

Volunteer/Leader Manual

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Vision Statement

The vision is to help young adults experience the
love of Jesus Christ
and grow in a relationship with Him.

Dear Volunteer or Leader,

We are so excited that you are interested in joining our ministry team in reaching young adults for Jesus Christ. Our vision is to help young adults experience the love of Jesus Christ and grow in a relationship with Him. We believe that as young adults we are at a very pivotal point in our lives. This is the season of life when we may be in college, starting a career, searching for a spouse, getting married, or just longing to find purpose in life. We believe that the decisions made during these stages of life will have a huge and lasting impact on the rest of our lives. That is why 4th Dimension began. It is our desire to see young adults trusting in Jesus Christ not only for salvation but also for every life decision. It is through Christ alone that we will find true peace and clarity in decision-making, and ultimately, lasting fulfillment in life. We want to see young adults experience abundant life in Jesus Christ.

As a servant in this ministry, you will not only have the opportunity to grow in your own relationship with Christ, but also the privilege of having a positive influence on the lives of other young adults. It is our desire to help you grow as a believer and as a servant. The Bible teaches that every born again believer in the Lord Jesus Christ is given at least one spiritual gift, perhaps several. We want to help you discover and use your spiritual gifts, and in this way, help you fulfill your calling and purpose in the Body of Christ. It is our goal then to help train you, equip you, and empower you to use your spiritual gifts to further the Kingdom of God. We believe that every believer is called to be a minister in some capacity, and your involvement in Fourth Dimension is a great way for you to live out that role as a minister. We firmly believe it is a privilege to serve God and to help others know Him more fully.

Along with being a servant comes added responsibility. As Jesus said, "To whom much is given, much will be required." We believe that a volunteer must be a model and an example to those whom he or she serves. Leaders must be models of integrity, being mindful of their own walk and how others perceive them. As volunteers, we should strive to grow in our relationship with Christ as we help others grow. We must be examples of purity. It is of utmost importance that when members of this young adult ministry look to its leaders for guidance and counsel, that we are examples of Christ-likeness, both in word and in deed. In other words, we should seek to be above reproach. Our credibility as servants is very important. Now please don't think that we are looking for sinless perfection. We know that the Bible teaches us that nobody is or ever will be perfect, except Jesus. We just want to encourage you to allow Christ to live His life in and through you, relying on His strength to lead and guide you as you lead and guide others.

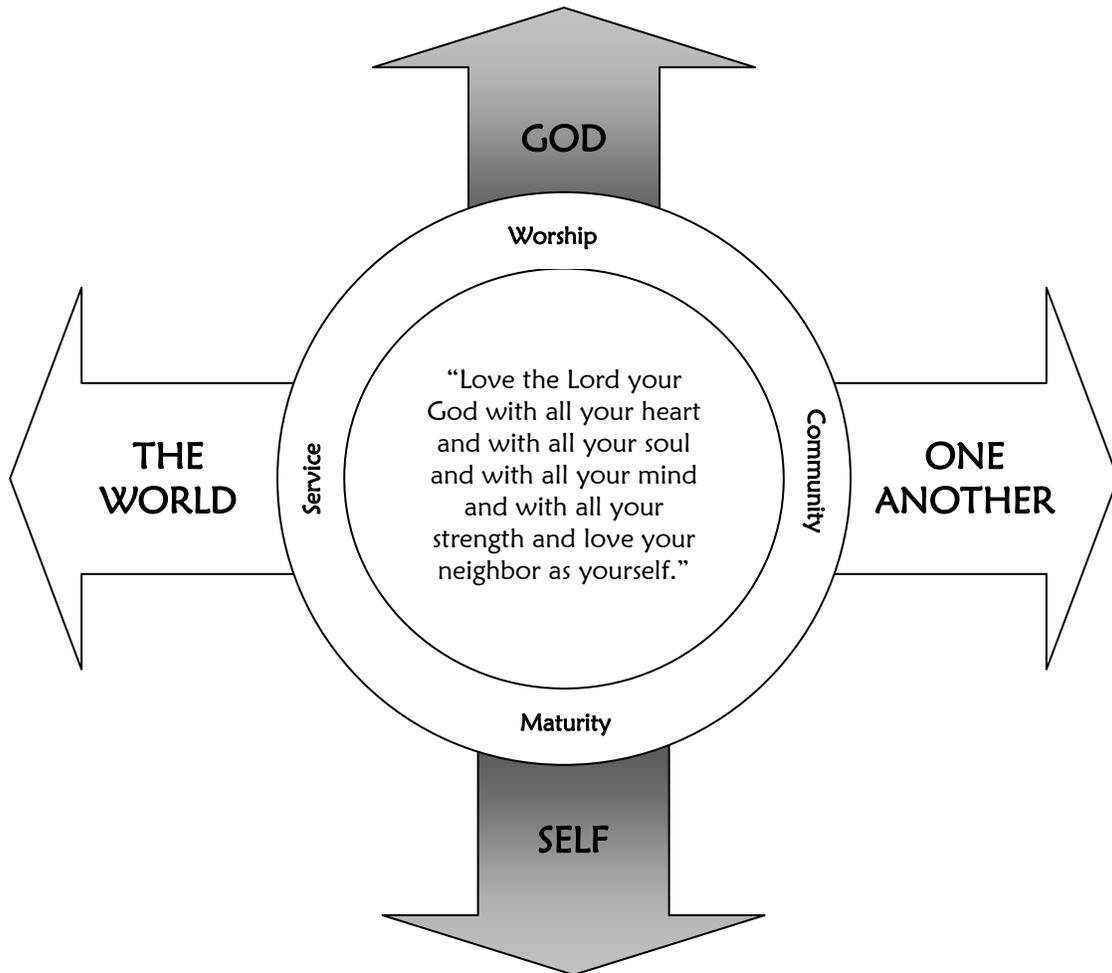
We hope that after reading through this manual you will clearly understand not only our vision but also what it means to be a volunteer or leader in 4th Dimension. Leaders will be expected to attend monthly meetings and occasional leadership training seminars. We hope that you will find these meetings to be productive and the training seminars to be very helpful in growing as a leader and sharpening your leadership skills and relationships. We will do our best to make the meetings interesting and the training sessions fun and enriching. It is our desire to work alongside you, to assist you and to give you the resources you need to succeed as a leader in the area of ministry to which you feel called.

We are thrilled that you want to join us in impacting this emerging young adult generation for Christ. We hope and pray that you will find your experience in leadership both enjoyable and rewarding. As many pastors can probably tell you, there is no greater joy than serving God and seeing lives change for His glory!

This manual contains the heart of our ministry. So please take the time to read it through, and may God bless you as you seek to serve Him more.

Your Fellow Servant,

The Four Basic Relationships



God

A growing relationship with God means that each person comes to know God in a personal way; it goes beyond just knowing facts about Him. A person comes to know God through studying the Bible, praying with others and alone, and practicing spiritual disciplines.

Self

A proper relationship with self is found in understanding how God sees us. An identity based on who we are in Christ equips us for success in all areas of life.

One Another

In relationships with one another, we connect and live out our relationship with God in context of our relationship with others. Healthy, lasting relationships should be developed as one matures in the faith.

The World

Relating to the world will spur every believer to realize that he or she is gifted to serve both within the church and among unbelievers. We are equipped to serve through learning to share Christ, service projects, missions trips and the SHAPE seminars.

Defining the Felt Needs of a Young Adult

As part of the vision, it is our goal to provide ministries that will help meet the needs of the young adults in our church and in our community. We believe that in order to impact the lives of these young adults, we must show them the love of Jesus in a practical way, and in a way that facilitates life change. This emerging generation longs to be loved and accepted unconditionally, and to feel a sense of purpose. SO, before we set out to meet those needs, we must know our target. The following is a partial list of the needs that we aim to meet, categorized according to the Four Basic Relationships of a Young Adult from the previous page. Certainly there are many more needs that could be listed, but part of our goal is to set a target and then be intentional about hitting that target. Narrowing the list helps us to remain focused on what we believe to be the most critical needs, the ones that if met will produce maximum life change.

The needs of a Young Adult:

- **Spiritual** - to grow in relationship with Christ
 - to rely on Christ for all life-decisions
 - to receive Godly wisdom and counsel

- **Physical** - to be prayed for and cared for when sick
 - to have practical, tangible needs met (financial, help moving...)

- **Relational** - to develop healthy, God-honoring relationships
 - to feel loved and accepted - not abandoned and rejected
 - to have friendship / companionship
 - to have fun things to do
 - to feel needed
 - to receive emotional support

- **Community** - to fulfill the Great Commission
 - to share Christ's love with the community via service projects
 - to use their spiritual gifts in ministry

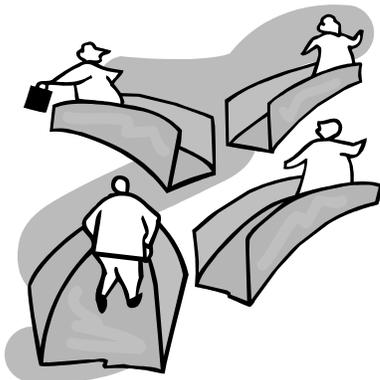
Objectives

We will set goals and objectives for several reasons. But before going any further, let us define the difference between goals and objectives. Goals are typically very clear cut, and are something by which you can measure success or failure. On the other hand, objectives tend to be more broad. They are usually generalizations that cover a range of similar ideas. We will look at goals on the next page, but let us first consider our broader objectives.

Primarily, setting clear but broad objectives will help us focus our efforts on what really counts. We do not want to expend large amounts of time, energy, and resources on activities that do not have meeting the needs of young adults as the end result. We want to strive for the ultimate goal of Christ-formation in their lives. This connects very well with our vision – to help young adults experience the love of Jesus Christ and grow in a relationship with Him. Another reason we will set objectives for our ministry is to help us stay on course. As we probably all know from experience, it is easy to get off track when working at a particular task if we do not keep the end in sight. The objectives we set will help us remember in which direction we set out to go, and what we are striving to achieve. You might say that objectives are analogous to guardrails. They are not fully restrictive, but they keep you on the road. The following are the five principle objectives of our ministry, and they are derived from the felt needs and are guided by our core values. In a nutshell, our objectives are what we set out to do.

OBJECTIVES

- To help young adults become connected to a community of believers.
- To help young adults grow in their relationship with God.
- To help young adults recognize their spiritual gifts *and* their purpose in life.
- To care for the physical, emotional, and spiritual needs of one another.
- To reach out to our community with the love of Jesus Christ.



vs.



Goals

Our vision is to help young adults experience the love of Jesus Christ and grow in a relationship with Him. That is our highest goal. In the previous section, we outlined the differences between goals and objectives, focusing on the objectives. Now we will discuss the goals.

In addition to our comprehensive vision of discipling young adults, we as a ministry will set for ourselves both short term and long term goals. These goals will hand-in-hand serve to guide our efforts in reaching lives for Christ. We believe that goal setting may become an important part of each individual area of ministry, as well as to our ministry as a whole. The goals we set will be specific, and will be the measuring stick for our success or failure. When we meet our goals, it will be a time of celebration and praise to God for enabling us to succeed. When we miss the mark, the goals we had previously set will help us to learn from our mistakes and grow out of our failures. And bear this in mind: failure will happen. We will try many things. We will succeed at some and we will fail at others. God will be our guide. His purposes are higher than ours, and His vision is greater than our limited view. He is interested in long-term Kingdom growth, not necessarily in short-term success in everything we do.

Short-term and long-term goals are slightly different, and each serves a different purpose. Long-term goals are kind of like a road map, while short-term goals will be like road signs along the way. Our short-term goals will guide us very specifically as we do the day-to-day and month-to-month activities of ministry. They will guide us as we choose curriculum, plan events and outreaches, and develop small groups for personal growth. Long-term goals on the other hand will allow us to get a bird's-eye view of our ministry as a whole. They will help us answer questions like: Is our ministry healthy? Are we growing? Are young adults growing closer to God? Are we doing what we were called to do? Long-term goals will help us measure whether or not we really are fulfilling our vision – to help young adults experience the love of Jesus Christ and grow in a relationship with Him.

Short-term Goals:

- 6-Month** - to see Life Groups expand so that more young adults are regularly committed to being disciplined on a weekly basis
 - to further organize the structure of the ministry so that leadership operates more efficiently and productively
- 1-Year** - to see 20 young adults involved in some capacity of service/leadership
 - to reach 30 young adults regularly in our small group or small groups

Long-term Goals:

- 3-Year** - to see that every young adult attending our church is plugged into a small group and is very aware of all the opportunities that this ministry has to offer
 - to help other local churches develop a ministry to reach this emerging generation
- 5-Year** - to see our ministry reaching 100 regularly in small groups
- 10-Year** - the sky's the limit!!

Guidelines for Serving

Many times, people wonder what was seen in them to spur an invitation to service. While there is no one-size-fits-all answer to this question, the following guidelines will be used when considering a servant, specifically, for leadership. These guidelines are also beneficial when considering whom to recruit as an apprentice. The following is a list of character traits that are most valuable when leading others; these qualities will be expected of a Volunteer and a Leader in our ministry.

1. Positive

Does the person have a positive attitude towards life? Do others view them as positive? Is that outlook anchored in their trust in the Lord and their Hope in Him?

2. Teachable

Does this person have a teachable spirit? Are they in any way contentious or rebellious against authority? Do they receive correction and/or instruction well?

3. A Desire to Learn and Grow

Along with a teachable spirit, do they desire to know God better; to grow in their spiritual life; to develop their gifts, skills and abilities?

4. Good Character

Do both Christians and non-Christians know this person for their character? Are they above reproach, sexually pure, temperate, self-controlled, respectable, hospitable, gentle, not quarrelsome, not a lover of money, able to manage their household, not conceited... 1 Timothy 3

5. Exhibit Fruits of the Spirit

Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

Not the Fruits of the Flesh

Sexual immorality, impurity, debauchery, idolatry, hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions, envy, drunkenness... Galatians 5

6. Able to Work with Others

Are they able to correct and guide others with gentleness and love? Are they themselves able to be corrected? Do they exhibit healthy relational chemistry among their peers?

7. Interested in Reaching Out to Others

Do they take a genuine interest in others? Do they desire to reach out to others? Do they practice 'love one another.'

8. Have they been responsible with little tasks?

9. Are they able to forgive others and work through conflict?

10. Are they Willing *and* Available to serve others?

11. Do they agree with the Glad Tidings Doctrinal Statement both in belief and practice? (see last page)

Expectations of a Leader

Leadership: Being a leader means having the opportunity to influence the lives of young adults for eternity. Not only is this a fulfilling role, but also a weighty one. A leader in this ministry will be expected to willingly make sacrifices in their personal life for the furthering of God's Kingdom. This may be in the way of finances and material things, but most often, it will be in the way of time. It is very important that a leader stays faithful with his/her devotions and time with God. Without God's leading, we will not experience His fullest blessing on our Ministry. All leaders should regularly pray for the ministry and for each other. We must be open to God working on us, in us, and through us to accomplish His purposes in reaching young adults. Also, in addition to time spent with God, a leader should be prepared to sacrifice significant amounts of time being involved in the ministry, whether in attending small groups, meetings, or other events. A leader should be willing to give his/her time to God.

Character: One who serves in leadership in any capacity can tell you that character is of utmost importance. Whether it is in business or in ministry, character counts! Therefore, a leader should continually strive to maintain integrity in his/her personal life, as well as in the public eye. Whether they like it or not, leaders are role models: examples of how to live. We believe very strongly that leaders must set the example for those who attend young adult events. A leader should also work to build healthy relationships with other leaders and with attendees. After all, one of our main ideologies is relational ministry. We believe that building relationships is often the first step to impacting young adults for Christ.

Another character trait that a leader should strive for is open and honest communication. Our leadership team must work in unity, being of one heart. We will often differ in opinion, but never in purpose. It is how we handle our differences that counts. Ultimately, a leader must strive for Christ-likeness. This means that in every area of life, a leader must be submitted and yielded to the will of God and to the Holy Spirit. If we desire for God to do great things in this ministry, we must be obedient to Him in all our ways. It has been said that we should live our lives in such a way that we would not be ashamed to sell the family parrot to the town gossip.

Meetings: There will be various meetings that a leader will be expected to attend every month. We will continually offer various growth opportunities for leaders. You will be expected to make your best effort to attend these opportunities. None of us has 'arrived' yet as a leader, and therefore it is important that we are all actively growing and seeking places of growth. We do not desire to burden your schedule any more than is necessary, but we firmly believe in providing opportunities for you to grow as a believer and as a leader.

Event Attendance: Young adult ministry is full of many fun, exciting, and meaningful events to attend. Being a leader means being available to other young adults for friendship, relationships, and potential opportunities of influence. Simply put, leaders are expected to make a strong effort to attend as many ministry events as possible. As John Maxwell once said, "Walk slowly through the crowds." God is more interested in your availability than your ability. It is not mandatory for you to attend all events, but the more contact you have with young adults the more chance you have to influence them for Christ.

Church Attendance: This goes hand-in-hand with attending events. A leader should be regularly attending the services and small groups that we have to offer. Also, church membership is encouraged, but not required, for leaders in this ministry.

Our Core Values

- 1. The starting point of our ministry is God - not human activity. God desires for all to know him.**

“I planted the seed, Apollos watered it, but God made it grow.” 1 Cor. 3:6

“This is good, and pleases God our savior, who wants all men to be saved and to come to a knowledge of the truth.” 1 Tim. 2:3-4

- 2. The guide for our ministry is the Bible - not human wisdom.**

“‘For my thoughts are not your thoughts, neither are my ways your ways,’ declares the Lord. ‘As the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts. As the rain and the snow come down from heaven, and do not return to it without watering the earth and making it bud and flourish, so that it yields seed for the sower and bread for the eater, so is my word that goes out from my mouth: It will not return to me empty, but will accomplish what I desire and achieve the purpose for which I sent it.’” Isaiah 55:8-11

- 3. The focus of our ministry is people, not programs.**

“We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.” 1 Thessalonians 2:8

“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.” John 3:16

- 4. The goal of our ministry is that everyone be a growing Christian – not just a believer.**

“We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all His energy, which so powerfully works in me.” Colossians 1:28-29

- 5. The environment for our ministry is teamwork (the body working together – not people working individually).**

“Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.” Romans 12:4-8

- 6. The process of our ministry is spiritual reproduction – not only spiritual addition.**

“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.” 2 Timothy 2:2

Overview of the Assemblies of God Doctrine

Our worship services are designed to encourage people to be open and spontaneous in their worship. We believe that people are the church; the building is where the church meets. This means that the building is not the House of God; it is the Home of the Church.

We believe:

- The Bible is the inspired, infallible and authoritative written Word of God.
- There is one God, eternally existent in three persons: God the Father, God the Son, and God the Holy Spirit.
- In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, in His personal future return to this earth in power and glory to rule a thousand years.
- In the Blessed Hope - the rapture of the Church at Christ's coming.
- The only means of being cleansed from sin is through repentance and faith in the precious blood of Christ.
- Regeneration by the Holy Spirit is absolutely essential for personal salvation.
- The redemptive work of Christ on the cross provides healing of the human body in answer to believing prayer.
- The Baptism in the Holy Spirit, according to Acts 2:4, is given to believers who ask for it.
- In the sanctifying power of the Holy Spirit by whose indwelling the Christian is enabled to live a holy life.
- In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting damnation.

For complete doctrinal statements of the Assemblies of God, visit the national website at <http://www.ag.org/top/>.