveys and feedback forms

Data Minimization: We only collect the personal data that is necessary for the purpose of the ministry's activities and events. We avoid collecting excessive or irrelevant data.

Parental Consent

We require parental or guardian consent to collect personal data for minors under the age of 18. This consent will be obtained through:

- **Written Consent:** Parents/guardians must sign consent forms digitally before any personal information is collected or used.
- **Clear Communication:** We provide parents with clear, understandable information regarding the data being collected, the purpose of collection, and how it will be used and protected.

Right to Withdraw Consent: Parents and guardians have the right to withdraw consent at any time, and they may request access to, correction of, or deletion of their child's personal data by contacting us directly.

Data Use

We use the collected data for the following purposes:

- To manage youth ministry activities, events, and programs
- To communicate information about upcoming events, activities, and announcements
- To ensure the safety and emergency preparedness of participants
- To comply with legal requirements and regulations



We do not share personal data with third parties without the explicit consent of parents or guardians, unless required by law or in emergency situations.

Data Security

We take reasonable precautions to protect personal data from unauthorized access, alteration, or destruction. Our data protection measures include:

- **Password protection** for access to digital records
- **Restricted access** to data for authorized personnel only

Data Retention and Deletion

We retain personal data for as long as necessary to fulfill the purposes for which it was collected, or as required by law. Once data is no longer needed, we will securely delete or anonymize it.

Parents or guardians can request the deletion of their child's personal data at any time. To do so, they may contact us at thecityyouthministry@nmzlive.org.

Data Access and Sharing

We do not sell, rent, or share personal data with third parties for marketing purposes. However, we may share information in the following circumstances:

- **With authorized staff or volunteers:** Those directly involved in ministry activities who need access to the data for operational purposes (e.g., event coordinators, medical staff, etc.).
- **In emergency situations:** If there is a need to contact emergency services or notify parents about urgent matters related to a child's safety or well-being.
- **Legal Requirements:** In compliance with applicable laws or regulations, we may disclose personal data to law enforcement or government authorities if required.

Communication

We will keep parents, guardians, and participants informed about how their data is being used. If changes are made to this policy, we will update our privacy practices and notify all involved parties.

We will primarily communicate with parents and guardians through:

- Email communications
- Event registration confirmations
- Text messages for urgent updates (if applicable)
- Social media (if applicable, and with appropriate consent)

We do not engage in one-on-one messaging with minors through social media or digital platforms without prior parental consent.

Youth Leader Training

All youth leaders and volunteers will be trained on:

- The importance of data privacy
- How to handle sensitive personal data securely
- Best practices for communicating with youth while respecting privacy
- The legal and ethical responsibilities regarding the privacy of minors



Data Breach Procedures

In the unlikely event of a data breach, we will:

1. Notify parents and guardians as soon as possible.
2. Take immediate action to secure the data and prevent further unauthorized access.
3. Follow legal and regulatory requirements to report the breach to the appropriate authorities, if necessary.

Contact Information

If you have any questions or concerns about this Data Privacy Policy, or if you wish to request access to, correction of, or deletion of personal data, please contact us at:

The C.I.T.Y.: Children's and Teens Ministry

Phone: 850-222-4201

Email: thecityyouthministry@nmzlive.org

We are dedicated to protecting the privacy and safety of the youth we serve. By adhering to the guidelines set forth in this policy, we aim to create a safe and respectful environment for everyone involved in our ministry.



YOUTH REGISTRATION/ACTIVITY FORM

Youth Registration is a mandatory requirement in our youth ministry to ensure the safety, security, and well-being of every participant. This process allows us to collect vital information, including emergency contacts, medical details, and parental consent, while also helping us maintain organized communication and accountability. By registering, families affirm their understanding of and agreement with ministry policies, enabling us to create a safe, inclusive, and impactful environment for spiritual growth.

Youth Activity Forms are a required part of our youth ministry to ensure the safety, preparedness, and accountability for every event or activity. These forms provide essential information, such as parental consent, emergency contacts, and any necessary medical details, to protect and support participants. They also outline activity details, helping families stay informed and aligned with ministry expectations. By completing these forms, parents and guardians partner with us in creating a safe, organized, and enriching experience for all youth involved.

All youth registration/activity forms will be maintained at the church in a database. Only the Leadership Team and Youth Leaders will have access to and monitor the database.

Youth Leaders are responsible for ensuring that youth in their age group are registered during activities and events.

Youth Leaders are expected to share pertinent information to other volunteers when the situation presents itself. For example, during events or activities involving food, all volunteers need to be aware of children's allergies.

CHECK-IN AND CHECK-OUT PROCEDURES

To ensure the safety and security of all participants in our youth ministry, we have established the following check-in and check-out procedures that parents, youth leaders, and volunteers must adhere to:

Check-In

1. **Arrival Time:** Parents or guardians are encouraged to arrive at least 10 minutes before the scheduled start time to complete check-in.
2. **Check-In Process:**
 - Each participant must be checked in at the designated check-in area.
 - Parents/guardians or authorized individuals must sign in their child, either electronically or on a paper log, providing the child's full name and any necessary contact information.
 - Name tags or wristbands may be issued to participants for easy identification.
3. **Health and Safety:** If applicable, parents/guardians should provide any relevant health or allergy information during check-in.



Check-Out

1. **Authorized Pick-Up:**
 - Participants will only be released to individuals listed as authorized for pick-up on the registration form.
 - A government-issued ID may be required for verification at the time of pick-up.
2. **Pick-Up Procedure:**
 - The designated pick-up area will be monitored to ensure participants leave safely.
 - Parents/guardians or authorized individuals must sign their child out, indicating the time of pick-up.
3. **Late Pick-Up Policy:**
 - If a participant is not picked up within 15 minutes of program dismissal, the parent/guardian will be contacted.
 - Repeated late pick-ups may result in parents/guardians having to remain on the premises during an event or activity.

General Policies

- Youth participants will not be permitted to leave the program area unattended.
- If someone other than the usual pick-up individual is collecting the child, prior written notice from the parent/guardian is required.
- Emergency contacts will be notified if a participant is not picked up and we cannot reach the parent/guardian.



Process/Requirements for being a Volunteer

Completing the youth ministry volunteer process is an essential step in ensuring a safe, impactful, and well-prepared environment for serving our youth. This process includes submitting an application, undergoing background checks, attending necessary training, reviewing ministry policies and expectations, and adhering to the Code of Conduct. By completing these steps, volunteers demonstrate their commitment to the spiritual growth and well-being of our youth, while aligning with the mission and values of our ministry.

All youth ministry volunteer forms will be completed online to streamline the application process and ensure greater efficiency and accessibility. This allows volunteers to submit necessary documents, including applications, background checks, and training acknowledgments, from the convenience of their devices. By utilizing an online system, we aim to maintain a secure and organized process while providing a seamless experience for our dedicated volunteers.

The NMZ Youth Ministry Leadership team thanks you in advance for your willingness and dedication to making a positive difference in the lives of young people as well help us to prioritize safety and excellence in serving our youth.

VOLUNTEER APPLICATION EXPECTATIONS/GUIDELINES

Application

All NMZ Youth volunteers must complete a volunteer application and consent to a criminal background check.

Background check

NMZ Church uses, subscribes, and pays for the services of [Protect My Ministry](#) data screening firm to check the background of all volunteers' criminal history and/or registered sex offender information. ***Individuals who have been arrested for, charged with, are on deferred adjudication or regular probation for, or have been convicted of sexually oriented or sex related crimes, either misdemeanor or felony, cannot serve in any area of The C.I.T.Y. Youth Ministry.***

C.I.T.Y. Chat

All youth ministry volunteers must be willing to participate in a "C.I.T.Y. Chat" conducted by a ministry staff leader. This is an opportunity for us to get to know you and help you find the best opportunity to use your gifts and talents within the youth ministry of NMZ. Any information obtained throughout the application process can be used to determine the suitability of your service in the youth ministry.

Training

Volunteers will be required to complete youth leadership training including Child Safety Training provided by [Protect My Ministry](#). Volunteers will also meet to discuss this handbook and possibly other required training (e.g. CPR training).



CODE OF CONDUCT

This **Code of Conduct** serves as a guideline for maintaining a safe, respectful, and effective environment for both the youth and the volunteers involved. This code helps ensure that the behavior of volunteers aligns with the values of the church and the ministry and promotes healthy relationships. The following are expected to be followed by leaders and volunteers:

✓ Commitment to Christian Values

- **Faithful Example:** Volunteers are expected to model Christ-like behavior in all aspects of their lives, including honesty, integrity, kindness, patience, and humility.
- **Respect for Authority:** Volunteers should show respect for church leadership, other volunteers, and the youth they serve, recognizing that these relationships are built on trust and mutual respect.
- **Confidentiality:** Volunteers must maintain confidentiality when entrusted with sensitive information shared by youth, families, or fellow volunteers, except when there is a need to report abuse or danger.

✓ Safety and Well-being

- **Physical and Emotional Safety:** Volunteers should ensure the physical and emotional safety of all youth participants by adhering to the church's safety policies, such as maintaining appropriate ratios of adults to youth, ensuring that activities are age-appropriate, and avoiding any behavior that could be construed as harmful or inappropriate.
- **No Abuse or Harm:** Volunteers must refrain from any form of verbal, emotional, physical, or sexual abuse. Volunteers must understand the importance of reporting any suspected abuse in accordance with the church's policy.
- **Supervision:** Volunteers must always ensure that youth are properly supervised and that no youth is left alone with a volunteer in an unsupervised environment.

✓ Respect and Inclusion

- **Respect for Diversity:** Volunteers should show respect for all individuals, recognizing that every youth is unique, with different backgrounds, beliefs, and experiences.
- **Non-Discrimination:** Volunteers must avoid any form of discrimination, including based on race, gender, socioeconomic status, disability, or other personal characteristics. The ministry should be a welcoming place for all.
- **Encouraging Participation:** Volunteers should foster an inclusive environment where every youth feels welcome and encouraged to participate in activities, discussions, and events.

✓ Boundaries and Appropriate Behavior

- **Clear Boundaries:** Volunteers should maintain clear and appropriate boundaries with youth. This includes refraining from excessive physical contact, such as hugging or other forms of touch, unless culturally acceptable and in line with the church's policy.



- **Appropriate Language:** Volunteers must use respectful language and avoid using inappropriate jokes, language, or behavior. This includes refraining from swearing or making offensive remarks.
- **Personal Relationships:** Volunteers should avoid becoming overly involved in the personal lives of the youth and should not engage in romantic or overly familiar relationships with youth participants.

✓ Honesty and Integrity

- **Transparency:** Volunteers should be transparent in their actions and communications. If issues arise, they should report them to the Pastor or the appropriate ministry leaders.
- **Accountability:** Volunteers are expected to be accountable for their actions and behavior, both during ministry events and outside of ministry activities, understanding that their conduct can impact the reputation of the ministry.
- **Avoid Conflicts of Interest:** Volunteers should avoid situations that could lead to conflicts of interest, such as using the ministry to promote their own personal or business interests.

✓ Compliance with Policies

- **Adherence to Ministry Policies:** Volunteers must abide by the policies of the ministry and the church, including those related to attendance, dress code, transportation, and safety. This includes participating in any required training or background checks.
- **Substance-Free Environment:** Volunteers are prohibited from using alcohol, drugs, or other substances that impair judgment during ministry events. The use of illegal substances or alcohol in the presence of youth is strictly prohibited.
- **Dress Code:** Volunteers should adhere to a modest and appropriate dress code that reflects the values of the church and ensures comfort and respect in a professional setting.

✓ Communication and Teamwork

- **Clear Communication:** Volunteers should communicate clearly and respectfully with youth, fellow volunteers, and ministry leaders. This includes using positive reinforcement and offering constructive feedback.
- **Team Spirit:** Volunteers should work collaboratively with others, fostering a spirit of unity and mutual support in order to build a positive and effective ministry environment.
- **Respect for Schedules and Responsibilities:** Volunteers should respect schedules and be punctual for events and meetings, ensuring that they follow through on their commitments.

✓ Spiritual Support and Growth

- **Fostering Faith:** Volunteers should encourage the spiritual growth of youth by leading by example and offering prayer, teaching, and mentoring where appropriate.
- **Ongoing Development:** Volunteers are encouraged to engage in their own spiritual growth through prayer, Bible study, and ongoing education, and to seek support or guidance from church leadership when needed.
- **Mentorship:** Volunteers should be prepared to mentor and guide youth in their faith journeys, always aiming to build positive relationships that encourage growth in Christ.



✓ Reporting and Accountability

- **Duty to Report:** Volunteers must report any concerns, misconduct, or violations of this code to the appropriate ministry leaders or authorities. This could include issues of abuse, neglect, or violations of safety policies.
- **No Tolerance for Misconduct:** Volunteers should be aware that any violation of the Code of Conduct may result in disciplinary action, including suspension or termination of volunteer involvement in the ministry.

The Code of Conduct is designed to ensure that youth ministry is a safe, welcoming, and spiritually enriching environment for all participants. Volunteers should uphold these principles with integrity and honor, seeking always to reflect the love and grace of Christ in their interactions with youth and fellow volunteers.



VOLUNTEER COMMITMENT TO YOUTH MINISTRY

Volunteers are essential to the success and impact of our youth ministry, serving as role models, mentors, and facilitators of faith development. To create a meaningful and effective program, and because youth need consistency in their lives, we ask that you commit to **2 months** of service. Once the 2 months are up, you will have an opportunity to sit down with the team and decide if you want to commit to serving in the ministry. If you do not want to continue then there will be no hard feelings, we understand that working with youth is not for everyone. If you do want to continue then we would love for you to continue to serve! *(DISCLAIMER: This is not a legal binding contract, so you have the right to leave in the middle of the year if you choose to do so. That will be between you, God, and the youth. Just know, you are not committing to the pastor, you are committing to the youth.)*

This commitment form will be electronically submitted.

My name is _____ and I'm ready to serve!

I acknowledge my responsibilities. If I can't, for whatever reason, I promise to keep our staff informed and to give them as much notice as I possibly can, knowing they'll need to find a replacement for me and that takes time.

I acknowledge that I've read this Volunteer Handbook. I understand the mission and strategy of our ministry and will support the vision and leadership of the staff.

I acknowledge that I've read the Safety Guidelines and will abide by them, for my safety and for the safety of our kids.

I acknowledge that I've read the Code of Conduct and will abide by it. If I mess up, I will be honest with our staff about my actions and will accept whatever consequences they think are reasonable and necessary, knowing that, while they must always act in the best interest of kids, they are committed to treating me with respect, love, and grace.

I acknowledge that I understand the expectations of my role and will work hard to fulfill them. If I'm having trouble fulfilling any of my expectations, I will communicate with the leadership team and ask for help, knowing they're here to support me.

I acknowledge that I will do my part in making a huge difference in the lives and faith of the youth of NMZ who walk through our doors. And I will strive to have a lot of fun doing it.

SIGNATURE: _____ DATE: _____