



currentstudents

VOLUNTEER HANDBOOK



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currentstudents

WELCOME & INTRODUCTION

WELCOME TO THE TEAM!

Thank you for being willing to serve Jesus through Current Students! You, as a volunteer, are a vital part of our ministry. With your encouragement, our youth can come to know The Lord and set a path for a life-long relationship with Him. What a great **privilege** and **responsibility** that is!

Your training and this handbook are designed to develop you into the best leader you can be, a never-ending journey we are all on together.

Utilizing your training and this handbook, you will be able to fulfill the mission and values of Current Students while providing a safe, stable, and healthy environment for our young people.

Please read this material thoroughly and familiarize yourself with all of the details explained within it.

OPPORTUNITIES FOR SPIRITUAL GROWTH

Our goal is to provide spiritual growth opportunities that build the foundation of Christian discipleship in our youth. Here's how that takes shape.

Sundays

THE ASCENT

Junior High - 9:30A - Leader Huddle - 9:15A

High School - 11:00A - Leader Huddle - 10:45A

The Ascent is a Sunday Bible Study that is specifically geared toward Junior High and High School Students at their respective times. The Current Students team leads an interactive examination of God's Word in an open group format. This isn't the typical school lecture, but a creative presentation of Biblical truth along with interactive discussion.

Mid-Week

BASECAMP

Wednesdays - 6:30 PM - When School is In-Session

Basecamp is a time for students to participate in peer-led worship, receive Biblical life-application teaching from staff and adult leaders, and spend some time in a small-group atmosphere where the lesson really comes alive. And, there's never any shortage of fun and excitement on Wednesday nights!

Communion

In keeping with our church's overall practices, we do not have a formal set of requirements for communion. Most families have their child begin taking communion after baptism. We encourage parents to keep this an open conversation in your home. Generally speaking, it's our belief that communion is for the baptized believer.

Since we strongly encourage families to attend the 9:30 or 11:00 a.m. service together, we operate under the assumption that students are taking communion with their parents in church. We believe that this is the most reverent and best environment for us to partake in the Lord's Supper. However, communion will be available on Sunday mornings in The Summit to students who might not receive it otherwise.

Baptism

Like Communion, we do not have a formal set of requirements for baptism. However, we believe Scripture teaches that a person must believe that Jesus is the Son of God, that God raised Him from the dead, and that a person be willing to repent of their sins and confess their faith in Christ as their Lord and Savior prior to being baptized. Again, we encourage parents to keep this an open conversation with their child. We believe parents are the best ones to decide when their child is ready.

The Two-Hour Family

It is our strong encouragement that families commit to both service hours (9:30 & 11:00 AM) each Sunday morning. At the core of this sentiment lies our belief that once youth reach student ministry ages, it is best for them to attend the main church service with their family in addition to participating in The Ascent. In other words, Current Students ministry opportunities are not intended to take the place of the church body coming together on Sundays.

We believe families should worship together, pray together, take communion together, and be under the same preaching together. The benefits of this are numerous.

Statistical research shows that students who are part of the overall church, participating in adult worship services, rather than just attending ministries specific

to their age group, are significantly more likely to continue an intentional faith into their young adult years and beyond.

We might also make a mistake in thinking that Junior High and High School students cannot understand the message in main service. This is surely just that, a mistake.

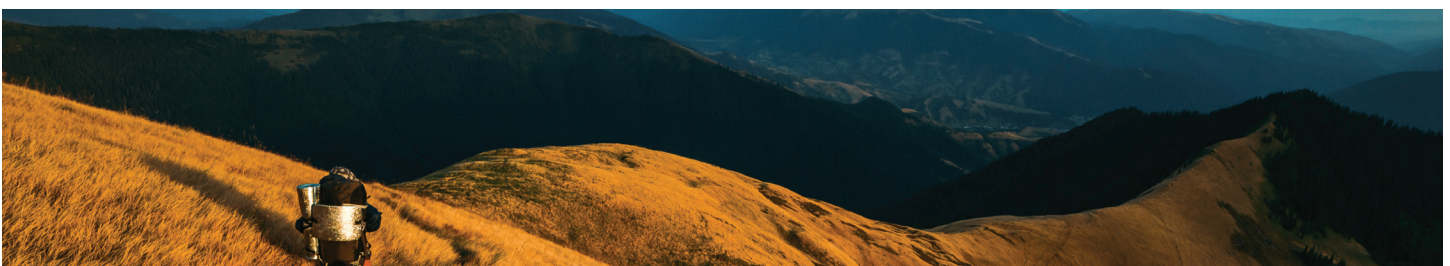
We often underestimate the strength of our kids' spiritual grasp. The Holy Spirit moves in the hearts of all believers during congregational worship—all hearts, the young and not-so-young!

Many two-hour families attend one service together. Then, when their kids go to their respective student environments, the parents serve for an hour in a ministry of their choosing. There are so many ways to get involved.

Special Events

Students can look forward to several special events throughout the year. Many of them take place during Basecamp on Wednesday nights. Our goal is to make available a variety of experiences ranging from

just plain fun to meaningful service-related events. We share a calendar each semester with all the details.



FIRST THINGS FIRST

Pre-qualifications

You must complete the following to qualify as a volunteer in Current Students:

- ☐ Confess Jesus Christ as Lord and Savior
- ☐ Be baptized by immersion as a believer
- ☐ Be an active member of Current
- ☐ Pass a criminal background check
- ☐ Complete child sexual abuse prevention training
- ☐ Attend Current Students new leader training

One Body

In order to serve effectively, our church body must be united in our foundational beliefs. To be on the Current Students team, you must agree not to teach, practice, or encourage anything contrary to Current's foundational Statements of Faith. They are listed below. Please read them carefully.

If you have a personal belief that differs from those listed below, let's grab coffee and talk about it! However, your role in Current Students requires that you do not teach or encourage your opinions over those of the church. This is especially true during Current Students activities or events.

The Trinity

We believe in God the Father, God the Son, God the Holy Spirit—that they are distinct personalities with distinct roles (Matthew 3:13-17) but one God (Ephesians 4:6, 1 Timothy 2:5, 1 Corinthians 8:6) and that this one God is the Creator of the universe (Colossians 1:16, John 1:1-3).

Jesus is the Christ

We believe Jesus Christ is the Messiah, the Savior, the Son of God (John 1:41, John 4:25-26, Luke 19:10, John 4:42, Matthew 14:33) who was born of a virgin (Luke 1:34), lived a sinless life (2 Corinthians 5:21), died on a cross (Colossians 1:20), was raised from the grave (Luke 24:6 & 34, Colossians 1:18), and that He will return as our victorious Lord (1 Thessalonians 4:17).

Steps of Salvation

We believe the steps of salvation are: to hear the good news about Jesus (John 5:24, Matthew 13); to believe in Him (John 3:16, Mark 16:16); to repent of our sins (Luke 5:32, Acts 2:38); to confess our faith in Christ in the hearing of others (Romans 10:9-10, 1 Timothy 6:12); to be baptized by immersion (Matthew 3:16, Acts 2:38, Acts 22:16).

The Holy Spirit

We believe everyone who accepts Christ has the indwelling presence of the Holy Spirit who acts as a Comforter, Guide, and Advocate (Acts 2:38).

The Bible

We believe the Bible is the divinely inspired Word of God in its entirety and that it does not contradict itself, nor does it need to be added to or subtracted from. It is our guide (Hebrews 4:12).

The Church

We believe the Church is the body of Christ and the extension of Jesus Christ's character, attitude, behavior, and mission in our world today (1 Corinthians 12:27).

We believe God gives gifts to both men and women through the Holy Spirit for the benefit of the church's ministry (1 Peter 4:10, Ephesians 2:10).

Humility in Prayer

We believe humility in prayer is foundational for all we do (James 5:16) and that celebrating communion together weekly is beneficial for all Christians (Acts 20:7, 1 Corinthians 11:25-26).

CURRENT STUDENTS MISSION AND VALUES

In order to begin an adventure, we must first have a destination—a goal, if you will. Let's start with our mission statement. It's one of the things that guides our efforts and determines our success. It's the bullseye we are all trying to hit.

At Current Students:

We equip students for the greatest adventure: discovering who they are in Christ, navigating life with God's Word, standing firm in truth, and boldly becoming a world-changer for Jesus.

Everything we do, from weekly programming, special events, service projects, to individual student discipleship flows from this mission. We want our

students to know that a life of following Jesus is the most purposeful, rewarding, and powerful existence they can live.

This mission is something we must all be willing to support and strive toward. If we are not united in this greater, common purpose, we are not an effective team. All Current Students staff and volunteers must be enthusiastic about this cause.

The same principles apply to our five core values. These Biblical values are what our ministry is built upon, they guide our approach to discipling students. As a member of the team, you must be well-acquainted with the five core values and understand their importance in our ministry.



IDENTITY



COMPASS



PATH



TRIBE



FOOTPRINT



IDENTITY

Identity - The Label You Accept

Our true identity is found in Jesus. We are not defined by our mistakes, our image, or what others say about us. When we hold fast to the label given to us by God, we avoid the traps of feeling like we're not enough and needing to fit in. Instead, we embrace the truth that we are fully known, deeply loved, and chosen by God.

2 CORINTHIANS 5:17 | *"Therefore, if anyone is in Christ, the new creation has come: The*

old has gone, the new is here!"

GALATIANS 2:20 | *"I have been crucified with Christ and I no longer live, but Christ lives in me. The life I now live in the body, I live by faith in the Son of God, who loved me and gave himself for me"*

1 JOHN 3:1 | *"See what great love the Father has lavished on us, that we should be called children of God! And that is what we are!"*



COMPASS

Compass — The Direction You Follow

We are guided and directed by Christ, not culture. We work hard to study, grasp, and apply Scripture. We stand firm on the truth of the Bible. We hold on to what's right, call out what's false, and respond with both truth and love. We are examiners and critics of popular culture, not mere consumers of it.

PSALM 119:105 | *"Your word is a lamp for my feet, a light on my path."*

ROMANS 12:2 | *"Do not conform to the pattern of this world, but be transformed by the renewing of your mind."*

1 CORINTHIANS 2:12 | *"What we have received is not the spirit of the world, but the Spirit who is from God, so that we may understand what God has freely given us."*

COLOSSIANS 2:8 | *"See to it that no one takes you captive through hollow and deceptive philosophy, which depends on human tradition and the elemental spiritual forces of this world rather than on Christ."*



PATH

Path – The Choices You Make

Our choices determine the course of our lives. Living for Jesus means picking a path that honors Him, especially when it's difficult. It's not about being perfect or being legalistic. It's about trusting His promises and believing His way is what's best for us. This empowers us to live with integrity, obedience, and purity in every part of life—at school, online, with friends, and at home.

PROVERBS 4:18 | *"The way of the righteous is like the morning sun, shining ever brighter till the full light of day."*

PSALM 119:9 | *"How can a young person stay on the path of purity? By living according to your word."*

PSALM 34:15 | *"The eyes of the Lord are on the righteous, and his ears are attentive to their cry"*



TRIBE

Tribe – The People You Pick

Our friends shape our future. The people we walk with will either pull us closer to Jesus or farther away. We must choose a tribe that builds our faith, shares our values, and steps up when life gets tough or messy. Here, we don't need to pretend to have it all figured out or be some kind of insider. We only need to be what God made us to be.

PROVERBS 13:20 | “Walk with the wise and become wise, for a companion of fools suffers harm.”

JOHN 15:12-13 | “My command is this: Love each other as I have loved you. Greater love has no one than this: to lay down one's life for one's friends.”

PROVERBS 27:17 | “As iron sharpens iron, so one person sharpens another.”

1 THESSALONIANS 5:11 | “Therefore encourage one another and build each other up, just as in fact you are doing.”



FOOTPRINT

Footprint – The Mark You Leave

Our lives leave a mark on the world. We only get one life, so we need to make it count. To rise to the occasion, we must act with boldness, compassion, and purpose. We make an impact through evangelism and service in our homes, our church, our community, and beyond. We're not waiting to make a difference someday, we're doing it now, leaving a mark that points people to Jesus.

JAMES 2:14 | “What good is it, my brothers and sisters, if someone claims to have faith but has no deeds.”

1 PETER 3:15 | “Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.”

MATTHEW 5:16 | “In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”

COLOSSIANS 3:23 | “Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”

VOLUNTEER EXPECTATIONS

As we established earlier, serving in Current's Student Ministry is a privileged position that requires a great deal of responsibility and very strong Christlike character. Our young people deserve nothing less. This section will detail what the responsibilities are and how we can all maintain the proper Godly wisdom, discernment, and integrity necessary for influencing the students of Current.

Love God

Your ever-deepening relationship with Jesus Christ is your most important attribute as a leader—doubly so when ministering to students. Practicing Biblical spiritual disciplines is the life's work of any believer. Daily prayer, daily reading and meditating on God's Word, generosity, service, worship, and community are some of our most powerful tools. It is up to you to invest in your own spiritual growth FIRST.

The Bible is clear, we should all be under the consistent teaching of a pastor and assemble regularly. All Current Students volunteers are expected to attend either the 9:30 or 11:00 AM service on a regular basis. Serving is not a substitute for church attendance.

Love Others

Loving people was central to the ministry of Jesus, so it is central to the ministry of Current Students. We must all have a genuine love for connecting with others and ministering to them. Having a willingness to connect with and guide students is necessary for our volunteers. Relationship is the context of ministry.

This ministry requires you to wear a few different hats. There are fun times where we need to laugh and celebrate with students. Times where things get messy and we need to be a listening ear, a steady voice, and a prayer warrior. Times when tough questions are asked and we need to dig deep, stay real, and give Biblically-sound advice.

Doing all of the above requires integrity, patience, and discernment. As part of your ongoing training, our team will equip you to rise to the occasion confident to lead with love, compassion, and authenticity while maintaining ethical boundaries.

Servant Leaders

We have probably all heard the term servant leadership used in church or in the workplace. It is often described incorrectly and misunderstood. Being a servant leader is not being a butler or concierge, catering to every want and whim. Nor is it just doing the next super nice thing.

The father of servant leadership, Robert K. Greenleaf gave us this way of defining servant leadership:

Do those being served grow as individuals, becoming healthier, wiser, freer, more autonomous, and more likely to become servants themselves?

In a nutshell, servant leaders LEAD. They make decisions and prioritize GROWTH in those they lead. A servant leader does what's BEST for those they serve. Obviously, the growth we promote is primarily spiritual. Our goal is to lead students to grow in Christ above all else.

We want them to be spiritually healthy, fed from God's word. We want them to be free and autonomous, owning their own faith—not building their relationship with Christ solely upon any pastor, leader, or person. We drive students toward the goal of spiritual emancipation. And in the end, we want the disciple to become a disciple-maker!

The world is waiting for them, and Current Students won't always be there!

Servant leadership is hard. Insisting on what's best for the spiritual and personal growth of a student can be difficult and messy sometimes. When times get tough, servant leaders are willing to go the distance with warmth, grace, and compassion—while ALWAYS LEADING the way to maturity in Christ.

Our calling is far higher than mere friendship with students.

Team Mentality

In keeping with Philippians Chapter Two, we strive to be of one spirit, united in purpose, of one love, and of one mind. This requires a team mentality. We are one ministry and one team, working together to achieve a common primary goal. That goal is clearly defined in our mission statement. Our tools are clearly defined by our five values (see above). When we operate as a team, we reflect the very heart of Jesus, who called His disciples into a shared mission. We serve, lead, and grow together. We won't agree on everything, but we commit to unity. We honor each other publicly and handle disagreements privately and respectfully. Gossip and division have no place on this team. We resolve conflict before it becomes bitterness. We assume the best motives of each other.

Every single one of us is a work in progress. Having a team mentality means being coachable and teachable. You are expected to regularly attend quarterly training meetings, weekly pre-service leader huddles, and occasional meetings with Current Students staff.

Safety Puts Students First

You must place the needs of the student above your own opinions and preferences. Your relationship with them is growth-oriented. Your primary role is that of a spiritual guide and Christian role-model. Enjoying appropriate social and personal relationships with students is important. But we must view this as a pathway to reach them with the Gospel, rather than a peer-to-peer friendship.

In order to achieve this, our team must live a life of Biblical integrity that extends beyond church on Sunday. We uphold Current Student's mission, vision, values, and ethics in our day-to-day lives. We trust these principles, knowing they empower us to lead with freedom and confidence while they protect students, the church, and us as a team.

Here's how you will be expected to live this out. Firstly, Current Students seeks to provide a safe and secure environment for the children and students who participate in our programs and activities. By implementing these policies, our goal is to protect the children and students of Current from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers from false accusations.

Volunteer Selection

All potential Current Students volunteers will be screened. This screening includes the following:

Six Month Rule

Applicants will not be considered for any volunteer position involving contact with children until she/he has been involved with Current – A Christian Church for a minimum of six months. This time of interaction allows our leadership to determine the applicant's

potential for working with children.

Written Application

All potential volunteers must complete an application. We will request basic information from the applicant including: previous experience working with children, personal journey with the Lord, employment information, and criminal history.

Personal Interview

Upon completion of the application, an interview will be scheduled with the applicant to discuss their suitability for the position. Please note, not everyone is gifted to serve in a youth-focused ministry environment.

Criminal Background Check

A national criminal background check is required for all Current Students volunteers. Prospective volunteers will be asked to grant authorization for the church to run the check. If an individual declines to or fails to grant authorization, she/he will be unable to serve with children. The constitution of a disqualifying offence is determined by church leadership on a case-by-case basis.

Personal Ethics

In becoming a youth volunteer, it is vital that you understand the level of responsibility you have in the way you conduct yourself. How we act, speak, and go about doing ministry must conform to several non-negotiable standards. Many of these are widely accepted youth ministry best practices.

All of the ethical standards we will cover are in place to protect our students. Not only that, they protect you, too!

Two Adult Rule

A minimum of two unrelated adult workers will be in attendance at all times during youth events. If an adult volunteer finds themselves in a room or other enclosed space alone with students, the door to the room must remain open. We do not allow minors to be alone with a single adult for any church function.

Mandatory Reporting

The safety and well-being of every student in our ministry are our highest priority. We have these procedures in place should we ever suspect child abuse.

Please know that everyone is legally required to report suspected child abuse under Texas law. This means that if any person believes a child is the victim of neglect, physical abuse, sexual abuse, or emotional abuse they are mandated to take the following steps:

- *Immediate Reporting: The person must report their suspicions directly to: DFPS Texas Abuse Hotline at 1-800-252-5400. Then, to the Lead Minister overseeing that area.*
- *No Interviews: Volunteers are strictly prohibited from questioning the child about the suspected abuse. This is crucial because asking direct questions could unintentionally influence a child's statements.*
- *Strict Confidentiality: To protect the child and the integrity of any potential investigation, volunteers are not allowed to discuss suspected abuse with other volunteers, parents, or anyone else. All information will be kept confidential and shared only with the appropriate ministry leader and the proper authorities.*
- *Documentation: A volunteer may be asked to complete a Suspected Child Abuse Report form. We assure you that confidentiality will be maintained as much as possible throughout this process, and the form will be submitted to their ministry leader.*

All volunteers must understand our commitment to creating a safe and secure environment for all children. Our policies are designed to ensure that any concerns are handled with the utmost care, professionalism, and in accordance with state laws

It bears repeating that we are all LEGALLY REQUIRED to report suspected child abuse to the state. We strongly suggest that you take the time to familiarize yourself with the laws surrounding child

abuse and how they affect you. Scan this QR code to begin learning:



Child Abuse Information

The following are definitions given by the National Committee for Prevention of Child Abuse. It is important that we are aware of the following:

Physical Abuse

Physical abuse can be defined as a non-accidental injury, which may include beatings, violent shaking, human bites, strangulation, suffocation, poisoning, or burns. The results may be bruises and welts, broken bones, scars, permanent disfigurement, long-lasting psychological damage, serious internal injuries, brain damage or death.

Physical/Emotional Neglect

Physical/Emotional neglect is the failure to provide a child with basic needs including food, clothing, education, shelter, and medical care; also abandonment and inadequate supervision.

Sexual Abuse

Sexual abuse is constituted through the sexual exploitation of a child by an older person as in rape, incest, fondling of the genitals, exhibitionism or pornography. It may be done for the sexual gratification of the older person, out of a need for power or economic reasons (such as prostitution, etc.)

Emotional Maltreatment

A pattern of behavior that attacks a child's emotional development and a sense of self worth,

such as constant criticizing, belittling, insulting, or manipulation. It can also be defined as providing no love, support, or guidance for the child.

Discipline Policy

NEVER administer physical punishment, even if parents have suggested or given permission for it. Under no circumstances can there be spanking, grabbing, hitting, or other physical discipline of children.

Volunteer Code of Conduct

As a volunteer in Current Students, you are in a leadership position. Students are watching what you say and do very closely. You are a role model for the next generation. And as a role model, your lifestyle and personal conduct is extremely important. Here are a few things we need to be on the same page about.

Social Media

The students you minister to will likely look for and find your social media accounts. No doubt, social media can be a great way to connect with students. But you must be aware that they'll also be able to see everything you post. As a leader, you must leverage social media in a positive way that models a Biblically-sound lifestyle. As followers of Christ, we must be careful and selective about what we post and what we follow or like from the posts of others. This caution is intensified when you become a Student Ministry Volunteer.

Do not engage students on Snapchat or any other platform that uses quick-delete or disappearing messages. This can include using the disappearing messages feature on apps like WhatsApp, Instagram, and iMessage.

Personal Communication

Remember your role with students is to minister to them and to lead them. You are not friends or peers. Your personal communication with them should always reflect this.

Current Students volunteers are permitted to have contact with students via phone, text, social media, etc. Communication must only take place from 9AM and 8PM. Unless there is a credible threat to a student's safety, leaders should not initiate or respond to off-hours communications. Leaders must also avoid communicating with students during the school day or during known study time.

The topics of discussion should be primarily church-related or faith-related. Leaders must resist being pulled into peer-like relationships and discussions. Extended discussions about romantic relationships, deep friend drama, politics, current events, and similar topics should be generally avoided.

All communication with students should constantly be steered towards Jesus and Biblical principles. If you find yourself talking more about the world than you do the Lord, adjustment is needed.

Go to great lengths to avoid one-on-one digital communication. It is best to have group threads. If more privacy is desirable with a student, it is advisable to include a second leader in the discussion.

Physical Touch

Your habits when it comes to physical contact with students are of the utmost importance. The abuse of children nearly always begins with "innocent" contact and escalates from there. Even with the best of intentions, you must be aware of how your physical touch of children appears to the outside observer.

- Your physical contact with students should be brief and appropriate
- Never kiss a student or invite a student to kiss you
- Never touch a student in an area that would be covered by a swimsuit
- Make an effort to avoid front-facing hugs. Side hugs are safer.

Alcohol & Drug Use

To be clear, the Bible does not prohibit moderated alcohol consumption. But as a Student Ministry volunteer, you must be aware that your alcohol use may negatively affect a student you minister to. Please use wisdom and discretion when consuming alcohol, especially in public places. We also discourage you from depicting alcohol consumption on social media.

Current Student Volunteers may not engage in recreational drug use. This includes all illegal drugs, marijuana and marijuana products. You must use prescription medications responsibly and as prescribed.

Sexual Purity

Sex was created by God to take place within the context of marriage between a biological male and a biological female. For Current Students volunteers, sexual and/or romantic relationships must remain within this definition. Here are a few situations that would disqualify someone from serving with us.

- Being in a sexual relationship and not married.
- Cohabitation with a sexual or romantic partner and not married.
- Being married and having a romantic or sexual relationship with someone other than your spouse.
- A sexual or romantic relationship that involves anyone other than one biological male and one biological female.

Bullying

Bullying is more than just teasing or conflict. It is intentional, repeated behavior that causes physical, emotional, or social harm. It often includes a power imbalance and may be verbal, social, physical, or digital. Bullying is often disguised in jest.

If bullying is witnessed or reported at Current Students, we will take appropriate action. Our goal is to bring about grace-filled accountability and resolution followed by firm boundaries that

maximize a safe and welcoming environment for all students.

Suicide / Self-Harm

If a student expresses credible intent to harm themselves, it will be treated as an emergency. We must respond in a way that is commensurate with the level of threat presented. Parents will always be made aware of credible self-harm threats or self-harm incidents that involve their child.

This policy is in place to guide Current Students leaders and volunteers to appropriately and compassionately respond to any signs, disclosures, or suspicions of self-harm among students. Our goal is to create a safe environment where students are supported and connected to the help they need. Self-harm refers to intentional actions that cause physical injury to oneself, often as a coping mechanism for emotional pain, anger, or frustration. This may include but is not limited to:

- Cutting, burning, or hitting oneself
- Pulling out hair
- Head-banging
- Substance misuse or disordered eating behaviors used to inflict harm

Self-harm is **not always a suicide attempt**, but it **must always be taken seriously**. Here are a few tools you can use if you ever become aware of a student who could be involved with self-harming behaviors.

Stay Calm and Listen

- Do not overreact or express shock.
- Thank the student for trusting you.
- Assure them they are not alone.

Do Not Promise Confidentiality

- Gently explain that you may need to involve others (like their parents or a pastor) to ensure their safety.

Alert Ministry Leader Immediately

- Contact Josh Siergey right away.
- If the situation is urgent or the student is in immediate danger, **call 911**.

Document the Disclosure

- Write down the facts: date, time, what was said, and what actions were taken.
- Keep this confidential and give it to the appropriate staff member.

Inform Parents/Guardians

- A ministry leader (not a volunteer) will contact the student's parent or guardian as soon as possible unless doing so would put the student at further risk.

When in doubt, reach out to a Current Students staff member to receive guidance on how to deal with any emergent situation involving self-harm or suicide.



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KEY CONTACTS

LEAD MINISTER OF CURRENT STUDENTS

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