



 **hosanna!**

2013 | 2014

LEADER MANUAL

Grades 6-12

STUDENT MINISTRIES

My Coach Information:

name: _____

phone: _____

email: _____

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2 0 1 3 | 2 0 1 4
CALENDAR





	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
S E P T E M B E R	1	2	3	4	5	6	7
	8	9	10	11 LEADER TRAINING 6-8 P.M.	12	13	14
	15	16	17	18 UNITED 7-8:30 P.M.	19	20	21
	22	23	24	25	26	27	28
	29	30					

KEY: First Look Children's Church HALO PowerLife Catalyst

OCTOBER
















Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 ■ ◆ ▶	3	4	5 ▲ ●
6 ▲ ●	7	8	9 ■ ◆ ▶ COACH CONNECT MTG 7:15-7:45 P.M.	10	11	12 ▲ ● CHILDREN'S BAPTISM
13 ▲ ●	14	15	16 NO PROGRAMMING (MEA)	17	18 7 & 8 BOYS RETREAT REGISTRATION & REFUND DEADLINE	19 ▲ ●
20 ▲ ●	21	22	23 ■ ◆ ▶	24	25	26 ▲ ●
27 ▲ ●	28	29	30 ■ ◆ ▶ STUDENT LEADER DEVELOPMENT MTG	31		

NOVEMBER





























Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 7 & 8 BOYS RETREAT	2 ▲ ● 7 & 8 BOYS RETREAT
3 ▲ ● 7 & 8 BOYS RETREAT	4	5	6 ■ ◆ ▶	7	8 CATALYST RETREAT REGISTRATION & REFUND DEADLINE	9 ▲ ● FIRST COMMUNION
10 ▲ ●	11	12	13 ■ ◆ ▶ COACH CONNECT MTG 7:15-7:45 P.M.	14	15	16 ▲ ● CHILDREN'S BAPTISM
17 ▲ ●	18	19	20 ■ ◆ ▶	21	22 CATALYST RETREAT	23 ▲ ● CATALYST RETREAT
24 ▲ ● CATALYST RETREAT	25	26	27 NO PROGRAMMING (THANKSGIVING)	28	29	30 ▲ ●

KEY: ▲ First Look ● Children's Church ■ HALO ◆ PowerLife ▶ Catalyst













D E C E M B E R

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
  1	2	3	COACH CONNECT MTG 7:15-7:45 P.M.   STUDENT LEADER DEVELOPMENT MTG	5	6	  7
  8	9	10	   FOOD DRIVE	12	13	  14
  15	16	17	  SERVICE PROJECTS OFF-SITE	19	20	21 NO PROGRAMMING (CHRISTMAS)
22 NO PROGRAMMING (CHRISTMAS)	23	24	25 NO PROGRAMMING (CHRISTMAS)	26	27	  28
  29	30	31				




J A N U A R Y

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 NO PROGRAMMING (NEW YEARS)	2	3	  4
  5	6	7	   UNITED	9	10	  11
  12	13	14	  	16	17 7 & 8 GIRLS RETREAT REGISTRATION & REFUND DEADLINE	  18
  19	20	21	  	23	24	  25
  26	27	28	  	30	31 7 & 8 GIRLS RETREAT	

FEBRUARY

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						 1 7 & 8 GIRLS RETREAT
 2 7 & 8 GIRLS RETREAT	3	4	 5 COACH CONNECT MTG 7:15-7:45 P.M.	6	7	 8 CHILDREN'S BAPTISM
 9	10	11	 12 STUDENT LEADER DEVELOPMENT MTG	13	14	 15
 16	17	18	 19	20	21	 22
 23	24	25	 26	27	28	

MARCH

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						 1
 2	3	4	5 NO PROGRAMMING (ASH WEDNESDAY) CONFIRMATION PREP PARENT MEETING	6	7	 8 FIRST COMMUNION
 9	10	11	 12 COACH CONNECT MTG 7:15-7:45 P.M. CONFIRMATION PREP	13	14	 15
 16	17	18	 19 CONFIRMATION PREP	20	21	 22
 23 30	24 31	25	 26 CONFIRMATION PREP	27	28	 29

KEY:  First Look  Children's Church  HALO  PowerLife  Catalyst

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L

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 NO PROGRAMMING (SPRING BREAK)	3	4	5 ▲ ●
6 ▲ ●	7	8	9 ■ ◆ ▶ COACH CONNECT MTG 7:15-7:45 P.M. CONFIRMATION PREP	10	11	12 ▲ (PALM SUNDAY) CHILDREN'S BAPTISM
13 ▲ (PALM SUNDAY)	14	15	16 ◆ ▶ SERVICE PROJECTS OFF-SITE	17	18	19 NO PROGRAMMING (EASTER)
20 NO PROGRAMMING (EASTER)	21	22	23 ■ ◆ ▶ STUDENT LEADER DEVELOPMENT MTG	24	25	26 ▲ ●
27 ▲ ●	28	29	30 ■ ◆ ▶			

M
A
Y

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3 ▲ ● CONF. SERVICES 10 A.M. OR 12:30 P.M.
4 ▲ ●	5	6	7 ■ ◆ ▶ COACH CONNECT MTG 7:15-7:45 P.M.	8	9	10 ▲ ●
11 ▲ ●	12	13	14 ■ ◆ ▶	15	16	17 ▲ ● CHILDREN'S BAPTISM
18 ▲ ●	19	20	21	22	23	24 ▲ ●
25 ▲ ●	26	27	28	29	30	31 ▲ ●



hosanna!

STUDENT MINISTRIES

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Welcome!

Dear Leaders:

It is our privilege to welcome you as partners in a leadership role, impacting the lives of students at Hosanna! and making an eternal difference. A PowerLife/Catalyst Leader models an authentic personal relationship with Jesus Christ that is contagious for students and encourages their discipleship. Your influence matters and your investment is critical as we provide a positive example of what it means to follow Jesus.

We are excited about where God is leading Hosanna! Student Ministries' students, leaders, and staff. With your support and willingness to serve this year; we will provide dynamic worship services and meaningful small group experiences that will minister to students and help to develop a sense of community. Hosanna's vision for Children's and Student Ministries is based on Isaiah 35. It is the story of God's people traveling a road out of captivity and finding their way back to the city of God. In Hosanna! Youth Ministries, we are clearly marking a path for students to leave the captivity of sin and choose the life that God has prepared for them.

As you read through this manual, we pray that God will give you a clear understanding of Hosanna! Student Ministries' vision and strategy. Committed leaders are the backbone of PowerLife and Catalyst. Together, with God's help, we can make an eternal difference in the lives of students.

Hosanna! Student Ministries Team

Vision & Ministry Descriptions

Hosanna's vision for Children's & Student Ministries, (ages 6 weeks through grade 12) is based on Isaiah 35. Through PowerLife, *embracing the faith*, (Grades 6-8), and Catalyst, *living the faith* (Grades 9-12); we will equip students with the spiritual foundation necessary to become true disciples of Jesus who impact God's Kingdom.

PowerLife (Grades 6-8) • Embracing The Faith

Wednesdays, 6-7:15 p.m. • Worship Center • September 18, 2013-May 14, 2014

(8th Grade moves to 7:45-9:15 p.m. March 12-May 14, 2014)

PowerLife is Hosanna's Confirmation ministry. Students experience relevant teaching, engaging worship, creative illustrations, prayer ministry, service opportunities, and interactive small groups.

PowerLife Teaching Themes

We will challenge students to embrace the faith and make it their own, walking in God's ways by teaching on such topics as:

- | | |
|-------------------------------|---------------------------------|
| - Jesus' Message and Ministry | - Jesus' Death and Resurrection |
| - The Holy Spirit | - Sharing our Faith |
| - Serving Others | - Prayer |
| - Worship | - The Bible |
| - Purity | - Identity in Christ |

Confirmation Prep

7:45-9:15 p.m., March 12-April 9, 2014

All 8th graders will participate in Confirmation Prep. The purpose of Confirmation, the Apostle's Creed, and church history will be taught in an exciting, impactful way. (Confirmation Prep is also open to 9-12th graders who wish to confirm)

Catalyst (Grades 9-12) • Living The Faith

Wednesdays, 7:45-9:15 p.m. • Worship Center • September 18, 2013-May 14, 2014

Catalyst is our Wednesday night Senior High ministry for grades 9-12. Students experience relevant and engaging worship, dynamic, Bible-centered teaching, serving opportunities, and interactive small groups.

Catalyst Teaching Themes

We challenge students to live their faith so that God's character becomes evident in every area of their life. Teaching will include such topics as:

- | | | |
|-------------------------|------------------------|-------------------------|
| - Jesus | - The Character of God | - Identity in Christ |
| - Spiritual Disciplines | - Kingdom Impact | - The Spiritual Journey |

Life Hurts (Ages 10-18)

Tuesdays, 6:15 p.m.

No registration or cost to attend

Some students are experiencing hurt and need extra support and care above and beyond what they may receive from traditional Youth Ministries programming. Life Hurts at Hosanna! is created specifically for upper elementary children and teenagers who have experienced hurt, troubled family dynamics, divorce, anger, loneliness, peer pressure, eating disorders, addiction, or depression. This ministry has encouraged and changed the lives of many students with the hope of Christ. For more information, contact Dean Swenson, Family Care & Connecting Pastor: 952-898-9135or deans@hosannalc.org

Key Mile Markers

UNITED

September 18, 2013 & January 8, 2014 • 7-8:30 p.m.

A combined PowerLife and Catalyst event! Grades 6-12 together with their friends for a high energy impactful evening.

Retreats, Lake Geneva Youth Camp

Retreats are a key strategy to students in grades 7 through 12 embracing the faith and living the faith. When you register for PowerLife and Catalyst; the registration for an annual retreat is included. Retreats are typically a highlight for students, and a unique opportunity to unplug from everyday routine. This helps build relationships in the small group, and fosters more meaningful discussions on regular programming nights. Lake Geneva Youth Camp in Alexandria, MN provides an environment for students to take their faith to a new level.

IMPACT: Student Leadership

We are passionate about developing our students' God given potential, and invite 10-12th grade students to serve as Student Small Group Leaders, (alongside adult leaders) in PowerLife small groups. For more information, visit www.hosannalc.org/hsmileaders.

Impact Trips

Impact Trips offer a variety of experiences for students to live beyond themselves, impact and be impacted by the places they serve, and be blessed by God working through them. It is our desire that these short term trips turn into a lifelong desire to serve this world the way Christ has served us. 2014 Impact Trip information will be available in late 2013.

Confirmation (Grade 8)

Confirmation offers students the opportunity to embrace the faith, making their faith in Jesus Christ their own. Confirmation is not the "end" of one's faith journey, nor is it equivalent to salvation. Confirmation students affirm they are on a personal journey to know Christ more. Participation in Confirmation is an optional part of PowerLife and students are invited to participate whether they plan to confirm or not.

Small Groups

Small groups create a safe place for students to discuss questions about God, while encouraging each other in their daily walks with Christ. To allow for the rapid growth Youth Ministries is experiencing, when students reach 10 per group, sub-groups will be formed for small group discussion time. In this way, students can enjoy being part of their larger group but continue to invite friends and have more chance for meaningful small group discussions.



2 SMALL GROUP LEADER INFORMATION

Description & Characteristics

PowerLife and Catalyst Small Group Leader Description

- **A positive example.** PowerLife and Catalyst Leaders are the adult small group leaders for PowerLife (6-8th grade) and Catalyst (9-12th grade) students. A leader models an authentic personal relationship with Jesus Christ that is contagious for students and encourages their discipleship.
- **A relational person.** Each leader is responsible for facilitating discussion in the small group while creating a trusting environment where students can pursue what it means to follow Christ. In both PowerLife and Catalyst it is the goal for leaders to serve with a Co-Leader as growth is expected in the small group.
- **A collaborative and teachable person.** Small Group Leaders willingly come under the leadership of Hosanna! Student Ministry staff using the materials provided to facilitate discussions and make programming dates a priority. Coaches are provided to train, care for, and provide leadership support and have a passion for seeing leaders succeed.
- **A committed person.** Being a PowerLife/Catalyst leader requires dedication and a substantial time commitment. The success of PowerLife and Catalyst depends on leaders committed to being on time, fully present, and dependable.

Small Group Leader Characteristics

- **Inward Growth** – We minister to others out of our own growth in Christ. Leaders are committed to a lifestyle of becoming more and more like Jesus through personal prayer time, Bible study, and attendance at worship.
- **Outward Actions** – Others will know us by our actions and lifestyle. Leaders are committed to representing and living out Christ's transformative love to the world by striving to avoid offensive jokes, sexual immorality, drugs, offensive language, inappropriate media, pornography, talking negatively of others, and any compromising situation.
- **Christ-like Community** – Every person is made in the image of God. Leaders are committed to treating others with dignity, love and respect. Leaders help to create a safe small group environment where students can share and discuss their lives with discretion, sensitivity and confidentiality.
- **Encouraging Growth** – Small groups present the opportunity to encourage students to grow in their faith journey. Leaders are responsible for the functional and spiritual leadership of the small group including identifying a substitute in the instance of an absence, caring for students through contact if they miss weekly programming, and praying for and with students on a consistent basis.
- **Active Participation** – Leaders are committed to participating in all events required for the position (e.g. Wednesday nights, Fall Leadership Training, monthly Coach Connect Meetings, Service Projects, Retreat)
- **Partnering with Coach** – Leaders are committed to maximizing the effectiveness of small groups and providing necessary discipline and leadership to students.
- **Partnering with Staff** – Leaders are committed to helping maintain the integrity of Hosanna! Student Ministries vision by using provided small group discussion guides, upholding schedule for programming, (including service projects and retreats) and reading emails from Student Ministries staff,
- **Vision** – Leaders are committed to embracing and embodying Hosanna's mission of "Advancing God's Kingdom, everywhere, one person at a time," and the I-35 vision for Youth Ministries of "Embracing and Living the Faith." Leaders also commit to upholding the Hosanna! Safe Child Policy, Standards for Adults Working with Students, Leadership Covenant, and the Hosanna! Mission and What We Teach (5.1-5.8).

Time Commitment

Length of Commitment- 1 year minimum (3 years ideal for PowerLife)

Ideally, PowerLife leaders will serve with the same small group through their 8th grade year. (i.e. 6th grade: 3 years, 7th grade: 2 years, 8th grade: 1 year). Catalyst Leaders are committed to 1 year of service.

Wednesday nights, September 18- May 14

PowerLife: 6-7:15 p.m., Catalyst: 7:45-9:15 p.m. (See calendar for specific dates)

(Note: 8th grade moves to 7:45-9:15 p.m. March 12-May 14 for Confirmation Prep)

Be present to sit with your small group during large group (worship/teaching) and meet for 30-40 minutes of small group time.

Leadership Training

September 11, 6-8 p.m.

Receive vital visioning and meet in coaching groups for connection and training.

UNITED

Wednesdays, September 18, 2013 and January 8, 7-8:30 p.m.

(Note: 6th grade Leaders will meet their groups for the first time 6-6:45 p.m. on Sept. 18)

Combined PowerLife/Catalyst event with guest speakers and clear Gospel message.

Coach Connect Meetings—2nd Wednesday of the month (approx.)

7:15-7:45 p.m., October 9, November 13, December 4, February 5, March 12, April 9, May 7

Connect with your Coach and other Leaders for leadership principles, prayer, encouragement, and to address any issues you are facing.

Retreat

7th/8th grade Boys Retreat: November 1-3, 2013

7th/8th grade Girls Retreat: January 31-February 2, 2014

Catalyst Retreat: November 22-24, 2014

All leaders (except 6th grade) are expected to attend the Retreat with their small group at Lake Geneva Christian Center in Alexandria, MN. The retreat is an awesome opportunity for leaders to connect with their students and God in a new setting, away from their daily routine.

Service Projects

December 11 (Food Drive), December 18, April 16

Serving is an important value we want to instill in our students. Leaders are responsible for coordinating two off-site service projects with your group (suggestions provided) and participating in the Food Drive (coordinated by Student Ministries). Leaders will need to coordinate transporting students.

Expectations

1. Check-In/Attendance Sheets/Promptness.

Check-in each week at the administration table and pick-up your folder. Mark your students on the attendance sheet and RETURN your folders to the administration table at the end of the night. Additionally, promptness matters! Students notice when you are late. Plan to arrive 10 minutes early for PowerLife or Catalyst. It is critical that you are consistent and present in the students' lives in order to build relationship with them.

2. New Students/Visitors.

At Hosanna!, we are passionate about spreading the Gospel and we highly encourage students to bring friends to PowerLife and Catalyst. For liability reasons, we need all students who are regularly attending PowerLife/Catalyst to go through the registration process to officially be placed in a small group. Therefore, please help us with the following:

- If you have a visitor, please complete a Visitor Card in full and have the student (and the friend who invited them, if applicable) turn the card in at the check-in table to receive a free gift.
- If you have concerns about a student joining your group permanently, please let us know ASAP. All visitors will receive a "thank you for visiting" card in the mail from Student Ministries including registration details.
- The student will be added as a visitor to the bottom of your attendance sheet. Please help us track their attendance and encourage them to register. Those regularly attending will also be contacted by Anna Lisa and encouraged to register.
- We will automatically add this visitor to your group once they register.

3. Substitutes.

You are responsible for finding a substitute if you are unable to be here. All parents have been informed that they could be called to Sub for you. All Subs need to fill out and clear Hosanna's background check (available online). Please tell your Subs to check-in at the administration table, take attendance and inform them, in advance, on what they need to know for the night. If you are working to find a Sub, do so in this order:

- **Contact parents.** It is wise to build relationships with parents BEFORE you are in need of a Sub by contacting them to introduce yourself. Additionally, we have found that calling parents directly works much better than sending a mass email.
- **Contact your Coach.**
- **Contact Staff** to let us know you have exhausted ALL efforts and are unable to find a Sub. Please, never "cancel" your small group.

4. Coaches.

All leaders will be assigned a Coach who will train, care for and provide leadership to Small Group Leaders. You will connect with your Coach the 2nd Wednesday of each month from 7:15-7:45 p.m., before programming, for Catalyst Leaders, and after programming, for PowerLife Leaders. Your coach is your primary point of contact for any issues that arise.

5. Leader Authority/Responsibility/Issues.

All leaders have the authority and responsibility to watch over all of our students and visitors, (not just your assigned students). In order for us to be successful, we all need to work together to keep students focused and to expect acceptable behavior each week. Engage the Peace Force volunteers, if necessary. Refer to the Behavior Expectations/Policy (on page 2.8). Please let your Coach know if there are any issues with your students during the year so we can work on resolving any problems while they are going on. Your Coach will determine when it is appropriate to involve staff.

- Administrative issue – call Anna Lisa.
- Personal/Disciplinary/Small Group issue for Leader or student – call your Coach.

6. Cell Phones.

We live in the digital age and understand that cell phones can be a major distraction during PowerLife and Catalyst. However, they can also be a positive tool for such actions as engaging in the Bible and note-taking. For this reason, we have changed our policy to allow for respectful use of cell phones. We encourage you to have a discussion about respectfully using cell phones (including Bible apps or note taking) and the consequences of them not being used well which may include collecting phones at the beginning of large or small group time. We empower you to decide what works for your group and to extend grace towards others as we negotiate together the realities of our digital culture.

7. Emails/Monthly Newsletter.

Email is our primary form of communication. We will only send necessary information. Please take the time to read so that you are up to speed with what is happening in the ministry.

8. Retreats.

All leaders, (except 6th grade), are required to attend a retreat each year with their small group. Retreats are typically a highlight for students, and help build relationships in the small group, which fosters more meaningful discussions on regular programming nights. Please register online as a small group leader at www.hosannalc.org/hsmleaders. Cost is \$25 for PowerLife and Catalyst leaders.

9. Partner in Ministry.

As we seek to develop students into maturing followers of Christ, we are intentional about what we teach. It is important for all students and leaders to use the same ministry materials. We highly encourage leaders to take the provided small group discussion questions and personalize them for their unique group.

10. Group Members.

Although it is the norm that a PowerLife group remains the same from 6th-8th grade, groups may change. Our exponential growth means that new students inevitably will be added. Additionally, students who wish to change groups must complete a Group Change Request Form available at the Administrative table.

11. Students with Special Needs.

Some small groups have students with special needs. Please communicate with the parents to see how to best work with their child and don't be afraid to call them if things are not going well – don't wait, address this immediately. You can ask the parent(s) to come and sit with their student, if necessary. If that doesn't solve the issue, please contact your Coach and we will come up with another solution.

Expectations

continued....

12. Seating.

Each PowerLife small group will be assigned to a row in the Worship Center. Please plan on meeting your group in your assigned row at the start of PowerLife each night. Catalyst students are free to sit wherever they choose during large group and will find their leader at the start of small group time each night. Leaders are encouraged to sit with or around the majority of the students in your group.

13. Student Follow-Up.

If you have a student who has missed two or more weeks, please call and speak to a parent to find out if there is a problem. We also highly encourage you to connect with students via text or Facebook to let them know you have missed them. In the past we have had students being dropped off each week and then disappearing and not attending. We also want to be aware if a student has a health or personal issue that needs prayer. We will never share personal information, if inappropriate or if the family requests it, but we want to be in prayer for them in their small groups and with the prayer team.

14. Service Projects.

Each leader is responsible for transporting their students for these nights. Call parents in advance if you need help transporting the students. Those transporting students will need to fill out and clear Hosanna's background check/MVR.

15. Bibles/T-Shirts.

All new students receive a Bible and T-Shirt as part of their registration fee. Please visit the administrative table if new students have not yet received these items.

16. Prayer Room.

The Prayer Room is an open environment for any Leader/student to visit at any time on a Wednesday. In addition, new groups will be assigned to rotate into the Prayer Room for a visit each week during the small group time. You will receive a reminder of your assignment via email. The purpose of this is 4-fold:

- Model prayer ministry for the PowerLife/Catalyst Leaders who may be unfamiliar or uncomfortable with prayer ministry.
- Offer prayer ministry to students in the group who have concerns on their hearts.
- Raise up students who are willing and able to pray for their peers.
- Reveal to the students that the Prayer Room is a safe place for them to come when in need of prayer.

I-35 Growth Strategy

Growth Strategy Purpose:

- To respond positively and proactively to the tremendous growth that we are experiencing.
- To allow as many students as possible to know Christ more, and to maintain the effectiveness of small group discussions and connections.
- To maintain the integrity of our I-35 vision.

How does it work?

1. Each Small Group Leader will work with a **Co-Leader**, ideally someone they have recruited themselves.
2. When small groups reach **10 students**; a subgroup will be formed for small group discussion purposes and each leader will take half the students for that discussion time. When groups have less than 10 in attendance, (including guests), the small group can meet as one group.

Training, Support, & Support Volunteers

Coach Connect Meetings- 2nd Wednesday of the month

Once per month, you as a leader will have the opportunity to meet with your assigned Coach and Coaches group to discuss how things are going in your small group time. Your Coach will help facilitate devotions and leadership discussion. In addition, you can take this chance to share both joy and challenges; and brainstorm ideas together with other leaders. Your Coach will set up a meeting place in the building at Hosanna!

PowerLife and Catalyst Leaders meet with Coaches **7:15-7:45 p.m.**

Dates: October 9, November 13, December 4, February 5, March 12, April 9, May 7

Support Volunteers

In addition to PowerLife and Catalyst Leaders, Student Ministries enlists the aid of other volunteers integral to the success of Wednesday evening programming.

Peace Force - The discerning and watchful ears, eyes, and presence for maintaining order among 1,500 students and 300 leaders on Wednesday evenings. Peace Force volunteers are committed to creating a safe and peaceful environment enabling Christian growth to take place.

Prayer Team - Members of the Prayer Team are committed to praying for our programs, staff, students, leaders and volunteers. Prayer Team meets Wednesday evenings during youth programming.

Do YOU have a PRAYER request or PRAISE report? Here are a few options:

- Trained prayer ministers cover us in prayer & are available for ministry during all services.
- Complete and turn in Prayer Request cards to the administrative table on Wednesdays.
- Email: prayer@hosannalc.org
- Text or call and leave a message for the Prayer Chapel: 651-252-1779
- Refer to students by first name only to maintain confidentiality.

Tech Team - Assistance is provided during youth programming on Wednesday nights for special set-ups, light, sound, video, and computer equipment. Training is administered by Hosanna's Technical Arts Department.

Administrative Teams - Our Administrative Teams support our Wednesday night programs. They assist our PowerLife and Catalyst Leaders with check-in, disseminating information, and answering various ministry-related questions.

Coaches - Trains, cares for and provides leadership to PowerLife and Catalyst Leaders.

Behavior Expectations & Policy

Occasionally, a student may be a distraction to others. As Christian adults, we are responsible to our youth for the role modeling and teaching of proper respect, and discipline.

Expected Behavior:

- Respect all staff, Leaders, and Peace Force members.
- Once students are in the Worship Center, they must stay inside until they are dismissed to small group.
- Students should not stand/crawl on chairs in the Worship Center.
- Attention should always be directed towards the musicians, speakers, videos, dramas, or whatever else may be happening on the stage.
- Everyone is expected to participate in worship and not distract others.
- Everyone is expected to dispose of their trash in proper receptacles.

Not allowed:

- **Food in the Worship Center.** Covered beverages are acceptable.
- **Immodest/inappropriate clothing.** Modesty in dress and appearance is expected at all times. Clothing advertising alcohol, tobacco, or inappropriate words are not acceptable.
- **Offensive language.** Students and adults are expected to use appropriate and positive language at all times.

PowerLife and Catalyst Leaders are empowered and highly encouraged to enforce these guidelines as outlined in the behavior policy below. It is more effective to set firm guidelines, boundaries, and expectations at the beginning of the year. Consistency is the key! It is also beneficial to be a united front as PowerLife/Catalyst Leaders and staff.

Behavior Policy

At Hosanna!, participation in Student Ministries is a privilege, not a right. Any students disrupting the worship environment will be addressed as follows:

First Offense:

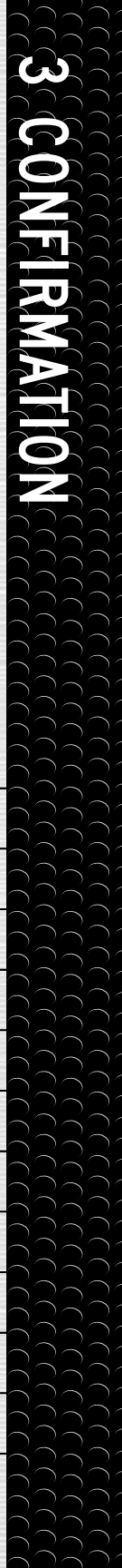
Students will be given a verbal warning by any PowerLife/Catalyst Leader, Peace Force member or staff member.

Second Offense:

A second warning will result in the student being asked to move from their current seat to an isolated seat in the Worship Center for the remainder of the service.

Third Offense:

If the behavior persists, the student is to be escorted by a Peace Force member outside of the Worship Center to meet with the program Coordinator to talk about their behavior, and plan a course of action to correct the behavior. If the program Coordinator is unavailable another staff member will discuss the behavior with the student. If behavior is not corrected, we will ask parents to either sit with the student for two weeks, or ask the student to sit out of PowerLife or Catalyst for two weeks.



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STUDENT MINISTRIES

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Purpose of Confirmation

Confirmation offers students the opportunity to make faith in Jesus Christ their own. Confirmation is not the "end" of one's faith journey, nor is it equivalent to salvation. Confirmation students affirm they are on a personal journey to know Christ more. Participation in Confirmation is an optional part of PowerLife and students are invited to participate whether they plan to confirm or not.

Students, grades 8-12, can participate in the Confirmation Service if they confess that they are on a personal journey to know Christ more and complete the Confirmation requirements. Most students participate in the Confirmation Service as 8th graders. The Confirmation Services will be held on May 3, 2014 at 10 a.m. and 12:30 p.m.

Requirements & Expectations

Confirmation Requirements (8th Grade)

1. Participation in Confirmation Prep (Wednesdays, March 12-April 9, 7:45-9:15 p.m.).

Students will complete Confirmation Prep with their small group.

2. Participation in 7-8th Grade Retreat (Guys: November 1-3, 2013, Girls: January 31-February 2, 2014).

Retreats are a highlight of the Confirmation process.

3. Completion of Written Faith Statement (Due March 26, 2014).

Faith Statements are a snapshot of where students are in their faith journey. Students will be given direction regarding what the Faith Statement should include.

4. Sharing Faith Statement with Leader(s) (April 9, 2014).

Students will discuss their Faith Statement with their Small Group Leader(s). The goal of this meeting is to give students an opportunity to receive prayer and a blessing for their continuing walk with Christ.

Confirmation Requirements (9-12th Grade)

1. Participation in Catalyst.

Students are expected to be in a Catalyst Small Group and participate in the ministry on a weekly basis.

2. Participation in Confirmation Prep (Wednesdays, March 12-April 9, 2014, 7:45-9:15 p.m.).

Students will complete Confirmation Prep in a small group with other 9-12th graders alongside 8th graders.

3. Participation in Catalyst Retreat (November 22-24, 2013) OR Lake Geneva Youth Camp, (July 2014).

A retreat experience is important in spiritual development and we expect all students to participate at least once in order to participate in Confirmation.

4. Completion of Written Faith Statement (Due March 26, 2014).

Faith Statements are a snapshot of where students are in their faith journey. Students will be given direction regarding what the Faith Statement should include.

5. Sharing Faith Statement with Catalyst Leader(s) (April 9, 2014).

Students will discuss their Faith Statement with their Catalyst Leader(s). The goal of this meeting is to give students an opportunity to receive prayer and a blessing for their continuing walk with Christ.

Confirmation Expectations:

1. Attendance at the Confirmation Service (May 3).

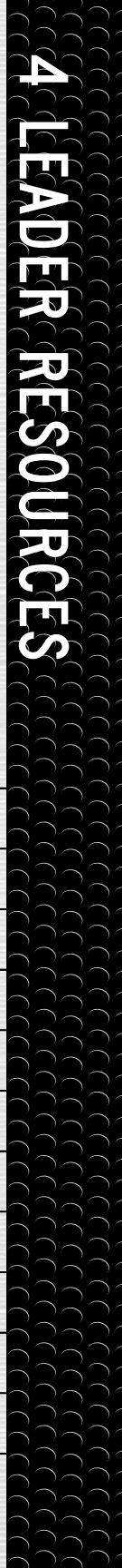
Students will be assigned a service date and time (10 a.m. or 12:30 p.m.). Students will confirm they are on a personal journey to know Christ more and receive a blessing in their small groups.

2. Regular Attendance on Wednesday nights.

Attendance is not necessarily a measurement of the maturity of your faith, but it is difficult to develop your faith if you haven't participated in the program.

3. Participation in Service Projects.

Small groups will participate in several service projects throughout the year.

[illegible]

Top Ten Help List for Small Groups

1. Encourage your students to verbalize their views and feelings, however unorthodox they may be.
2. Be grateful for every answer.
3. Don't be satisfied with the first response to your question.
4. Keep the discussion moving.
5. Be alert to the individuals in your group.
6. Don't be afraid of silence.
7. Turn difficult questions back to the group.
8. Let your group self-correct its tangents.
9. Stay flexible to the group's needs.
10. Be prepared to learn from the group.

Small Group Covenant

A Covenant...is a **promise** made to each other in the presence of God.

...is an **agreement** of how to act in the group.

...contains **values, rules, and commitments** for your small group.

...makes sure **what is said in the group stays in the group**.

...gives **structure** and **focus** to the small group.

The covenant below should be reviewed by each member and signed if they are ready to commit. Additional values or rules can be added if the group decides together that something is "missing."

Our Covenant

I, _____, as a member of our Group, acknowledge my need for meaningful relationships with other believers. I agree that this Group community exists to help me deepen my relationship with God, Christians, and other people in my life. I commit to the following:

Consistency: I will give my best effort to attend every Wednesday PowerLife or Catalyst meets.

Honesty: I will take risks to share truthfully about the personal issues in my life.

Confidentiality: I will support the foundation of trust in our small group by not participating in gossip. I will not reveal personal information shared by others during our small group time or outside of the group.

Respect: I will help create a safe environment for our group members by listening carefully and not making fun of others.

Prayer: I will make a committed effort to pray regularly for the people in our group.

Accountability: I will allow the people in my group to hold me accountable for growing spiritually and living a life that honors God.

Other:

This covenant, signed by all the members of this group, reflects our commitment to one another.

Signature

Date

Signature

Date

Signature

Date

Signature

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Prayer Ministry Guidelines

Professor Gordon Fee, a leading New Testament scholar, has written that, "If the church is going to be effective in our postmodern world, we need to stop paying mere lip service to the Spirit and recapture St. Paul's perspective: the Spirit as the experienced, empowering return of God's own personal presence in and among us," (Paul, the Spirit and the People of God, Hodder & Stoughton, 1997, p.xv). When it comes to leading ministry, we are essentially doing what Professor Gordon Fee advocates: inviting the Holy Spirit to touch students' lives so that the truth of God's love for them isn't just something they know "in their heads," but also "in their hearts." To use Professor Fee's terms, in times of ministry we experience the power and the person of God in our lives through the working of His Spirit among us. That is exciting. But it can also perhaps seem a little daunting to us. "How do I pray with a young person to experience more of God's love for them? What if nothing seems to happen? What if too much starts to happen?!" These are all very good questions that people sometimes ask. The aim of this document is to give you confidence in praying for someone following the model of prayer ministry used at Hosanna! and to flag some of the pitfalls to avoid.

Does God Want to Use Me?

I love the story of Moses leading the people of God across the Red Sea in Exodus 14. God tells Moses to stretch out his staff across the sea, and God says He will drive back the waters so the people can pass through. If I had been Moses, I think I would have said to God, "You don't need me to stretch out my staff across the sea. Why don't you just drive back the waters and I'll stand here looking cool and like I'm in charge." But God asked Moses to do his part – quite a simple part really – and he did, God did His part – quite a hard part really! And with ministry, it is as though God says to us what He said to Moses. He asks us to stretch out a hand and place it on the person for whom we are praying and ask His Holy Spirit to come and minister to them (it's one of the oldest prayers of the church, called the epiclesis – "come Holy Spirit"). And just like Moses, as we do the part we can do, offering to pray for someone, God amazingly does the part only He can do, bringing healing, love, power, forgiveness, restoration, peace, and so many other blessings into the life of the person for whom we are praying.

- Do**
- Keep it simple and natural. We must be ourselves as we pray for others.
 - Maintain the dignity of the individual for whom you are praying. Show utmost respect for each student. Be above reproach.
 - Have at least one person of the same sex praying with each individual.
 - Explain everything as simply and naturally as possible.
 - Encourage the students with the promises of the Bible.
 - Encourage them that the fruit God is looking for is long-term character, not short-term highs.
 - Ask a Student Ministries staff member if you have any questions or concerns.
 - Minister with the heart of a SERVANT so that we can flow in unity.
- Don't**
- Pressure anyone into anything they don't feel ready for.
 - Pray on your own for a young person of the opposite sex.
 - Leave the room to pray individually with a young person even if of the same sex. Ministry should be done in an open and appropriately visible way.
 - Touch individuals inappropriately. Always remember that it is the laying on of hands, not the "leaning on of hands." A light touch is best.
 - Give up! God does wonderful things as we offer to pray for people in this way week after week, but the effects are sometimes seen more in the long-term rather than as a quick fix.

(Most content taken From Youth Alpha Leader's Guide by Rev. Jez Barnes, Curate at Holy Trinity Brompton, London)

Prayer Ministry Guidelines

continued....

Yes, but how?

1. Ask the young person if they are open to you praying for them, & never pressure them if they are not ready.
2. If they are open to you praying for them, take a bit of time to find out what they would particularly like prayer for, and sort out any difficulties of belief and assurance. For instance, the person who says, "I don't think God could love me after some of the things I've done," might be helped by the response, "Jesus said He would never turn away anyone who comes to Him, (John 6:37) and God has made forgiveness possible through the work of Christ on the Cross."
3. Explain how you are going to pray and encourage their faith (for example by giving them a promise from the Bible like the one mentioned above).
4. Stay facing the person for whom you are praying. Ask if you may place a hand on their shoulder (NEVER on an inappropriate or sensitive part of their body, even if praying for physical healing) and ask the Holy Spirit to come. Keep your eyes open while you pray, having encouraged the person for whom you are praying to close his or her eyes.
5. Prayer ministry is like being a mid-wife. We can only facilitate and encourage what the Holy Spirit is birthing. Therefore, remember not to force ministry or to put your expectations on people as you pray for them, especially when praying for physical healing.
6. Silently ask the Spirit what to pray and be open to anything you feel the Spirit may want to say or do. If you sense the Spirit prompting you to say anything particular, bear in mind that 1 Corinthians 14 tells us that the word of the Lord will be encouraging, strengthening, and comforting. You are there to release God's love and empowering to those who indicate a desire for prayer – **specifically to bless, edify, exhort, and comfort. Prayer ministry is not** counseling or deliverance, although sometimes the Holy Spirit brings inner healing and deliverance sovereignly.
7. Being a prayer minister, does not give license to rebuke, correct, or give specific direction for someone's life. This especially applies to specific kinds of personal prophecy. Please refrain from prophetic words during ministry, which involve: **DIRECTION, CORRECTION, DATES, OR MATES!**
8. After a few minutes ask them if they have felt anything in particular as you have prayed for them, again without pressuring them. Say something like, "Did you feel anything particular going on as I prayed? It's okay if you didn't."
9. Encourage them that God loves them whether they specifically sensed God doing anything in them or not. Remember, we trust ultimately in the promises of God, not our emotional experiences.
10. Encourage them that there will be more opportunities to receive prayer again if they would like to in the future.
11. Some prayer situations might make you feel like you are in way over your head. If you have any questions or need assistance at any time during ministry ask the Hosanna! Student Ministries Staff for assistance. You may also refer the individual to the Hosanna! Care ministry or Life Hurts for follow-up care.
12. Confidentiality must be held in the highest regard. It can only be broken in situations where someone is in physical danger. If you encounter a situation like this notify the Hosanna! Student Ministries staff.

Leading Effective Small Groups

Small Group Discussion

Students face so many options and choices today. We need to help them make right decisions rather than just know the right answers. The church's traditional response has been to indoctrinate: to preach and try to yell its point of view louder than the rest of the world. - This will no longer do.

Students have information overload from a variety of voices and messages. Most of these have a far greater impact than those they hear from the church. For much of the time they are told what to do, both at school and at home. They are not often actively encouraged to think for themselves. It is our task to teach students how to think, not just what to think. We must equip them to make the right decisions for themselves.

There is no better way to encourage learning and discovery than through discussion. When students are talking about a given subject, they are most likely thinking seriously about it and trying to understand it better. If students are to make a meaningful response to the Gospel, then we need to provide the necessary information and forum for logical and direct discussion. Discussion helps truth rise to the surface. This makes it easier for students to discover it for themselves.

We need to pray that their hearts and minds will be open to the Holy Spirit's guidance and prompting (John 16:13). We also need to pray for opportunities to show that the Bible can be their guide and that God does have something to say that applies to them.

Asking Questions

Our main task as leaders is to light fires rather than fill buckets. The best way to facilitate this is to ask questions. Questions help to stir imagination. Questions serve to broaden horizons. Questions provoke. Questions create a reaction.

Prepare and Ask

- Short uncomplicated questions. The best ones are, "What do you think about....?" or "How do you feel about....?"
- Open questions (questions such as How? Why? What? that cannot be answered with a simple yes or no).
- Questions that respect the value and opinions of the individual.
- Questions that point to the authority of Scripture.

Open Questions

- Allow a full range of answers; there is not necessarily one "right" answer.
- Allow every member of the group to participate, not just the group theologians.
- Help shy members to find their voice without fear of "getting it wrong."
- Establish a pattern that all contributions are valid and encouraged.

Other Helpful Questions

- What other ways are there of thinking about this?
- Why do you think the Bible says this?
- What do you think this means?
- What other ideas do people have?
- How does this apply to your life?

Leading Effective Small Groups

continued....

Don't:

- Ask a question and then answer it yourself; this devalues the question you have just asked.
- Put somebody else's answer into your own words; it invalidates their words.
- Be afraid to challenge gently or to tease out a response, for instance: "Can you explain what you mean by that?" or "Can you give an example?"
- Be afraid of silence, allow time for the group to think about questions/issues raised; allowing silence shows that you value thoughtful and considered responses.

Do:

- Visualize the group as you prepare your questions; make the questions as relevant to their world as possible.
- Affirm responses equally, if possible, with expressions such as "Yes" or "Thank you," this shows you also welcome more responses from others.
- Use questions to summarize and apply what you have studied.

Leader's Role with the Small Group

- Become a facilitator. A facilitator is simply another member of the group who is helping to make the discussion happen. We are not sitting in judgment of the students or their responses. We are looking to guide and steer the group rather than dictate terms or indoctrinate the students.
- Look for opinions not answers. Ask what the students feel or think. This makes your question a matter of opinion rather than a matter of knowing the right answer.
- Foster an environment of open discussion. The students will feel like it is their group. As a result they are much more likely to hold to what they have discovered and learned.

Remember that ultimately we do not want to produce mere compliant, passive converts. We want to ignite and nurture active disciples, who will then go out and reach other people of their own accord.

A Facilitator Will:

- Affirm all legitimate opinions.
- Not force anyone to talk.
- Be creative and flexible...know what the goals are for each discussion/session.
- Briefly summarize key points that have been made.
- Actively listen to each person.
- Not take sides during the discussion.

If the group tends to direct all their questions to you, affirm the questioner and then gently redirect the question back to the group: "That's a thoughtful question, thank you. I wonder what some of you think?" or "How would you attempt to answer that?"

Ground Rules for an Effective Discussion

- No put-downs. Mutual respect is important. It is permissible for the group to attack ideas, but not each other.
- There's no such thing as a stupid question. It is vital that the students feel free to ask questions at any time. Asking questions is an indication that they want to learn.
- No one is forced to talk and only one person talks at a time. This is a good way to teach students mutual respect. If each person's opinion is worthwhile, it deserves to be heard.

(Copied from Youth Alpha Leader's Guide, Rev. Tim Stilwell, Curate & Alpha Leader at St. Paul's Hammersmith, London)

Counseling 101: Teenagers & Pain

By Doug Fields and Matt McGill, www.youthministry.com

Most youth workers learn quickly that they don't have to look very far beneath the surface of a teenager's life before they discover pain. Lurking below the surface is often an emotional pain that is debilitating and numbing.

We are going to cover some basic counseling tips that we believe are fundamental for ministering to teenagers. These tips won't give you a degree in psychotherapy, nor keep you from referring to professions for significant issues, but they may help you with some of the pain that you uncover on a weekly basis.

PLEASE NOTE:

Some of the pain you encounter may be too deep for you to handle alone (even with our tips). You'll be in over your "pay grade" and need to ask for help from someone more experienced. Okay? Here we go!

Be Present

When it's clear that the teenager is in pain, one of the most powerful actions you can take is to simply show up and be present. That teenager won't remember your words of wisdom during the painful time, but rather your gift of presence. Put distractions out of your mind, look him or her in the eyes, and simply be there to listen. We all know what it feels like to talk with someone who's not really paying attention, and we never want any teenager (especially in their pain) to feel this way.

Avoid Giving Advice

Everyone needs good advice... but advice is typically best received on our timing (when we're ready for it) and not the givers' timeline. When the pain is fresh keep your advice quiet. Pray for wisdom and sensitivity: not just WHAT to say, but also WHEN to say it.

Show Compassion

We realize this seems like a no-brainer, but some people have a difficult time expressing what they feel. When you minister to a kid in pain, let them see that you can actually feel their pain. You don't have to cry if it's not genuine, but your compassion will be limited if you don't make a genuine connection to their pain. Pretending to listen and offering stock answers isn't compassion. A student in pain has a wounded heart, genuine compassion means your heart gets wounded too.

Reserve Judgment

Much of the pain you'll encounter in your students' lives will be self-inflicted. When the difficult trials they face are a result of their own poor decisions, it can be difficult to reserve judgment. You may be confused by this point, thinking, "DUH! Of course I'd show grace to a hurting student." Good! We felt it was important enough to offer this basic reminder because we've seen too many youth workers respond with disapproval rather than grace. Confrontation and gentle correction can and should come at another time... at least wait till the "bleeding" stops.



5 STANDARDS, POLICIES, & PROCEDURES

Hosanna! Mission & What We Teach

- 1) THE BIBLE.** We teach that the Holy Bible is inspired by God and is without error in its original manuscripts. It speaks God's Word to us as our final authority in matters of faith and life (2 Timothy 3:16, Psalm 119:105, Matthew 4:4, 2 Peter 1:19-21, 1 Thessalonians 2:13, Revelation 22:18-19, John 17:17, 20:31). The Bible is not just ancient literature, but rather a living book, which Christ opens to us (Luke 24:45).
- 2) GOD.** We teach that there is one God (Deuteronomy 6:4, Isaiah 44:6, Ephesians 4:4-6) eternally existing in three persons: the Father, the Son, and the Holy Spirit. We call this "the Trinity" (Matthew 3:16-17, 28:19, 1 Corinthians 12:4-6, II Corinthians 13:13).
- 3) JESUS CHRIST.** We teach that Jesus Christ is both fully God and fully human, who by his virgin birth (Matthew 1:23, Luke 1:31,35); sinless life (Hebrews 7:26, 1 Peter 2:22); miracles; death on the cross; and bodily resurrection is our Lord and has redeemed us (Romans 5:8). We teach his ascension into heaven (Acts 1) and his imminent return (Revelation 22:20) to earth in power and glory. (1 Timothy 3:16, Isaiah 9:6, Colossians 1:15-20).
- 4) THE HOLY SPIRIT.** We teach that the Holy Spirit, true God, makes faith possible (John 14:26, Acts 11:16-17, 1 Corinthians 12:3, Romans 8:14-17) and dwells in each believer (Romans 8:1-17, 1 Corinthians 3:16, Ephesians 1:13). The Holy Spirit's natural and supernatural gifts are available and operative today for all Christians (Acts 2, 1 Corinthians 12:1-11, 28-31, 14:1-12, Ephesians 4:11-13, Hebrews 2:4) and we encourage their use (1 Thessalonians 5:19). All gifts are to be used with reverence and humbleness, and none of them is to be used as a "test" for true faith. We teach that service and leadership in our congregation are based on giftedness by the Holy Spirit, and not on the arbitrary differences of race, gender, age, or social and economic power (Galatians 3:28, Joel 2:28-29, Ephesians 3:4-6).
- 5) HUMAN NATURE.** We teach that human nature contains selfishness, lack of faith, and sin, which are not removable by human means (Romans 3:23). The consequence of this fact is eternal death (Romans 6:23).
- 6) SALVATION.** We teach that Christ alone (Acts 4:12, John 14:6), by His death on the cross and resurrection, provides salvation from sin, death and the power of the devil. This salvation is a gift; it is free and cannot be earned. We call this grace (Ephesians 2:8-9). Because of this grace, we teach that one can be certain of eternal life ("assurance" – John 5:24) and the forgiveness of sins (Acts 10:43). We teach that we partake of this free gift of grace by faith alone (Habakkuk 2:4, Romans 1:17, Galatians 3:11, Hebrews 10:38). We call this "justification." It happens once and for all as the believer receives Christ into his or her heart and is reborn/ regenerated (Romans 3:3, 10:9-10, Revelation 3:20, John 3:1ff) by water and the Spirit (John 3:5).
- 7) CHANGED LIFE.** We believe that becoming a Christian leads to a changed life (2 Corinthians 5:17). We call this change "sanctification," which is a life-long process of growth in selfless love, humbleness, service, stewardship, and holiness under the guidance of the Holy Spirit. Change and growth are not optional for those saved by grace (James 2:17, Romans 12:2). Because a good tree bears good fruit (Matthew 7:17-18), people justified by grace through faith act on that faith and will change and grow in Christ (2 Peter 3:18, James 1:22, 2 Corinthians 3:18, 5:17, Ephesians 4:22-24).
- 8) THE CHURCH.** We teach that we are a part of the one true Apostolic Church (Ephesians 3:4-6, Romans 12:5) that is made up of all those of every time and every place who have believed in Christ as Lord and teach the teachings of the Apostles as recorded in the New Testament. The outward marks of this universal Church are the faithful preaching of the Gospel and obedience, in good faith, to Christ's commands to baptize in the name of the Trinity and to provide for the Lord's Supper. We extend the hand of fellowship to all members of this universal Christian Church (Romans 15:7). All such are welcome at the Lord's Supper at Hosanna! Instruction for the Lord's Supper is provided for all people grade 4 and up.
- 9) PRAYER.** We at Hosanna! are people of prayer. We teach that God commands us to pray and promises to hear us (James 5:16, Matthew 18:18-20). We teach that God communicates His power and presence to believers through prayer (Revelation 3:20-22). We teach that God answers prayer and we encourage everyone to grow in prayer (Ephesians 3:20-21). We believe that God still works miracles in answer to prayer (Luke 20:38).
- 10) BAPTISM AND THE LORD'S SUPPER.** We teach that Jesus instituted Baptism and the Lord's Supper. They are two ways, along with his Word, that he pours his grace out for us. Lutherans and some other churches have called them sacraments. Other faithful churches have called them ordinances. We baptize believers (Acts 8:26-39) and the children of believers (Acts 16:15, 1 Corinthians 1:16, Joshua 24:15, Luke 18:16). We teach that it is imperative for children who are baptized to come, in the Lord's time, to a personal saving faith in Christ (Hebrews 10:39, John 3:16, Romans 10:9) for the promises of baptism (Romans 6:3-4, Mark 16:16, 1 Peter 3:21) to be effective. We accept the baptisms of those who come to us from other congregations and denominations as valid, provided that they were performed with water in the name of the Trinity (Matthew 28:19). We do not teach that unbaptized children who die are lost for eternity. We teach that Christ is

Hosanna! Mission & What We Teach

continued....

truly present in the bread (Matthew 26:27) and the wine/juice (Matthew 26:28) during the Lord's Supper. For the promises associated with Communion to be effective, these elements must be received in faith (1 Corinthians 11:29). Based on the Lutheran teaching of the "priesthood of all believers" (1 Peter 2:9), the Vision Board reserves the right to grant permission to any trained person to distribute the Lord's Supper. In summary, we teach that God acts in Baptism and the Lord's Supper, but that our faith is not an optional part of the equation.

11) OUR LUTHERAN HERITAGE AND IDENTITY. We teach that the Apostles', Nicene, and Athanasian Creeds as well as the unaltered Augsburg Confession and Luther's Small Catechism are faithful witnesses to the Gospel. We identify with the confessing movement begun in the Lutheran Reformation. We teach the Lutheran themes of grace through faith alone (apart from "earning" salvation), scripture alone (scripture has the prominence over tradition and human reason), and Christ alone (there is no other path to salvation). Accepting that Lutheranism is a broad global movement, we are not responsible for what other Lutherans teach that may conflict with our teachings at Hosanna! We affirm that Christ alone is the head of the church (Ephesians 4:15-16) and thereby affirm a congregational polity and do not recognize the authority of other organizations or partnerships to have jurisdiction over our teaching.

12) THE LAST THINGS. We teach that Christ will return soon in power to judge the living and the dead (Revelation 22:20, Daniel 12:2, Matthew 25:31). We teach eternal salvation for the Church in heaven (John 14:3, John 3:16) and eternal punishment in hell for those who reject Christ (Luke 12:9, John 5:29). We teach that those who die in faith are immediately, in spirit, in the presence of Christ (Luke 23:43, 2 Corinthians 5:8). On Resurrection Day, all the faithful together will receive glorified bodies (1 Corinthians 15:51-55, 1 Thessalonians 4:13-18).

13) HEALING. We believe that the Gospel of Jesus Christ touches the whole person – forgiveness for the spirit, freedom for the soul, and healing for the body – and comes to us by grace through faith in Jesus Christ (Romans 4:16, Isaiah 53:4-5, Matthew 8:16-17, 1 John 3:8, Luke 9:56-NKJV, 1 Thessalonians 5:23, Philippians 1:6 AMP).

14) OUR TEACHING ON CURRENT ISSUES. We, as Protestants, do not teach that we can bind the conscience of the individual believer. However, the Bible calls us to give a clear teaching, even if unpopular, on current issues. What is actually believed is up to the heart of each individual Christian as the Holy Spirit is at work in him or her.

- We teach that a full sexual relationship belongs within the boundaries of a publicly committed marriage between one man and one woman (Genesis 2:24, Exodus 20:14, Romans 1:26-27, Ephesians 5:31).
- We teach the sanctity and defense of all human life including the unborn (Deuteronomy 30:19, Psalm 139:13-19, Jeremiah 1:5, Proverbs 31:8).
- We teach that we are to be proactive in peacemaking and the prevention of violence (Ephesians 2:14, Matthew 5:9).
- We teach that Christians are to work actively to break down the barriers that divide people; especially those of race, economics, and gender (Acts 10:34-35, Galatians 3:28). We do not believe that these distinctions will matter in heaven (Revelation 7:9) and teach that the church on earth should begin to mirror and strive for this eventual reality (Matthew 6:10, James 1:22).

15) OPTIONAL MATTERS. We teach that the Bible is non-conclusive on the following issues and that they are a matter of human conscience:

- We do not teach that the Bible gives a clear teaching on specific age for the baptismal candidate and amount of water for baptism.
- We encourage a sense of readiness and a zeal for the return of Christ, but leave view on the exact sequence and complexity/simplicity of the last things up to the individual believer.
- We do not teach that the Bible gives a clear teaching on whether or not salvation can be lost.
- Because of the breadth of human experience of God, we do not teach a narrow doctrine on how one must experience the relationship between being "born again" and the "infilling/baptism of the Holy Spirit."
- Some feel that faith calls for abstinence from alcohol. Others model a responsible, moderate use of alcohol.
- We do not teach that the Bible gives a clear teaching on how "predestination" works or whether it exists in human terms at all. We avoid controversies on this topic; especially those related to salvation.
- We do not teach that extra-biblical customs and teachings of human origin ought to be decisive.

16) CONCLUSION: TEACHING AT HOSANNA! We, the Hosanna! Vision Board, are responsible for "what gets taught" at Hosanna! and encourage all who teach, whether from the pulpit, in classes and small groups, or among children and young people, to respect our boundaries, identity, and integrity as a congregation by refraining from teaching in direct contradiction to the above affirmations when speaking for the Church. Those with serious objections to parts of this document are encouraged to bring them up with us, the Lord may be speaking through you! We also encourage all guest speakers to be familiar with these affirmations and to respect us as we respect you.

Hosanna! - Associations, Mission, Vision, Strategy

Our Associations

- *At Hosanna! we are Christians first and Lutherans second.*
- *We are members of Lutheran Congregations in Mission for Christ (LCMC) and the Alliance of Renewal Churches (ARC). We affiliate with the Willow Creek Association and Leadership Network.*
- *We are committed to advancing God's Kingdom one person at a time, locally and to the ends of the earth.*
- *We freely associate with Kingdom-minded partners to see the Good News proclaimed and established.*
- *We invite into fellowship all who want to follow Jesus.*

Hosanna! Mission:

"Advancing God's Kingdom everywhere, one person at a time."

Vision:

An Army of 10,000 transforming the world.

Strategy:

Worship | Grow | Impact

Leader Covenant

In an effort to practice and model Biblical values of love and respect in our daily living and in our relationships with one another, we will strive to keep the unity of the Spirit through the bond of peace.

The Bible frequently speaks about a holy lifestyle. Such passages are found throughout the Old and New Testaments.

The Bible describes character qualities and actions that should be present in the lives of believers. These include prayer, kindness, humility, compassion, forgiveness, hospitality, personal integrity, generosity to the poor, care for the oppressed, study of God's Word, accountability to one another, sharing our faith with others, recognition of the rights of others, commitment to justice, regular gathering for worship and living in harmony.

The Bible also identifies character qualities and actions that should not be present in the lives of believers. For example: destructive anger, malice, rage, sexual immorality, impurity, adultery, evil desires, greed, idolatry, slander, profanity, lying, homosexual behavior, drunkenness, thievery, and dishonesty.

To honor these values as Hosanna! leaders, we personally and corporately agree and commit to:

- Teach in line with Hosanna's Teaching Statement and to strive to live a life that reflects these beliefs. (1 Thessalonians 4:7 & 12)
- Pursue reconciliation and, when possible, resolution in all interpersonal conflicts in accordance with the Hosanna! Common Ground Statement. We will strive to practice unity, not unanimity. (Ephesians 4:1-7 and 14-16)
- Talk directly to those with whom we experience conflict rather than talking about them to others. We will direct others to the person they have spoken about and we will follow up until completed. (Matthew 18:15-17)
- Be edifying in our discussions about others. We will take opportunities to speak well of co-workers and thereby advance their ministries. (1 Corinthians 16:10-12)
- Support the vision of the Senior Pastor and Vision Board in both actions and words. (Hebrews 13:17)
- Hold each other accountable in love when we violate these commitments. (Galatians 6:1-2)

As we celebrate this covenant, we encourage and challenge each other with these verses:

"Let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom, and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him." (Colossians 3:15-17)

Standards for Adults Working with Students

As an individual who is committed to working with Hosanna! students, you are valued and supported by this congregation. The following standards are for you and your protection as well as that of the students of the congregation. These standards apply to all persons who supervise or chaperone Student Ministry activities with Hosanna! These standards apply whether you are supervising or chaperoning an activity on Hosanna! property or off-site. Such activities should include any Student Ministry activity that is developed, promoted, and supported by Hosanna! Lutheran Church.

- All adult volunteers working in Student Ministries (6th grade through 12th grade) will complete the following process: an application form, a background investigation, an interview, and leader equipping sessions.
- Volunteers working with Student Ministries will be given a job description of their responsibility. Volunteer service should be performed within the limits of the position description. All volunteers will be under the direction of a staff person.
- Adults who have been convicted of either physical or sexual abuse will not be accepted as volunteers in Student Ministries.
- Adults who have, themselves, been violated physically or sexually need the love and acceptance of this church. It is our hope that any previously violated adults who are considering working with children and youth have therapeutically resolved any issues in their past which might negatively impact their work as a volunteer. If these issues are resolved, we offer commendation. If they are not, we pray the volunteer will accept our willingness to help by connecting them with a pastoral designate or licensed Christian counselor.
- Volunteers/staff must use appropriate touch, which should only occur in group settings. Touching students by hugging or putting an arm around a student are reassuring gestures that show care and concern. Volunteers should avoid repeated one-on-one contact with any one student to avoid the appearance of favoritism.
- Volunteers/staff must observe the "two adult/open door" rule, which requires an adult working with children and youth to be accompanied by another adult or to provide visual access to the room.
- Relationships of a romantic nature between volunteers/staff and students are strictly prohibited.
- Volunteers should refrain from excess teasing of students and attention should not be directed to the physical attributes of students, volunteers or staff.
- If any volunteer, staff, or student is behaving in a manner that violates any of the above or in the case of suspected abuse or neglect, inappropriate behavior should be reported to Hosanna's! Student Ministries Director or the Pastoral Staff as deemed appropriate.
- Use of illegal chemicals by students or adults is strictly prohibited.
- All events involving volunteers and youth need to be approved in advance by the Student Ministries Team.
- Males should pray with and counsel males. Females should pray with and counsel females. If a student pulls you aside for prayer or counsel and you are of the opposite sex; grab another staff member or adult leader of the same sex of the student to be with you as you pray/talk.
- Off site meetings are authorized if adults present have submitted a "Background Investigation Authorization Form" and Hosanna! has received a satisfactory report. Meetings should take place in public settings.

Hosanna! Safe Child Policy

Hosanna! Lutheran Church is committed to providing a God-honoring environment which fosters a sense of security, enrichment, and well-being for each child who receives ministry care. As part of that commitment, Hosanna! will immediately respond to any concerns about suspected maltreatment of children. Maltreatment of any kind will not be tolerated at Hosanna!

Definitions:

For purposes of this policy, maltreatment includes the following:

1. **Mental injury** means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment in the child's ability to function within a normal range of performance and behavior with due regard to the child's culture.
2. **Neglect** means failure by a person responsible for a child's care to supply a child with necessary food, clothing, shelter, health, medical, or other care required for the child's physical or mental health when reasonably able to do so; failure to protect a child from conditions or actions that seriously endanger the child's physical or mental health when reasonably able to do so; failure to provide for necessary supervision or child care arrangements appropriate for a child after considering factors such as the child's age, mental ability, physical condition, length of absence, or environment, when the child is unable to care for the child's own basic needs or safety, or the basic needs or safety of another child in their care.
3. **Physical abuse** means any physical injury, mental injury, or threatened injury, inflicted by a person responsible for the child's care on a child other than by accidental means, or any physical or mental injury that cannot reasonably be explained by the child's history of injuries, or any aversive or deprivation procedures. Abuse does not include reasonable and moderate physical discipline of a child administered by a parent or legal guardian which does not result in an injury. Actions which are not reasonable and moderate include, but are not limited to, any of the following that are done in anger or without regard to the safety of the child: throwing, kicking, burning, biting, or cutting a child; striking a child with a closed fist; shaking a child under age three; striking or other actions which result in any non-accidental injury to a child under 18 months of age; unreasonable interference with a child's breathing; threatening a child with a weapon; striking a child under age one on the face or head; purposely giving a child poison, alcohol, or dangerous, harmful, or controlled substances which were not prescribed for the child by a practitioner, in order to control or punish the child; or other substances that substantially affect the child's behavior, motor coordination, or judgment or that results in sickness or internal injury, or subjects the child to medical procedures that would be unnecessary if the child were not exposed to the substances.
4. **Sexual abuse** means the subjection of a child by a person responsible for the child's care, by a person who has a significant relationship to the child, or by a person in a position of authority, to any act which constitutes criminal sexual conduct which includes any act of sexual penetration or other sexual contact. Sexual abuse also includes any act which involves a minor which constitutes a violation of prostitution offenses. Sexual abuse includes threatened sexual abuse.

Hosanna! Safe Child Policy

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If maltreatment is SUSPECTED or verbally REPORTED by a child:

1. Assess the child's immediate well-being. Great care must be taken not to create for the child a situation that does not exist. Ask open-ended questions such as:
 - *"I see that you have hurt your arm. How did that happen?"*
 - *"You're telling me that somebody has hurt you. Do you know who it was?"*
 - *"You are telling me your body hurts. Can you tell me where your body hurts?"*
 - *"I'm glad you told me. It's important that you are safe. Do you feel safe?"*
 - *"Is there anything else you want to tell me?"*

It is important to hear what the child is saying without interjecting adult interpretations. If the child has given an answer, accept it without further probing. It is not a volunteer's responsibility to investigate the incident, only to determine the child's immediate safety.
2. Document your observations and conversation.
3. Volunteers must immediately (the same day) contact a member of the Youth Leadership Team (YLT) or a staff member and report the incident. The child need not be present during this conversation. The YLT is the Youth Pastor, the Director of Children's Ministries, and the Director of Student Ministries.
4. The YLT will assess the situation and make decisions as to further action.

All actions taken will actively seek to keep the child safe while making every effort to minister to the family with compassion and love.

If maltreatment is WITNESSED:

1. Immediately intervene on behalf of the child by stating, "Children are not treated in that way at Hosanna!" Use your best judgment in protecting the child's safety.
2. Assess the situation. Oftentimes children are pulled harshly by the arm, called derogatory names, or spoken to inappropriately when adults are stressed. Offering to help alleviate the stress helps both the child and the adult.
3. Document the incident.
4. Volunteers must immediately (the same day) contact a member of the Youth Leadership Team (YLT) or a staff member and report the incident. The child need not be present during this conversation.
5. The YLT will assess the situation and make decisions as to further action.

All actions taken will actively seek to keep the child safe while making every effort to minister to the family with compassion and love.

Reporting

Reporting suspected maltreatment is a serious matter that must not be taken lightly. Reports of suspected neglect, physical abuse, sexual abuse or maltreatment of a child must be based on a good faith basis. Persons who suspect such abuse or neglect of a child are encouraged to make accurate reports and provide as much information as possible so that Hosanna! may properly and thoroughly investigate the situation.

Any person, paid or volunteer, who works directly with children and/or youth is mandated by law to report maltreatment which they know, have reason to believe, or suspect has occurred within the past three (3) years.

Volunteer Reporting Procedures

1. If any maltreatment is suspected or becomes known a report by the volunteer must be made immediately (the same day) to a member of the Youth Leadership Team (YLT) or another staff member.
2. The volunteer should provide the following information, to the extent possible:
 - Name of youth involved.
 - Name of suspected abuser (if known).
 - Nature and extent of maltreatment, including dates and places if known. (It is not the volunteer's responsibility to investigate the incident.)
 - The nature under which the information was learned.
 - Names of other youth present when incident occurred or was discussed.
3. The volunteer is not to discuss the incident with anyone else, including family members of the youth.
4. The individual on the YLT to whom the volunteer makes a report will be responsible for contacting Child Protection Services (CPS), the Lakeville Police, or the Dakota County Sheriff. Further assistance from the volunteer may be required as part of the reporting and investigation process and the volunteer is expected to cooperate as required in the investigation.

Reporter's Protection

The State of Minnesota provides immunity from civil or criminal liability to any person making a mandated or a voluntary report in good faith of maltreatment of a child. The name of the reporter is confidential except by court order.

Fire Alarm Evacuation Procedure

In the event of a fire alarm all occupants MUST completely evacuate the entire building, away from the fire lanes, to designated gathering areas the alarm is NOT to be silenced or reset by anyone except a representative of Lakeville Fire Department. Failure to abide by this procedure WILL result in a fine by the Fire Department Officials.

Emergency Evacuation Team (EET)

Our EET consists of:

1. Custodian On-Duty
2. Person In-Charge (PIC)
3. Staff Present (SP)

During worship or other large church functions in the Worship Center, Community Life Center and/or Activity Center the staff person or lay person leading or sponsoring the event becomes the PIC of that area. It is the PIC responsibility to direct the evacuation of that ministry event to the designated exits. Adults should be instructed **that their children are being safely evacuated and to meet their children in the S.E. corner of the parking lot.**

All SP in the building should assist in evacuating all guests and visitors. **USE CAUTION WHEN CHECKING ROOMS IN CASE OF FIRE.** Once a room is evacuated, SP should close doors to a room/area and then report to the custodian on-duty. Once an area is confirmed to be clear of guests/visitors, (SP) should report to the Custodian in the East Atrium (DOOR # 1) and verify evacuation is complete.

All SP in the Education Wing are responsible for verifying that everyone has been evacuated from Education rooms, restrooms, and bookstore using designated emergency exits. Then report to the Custodian.

All SP in the Youth Center are responsible for verifying complete evacuation of the Youth Center, then report to the Custodian.

All SP in offices are to insure offices are empty, and then assist Custodian as needed.

During the week when rooms are primarily used by groups with limited SP, the Custodian on duty becomes the PIC responsible for evacuation and any SP should assist as needed.

Note: Evacuation maps are located in all rooms near the exit doors. Staff should familiarize themselves with the evacuation exits in that area as part of their new employee orientation.

Severe Weather Response Policy

Severe Weather:

- Conditions exist where threatening weather can develop. These may include thunderstorms, tornadoes, high winds, and hail, flooding or blizzard conditions.
- Hosanna! will monitor the weather conditions via short and long-range forecasts, NOAA weather radio alerts, and weather radar.

Definitions:

- **Severe Weather Watch:** Conditions exist where threatening weather can develop. Be alert for changing weather conditions.
- **Severe Weather Warning:** The potential for severe weather is imminent for our area/county. Prepare for potential sheltering. Continue monitoring weather.
- **Severe Weather Emergency:** Severe Weather is in close proximity to the Hosanna! Campus. Seek shelter immediately in areas identified on evacuation maps.

Response Procedures:

Severe Thunderstorm Watch or Warning:

- Review severe weather postings and be prepared to move to shelter areas if weather conditions worsen or if directed to do so.

Severe Thunderstorm Warning-Imminent Threat:

- Stay in shelter areas and encourage all visitors to remain in shelter areas until "all clear" is given.

Tornado Watch:

- Review severe weather postings and be prepared to move to shelter areas if weather conditions worsen or if directed to do so.

Severe Winter Weather Conditions:

- Hosanna! will follow the same direction as the Lakeville School District regarding closings due to severe winter weather conditions.
- If severe winter weather conditions exist at a time when the school district is not operating, one of the following individuals will determine if the facility should close: Director of Building and Grounds, Office Manager, or the Executive Director.

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