



Vibrant Students: Adult Leadership

Year One Handbook

2020-2021

YOUR TIME IS NOW

Learn, Live, and Lead!

For nine months, you'll have the opportunity to learn what it means to be a life-giving servant-leader, and live the refreshing, relational, and relevant culture we value here at Vibrant Church. Ultimately, you'll get to serve with others in a team setting on the same Christ-following journey you're on now. Our heart for you is to obtain both training and experience that will equip you for effective, practical ministry and empower you with transferable leadership skills you can apply in all areas of your life and profession.

At the end of the Year One program, our goal is for you to be well equipped in both servant-leadership and knowledge of Vibrant Church culture. With your help, we commit to doing all we can to make this happen!

Qualifications

- Applicant must be between the ages of 18 and 40 years old (some exceptions may be allowed).
- Upon the date of submitting the application, the applicant must be a member of Vibrant Church (have completed Growth Track); some exceptions may apply, so please speak with the Intern Director if this is the case.
- Applicant must be a Christ-follower and have received Jesus Christ as their Lord and Savior for at least 6 months.

Application Process

1. An online application or paper version must be submitted by the deadline posted, Sept. 12, 2020. If the participant is registered for Next Level Leadership class, the individual may submit an application thru Oct. 11, 2020. This will be reviewed by the Intern Director and selection committee.
2. Then you will be invited to participate in a one-on-one session and/or phone call. This may include recommendations for personality test(s), a love language test, and/or spiritual gifts test (at the discretion of the Intern Director and based on the applicant's current knowledge of these areas). This will be a time for the applicant to ask any necessary questions as well.
3. If accepted into the program, you will be emailed an acceptance letter and informed about your next steps for class attendance, etc. If not accepted, you will also be contacted and given an explanation and ability to ask any needed questions.

Year One Expectations

This Year One program is for those who want to grow in their leadership skills and build God's house. Through this 9-month leadership training, students will receive a strategic combination of weekly ministry training from experienced pastors and instructors, hands-on ministry training serving in various areas of church, and coaching to help them build a life of eternal significance and impact.

This is what you can generally expect from the Year One Leadership Program:

- Cost \$100 per semester
- Daily Bible intake with prayer, worship, note taking/journaling
- 1st semester: Complete the Next Level Leadership course: 4 weekly sessions, Sundays 6-7:30pm on 9/13, 9/20, 9/27, 10/4. This is followed by 5 bi-weekly classes designed for spiritual maturity and leadership development. Time/format are TBD.
- 2nd semester: Complete coursework designed for spiritual maturity and leadership development (9 session/bi-weekly class). Time/format are TBD.
- Weekly reading, writing, and/or memorization assignments in class and at home
- Mentoring/Coaching (minimum of one meeting/phone call weekly)
- Weekly Serving hours = 3 hours minimum
- Weekend Service attendance + Special Events attendance
- Physical Fitness Points (will be determined by you & the director)
- If just beginning their Christian walk (within the last 12-18 months), the applicant may be recommended to participate in a Fresh Start Small Group or similar group.
- Small group participation. Applicant is encouraged (not required) to participate in a Freedom Small Group and attend the Freedom Conference (if classes and conferences are available) if they have not done so already. This is generally offered in Small Group Season 1 (Jan-Mar) or Season 3 (Sept-Nov), but a Season 2 session may be offered as well (May-July) if needed.
- Mission Trip (as offered and as able; student is responsible for their own cost)

VIBRANT CHURCH CULTURE

CORE VALUES

1. **Jesus is our Hope & Healing** - "Hope" for tomorrow and "Healing" from yesterday.
2. **We build people** - Every number represents a soul.
3. **We refuse to settle** - We will believe God for more.
4. **We are crazy generous** - It is more blessed to give than to receive.
5. **We show honor** - We glorify God and honor each other.
6. **We will enjoy the journey** - We laugh hard, loud, and often.
7. **We are contributors not consumers** - The Church does not exist just for me. We are the Church and we exist for the world.
8. **We lead** - We will remain flexible, teachable and extremely grateful.
9. **We do whatever it takes** - We are willing to give up things we value for things we value even more. It's an honor to sacrifice for Christ and His Church.
10. **We will keep the main thing, the main thing** - It's not about getting the job done, it's about getting the people done.

Let's go make another story together!

MISSION AND OBJECTIVES

- KNOW GOD - WEEKEND SERVICES
- FIND FREEDOM - SMALL GROUPS
- DISCOVER PURPOSE - GROWTH TRACK
- MAKE A DIFFERENCE - DREAM TEAM & OUTREACH

LEADERSHIP VALUES

Vibrant Church leaders are self-feeders, self-initiators, and self-sustainers. Weekend Services are not for us but for those who are not here yet. Therefore, as leaders, we must stay spiritually fed, not relying on services or our leaders to feed us. Leadership is influence—nothing more, nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

F.A.C.T. LEADERSHIP

Faithful: Faithfulness is a matter of the heart; it's a spiritual characteristic that's often demonstrated in tangible ways. Faithful leaders look for the good, expect the best, and demonstrate loyalty to God, their leaders, and the house (church).

"My faith will not be shipwrecked where forgiveness and love are needed (see 1 Timothy 1:19)."

Available: Leaders are present to participate, able to remain flexible and pliable with needs and changes.

"Leaders show up as scheduled, on time, and ready to minister."

Committed: Commitment is a matter of choice—it's a decision that is demonstrated in consistency and integrity; it's keeping your word when no one is watching, or no one will know.

"Regardless of how I feel, I'm keeping my word!"

Teachable: Being teachable is the ability to receive coaching, feedback, and correction with an open heart, an understanding mind, and a good attitude.

"Your attitude will determine your altitude."

QUALITIES OF A LEADER

*"It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom."
Daniel 6:1-3*

1. We Love God.

"When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus." Acts 4:13

- Develop your closeness with God.
- Develop your character.
- Develop your calling.

2. We Love People.

"Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." Mark 10:42-45

- Be a servant.
- Be a team player.
- Be real.

3. We Pursue Excellence.

"People were overwhelmed with amazement. "He has done everything well," they said. "He even makes the deaf hear and the mute speak." Mark 7:37

- Do things well.
- Do them before you're asked.
- Do more than what is expected.

4. We Choose Joy.

"...sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything." 2 Corinthians 6:10

- Be enjoyable.
- Be positive.
- Be loyal (choices lead, feelings follow).

Servant-Leadership

Excerpt from "If You Want to Be a Servant-Leader..." by Pastor James Faris

"As a pastor, I'm asked for counsel by young people contemplating their calling as they embark on education or as they enter the workforce. Inquiries also arise from people considering a career change. People long for meaningful, fulfilling work. Christians want to be servant-leaders, but they can feel frustrated in their quest to be a servant.

In the dialogue, I pull questions from my tool bag including 'What do you like to do?', 'What are you good at?', 'What do other people tell you you're good at?', 'Who are your key mentors?', 'How have you grown?', 'What has your family, church, educational, community, and professional background equipped you to do?', 'What natural connections to people, places, industries, and organizations has the Lord given you?', and 'How do you believe the Lord is calling you to seek his kingdom in your work?'

Along with those, the question that seems most helpful is, 'Who are you serving/who will you be serving?' Connected to that question are the queries, 'What motivates you to serve them?' And 'How will you serve them?'

The people most satisfied in their calling are the people who take the greatest delight in satisfying the needs of the ones they serve. Individuals who search foremost to satisfy their own sense of fulfillment in work struggle most to find it. Conversely, those who forget about themselves and simply ask "How can I serve the people near me?" tend to find fulfillment. Not surprisingly, they are usually highly sought after, especially as their reputation grows.

It's not only true in our work. It's true in the church and our other communities. If you feel like you don't have a place in your local congregation, ask how you can serve. You might just find that God fashioned your hands to hold a broom or mop handle more than you knew. Or you may find that there are older saints who simply need a listening ear. Or a nursery full of children to be tended.

Learning to serve can be painful and is always humbling....In serving, I experienced fellowship with Jesus who became greater in my eyes that day *{referring to a humbling serving experience he had}*. It's not a lesson we learn once and then move on; it's a lesson I keep having to learn every day.

About a decade later, I heard Ligon Duncan sum up the lesson well at a conference. He described how the Lord called his people to be a kingdom of priests (Exodus 19:5-6 & 1 Peter 2:9). Our Lord identifies us that way because kings lead and priests serve, and he wants a nation of servant-leaders. Yes, it's good to want to be a servant-leader. "But," Duncan punctuated his oration, "if you want to be a servant-leader, then you'd better expect to be treated like a servant."

There may be many components to finding your calling. But we'll never find true satisfaction in it until we're always serving and expecting to be treated like a servant."

STATEMENT OF FAITH

HOLY BIBLE

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant (2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26).

TRINITY

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are coequal and co-eternal (1 John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11).

JESUS CHRIST

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory (John 1:1, 14, 20:28; 1 Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; 1 Timothy 2:5).

VIRGIN BIRTH

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God (Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35).

REDEMPTION

Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God (Genesis 1:26-31, 3:1-7; Romans 5:12-21).

REGENERATION

For anyone to know God, regeneration by the Holy Spirit is absolutely essential (John 6:44, 65; Matthew 19:28; Titus 3:5).

SALVATION

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts. By placing our faith in Jesus and what He has done for us, we can be saved (Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22).

REPENTANCE

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation (Acts 2:21, 3:19; 1 John 1:9).

SANCTIFICATION

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life (1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18; 2 Thessalonians 2:1-3; Romans 8:29, 12:1-2; Hebrews 2:11).

JESUS' BLOOD

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death (1 John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29).

JESUS CHRIST INDWELLS ALL BELIEVERS

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to him thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead (John 1:12, 14:17, 23, 15:4; Romans 8:11; Revelation 3:20).

BAPTISM IN THE HOLY SPIRIT

Given at Pentecost, it is the promise of the Father, sent by Jesus after His ascension, to empower the Church to preach the Gospel throughout the whole earth (Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6).

THE GIFTS OF THE HOLY SPIRIT

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters. (Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 1 Timothy 4:14; 2 Timothy 1:6-7; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10).

THE CHURCH

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ (Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23).

SACRAMENTS

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit, as practiced by the early church apostles in Jesus' name (Matthew 28:19; Mark 16:16; Acts 2:38, 8:12, 36-38, 10:47-48).

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross (Matthew 26:26- 29; 1 Corinthians 10:16, 11:23-25).

Marriage: We believe marriage is defined in the Bible as a covenant, a sacred bond between one man born a man and one woman born a woman, instituted by and publicly entered into before God (Matthew 19:4-6).

HEALING OF THE SICK

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the Cross and one of the gifts of the Spirit (Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; 1 Corinthians 12:9, 28; Romans 11:29).

GOD'S WILL FOR PROVISION

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth, but that fact should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

- Spiritual - John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10
- Mental and Emotional - 2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3
- Physical - Isaiah 53:4, 5; Matthew 8:17; 1 Peter 2:24
- Financial - Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19

RESURRECTION

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the Cross. In addition, both the saved and the lost will be resurrected, those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation (Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21).

HEAVEN

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ (Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4).

HELL

After living one life on earth, the unbelievers will be judged by God and will pay for their own sins in Hell where they will be eternally tormented with the Devil and the Fallen Angels. Jesus came to pay for our sins for us so that we can be rescued from judgment and spend eternity with Him. This is why we feel such an urgency to reach people with God's love (Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8).

SECOND COMING

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures (Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7- 8; Revelation 1:7).

PROGRAM PROTOCOL

CHECK-IN | CHECK-OUT

Upon arrival to all required services/events, check in at Dream Team Central for your name tag. Before departing from serving (Sundays, First Wednesdays, special events, outreaches, etc), check out with your Coach/Service Leader in person and never leave an assignment without making sure all tasks are complete and all is in order for the next business day/service. Go the extra mile!

TARDY

If you are going to be late, you must inform your Coach/Service Leader(s) as soon as possible, keeping in mind Huddle times, any early set-up, etc.

ABSENCE

If you are going to be absent, you must inform your Coach/Service Leader as soon as possible, and when at all possible, work to find a replacement.

COUNSELING/ASSISTANCE

If you are facing a difficult situation, don't wait and try to battle it alone; immediately call your assigned Supervisor, Coach, or the Intern Director for spiritual support. DON'T DO LIFE ALONE, ESPECIALLY IN THE DIFFICULT AND DARK SEASONS!

CLASS ATTENDANCE AND ASSIGNMENTS

All 8-9 classes per semester should be planned for and attended. One excused absence is allowed and any others without reasonable excuse may be grounds for dismissal.

All written/verbal/physical assignments are required and if, for some reason, you cannot complete them on time, you must contact the Intern Director or Supervisor. When you fail to do assignments, you are limiting your growth. More than 1 missed assignment without "make-up work" completion may result in dismissal from the program.

WEEKLY SERVING HOURS

Students are expected to serve a minimum of 3+ hours weekly at church or in outreaches (depending upon your assigned rotation). One weekly absence of hours is acceptable for illness, emergency, or a planned work/family trip. Interns will be expected to make up any unexcused hours missed by the end of the semester.

PHYSICAL FITNESS POINTS

Students are expected to maintain a healthy diet and adequate physical activity as part of the healthy lifestyle God calls us to. Regular sleep and stress management are also important. Students will receive credit for any home or gym exercise performed. Intern Staff and student will meet and expectations will be tailored to help achieve personal fitness/health goals.

PERFORMANCE IMPROVEMENT

OVERVIEW

Our performance improvement process is not intended to be negative reinforcement. We wholeheartedly believe that if you embrace and adopt our leadership values and abide by our agreement and covenant, performance improvement will not be an issue. In the event that a performance improvement is necessary, there are four steps you will need to be aware of:

STEP 1 (verbal)

Coaching Moment: Whenever you are having difficulty honoring your commitment to the program, your Coach will have a life-giving conversation with you and provide action steps to make a successful adjustment. A written document will be kept in your file.

STEP 2 (following the Coaching Moment)

Letter of Discussion: Your Coach will document the violation and have a discussion with you if a commitment is dishonored. A written document will be kept in your file.

STEP 3 (following the Letter of Discussion)

One Week Suspension: Your Coach will ask you to take one week off to prayerfully assess your commitments to the program as well as your future participation. (Depending on the violation, Step 3 may automatically lead to dismissal.)

STEP 4 (following Suspension)

Recommendation for Dismissal: Your Coach will submit a recommendation for dismissal to the Internship Director, who will review the recommendation and make the final decision. (No refunds will be given if you are dismissed.)

NOTE:

- Sexual immorality will result in automatic dismissal from the program.
- Substance abuse will result in automatic dismissal from the program.

PERFORMANCE FEEDBACK

Your coach will meet with you for both Monthly Wellness Checks and 3-Month Assessments to provide specific feedback regarding your current performance and SMART goals (see chart below). You are expected to make any changes your Coach suggests immediately.

3 Month Assessments	SMART Goals
Baseline Goals: Due 2nd class 1st: Late November/Early Dec. 2nd: Late February/Early March Final: Late May/Early June	<ul style="list-style-type: none">• Specific: Very clear and directive in nature• Measurable: Measurable, so they can be managed• Achievable: Pertaining to skills and ability• Realistic: Realistic, not impracticable• Time Sensitive: Must have due date

3-MONTH INTERNSHIP ASSESSMENT

There are eight quality characteristics Vibrant Church uses to guide our leadership objectives and provide our leaders with scheduled feedback throughout the year. These eight qualities involve principles of the four core things we do (Services, Small Groups, Growth Track, and Dream Team) and factor in our 10 Core Values (see Page 2).

EIGHT QUALITY CHARACTERISTICS

- 1. Empower Leadership:** Effective leadership begins with an intimate relationship with God, resulting in Christ-like character and a clear sense of God's calling for leaders' lives. As this base of spiritual maturity increases, effective leaders multiply, guide, empower and equip disciples to realize their full potential in Christ and work together to accomplish God's vision. As leaders, consider one of your most important tasks to be helping others develop greater degrees of empowerment. Be open and available to equip, support, motivate, mentor and coach others to become all that God wants them to be.
- 2. Gift-based Ministry:** The Holy Spirit sovereignly gives to every Christian spiritual gift(s) for the building of God's Kingdom. We have the responsibility to help believers discover, develop, and exercise their gifts in appropriate ministries so that the Body of Christ "grows and builds itself up in love" (Ephesians 4:16).
The role of church leadership is to help its members identify their gifts and integrate them into ministries that match their gifts. When a person lives according to their spiritual giftedness, they are no longer working in their own strength, but the Holy Spirit works in them. Studies show that most Christians are either not involved in ministry or they are functioning in a ministry that does not match their gifts. We want to help you discover those gifts.
- 3. Passionate Spirituality:** Effective ministry flows out of passionate spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. A godly vision can only be accomplished through an optimistic faith that views obstacles as opportunities and turns defeats into victories.
The important issue here is not the way spirituality is expressed, but the fact that faith is actually lived out with commitment, fire, and enthusiasm. The methods a church uses are really a secondary concern. A church that lives its faith with passionate fervor will experience success with many methods.
- 4. Effective Structures:** The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems that work together to fulfill its intended purpose. Each must be evaluated regularly to determine if it is still the best way to accomplish the intended purpose. The most important criterion for forms and structures in the church is if they fulfill their purpose or not. Church structures are never an end in themselves but always only a means to an end.

- 5. Inspiring Worship:** Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style or ministry focus group but rather the shared experience of God's awesome presence.

Is the worship service an inspiring experience for those who attend? It is not whether our services target Christians or non-Christians, whether they celebrate "in the language of Canaan" or in a more secular language, or whether we worship using a liturgical or a more free-flowing approach. Inspiring worship services are often described as "fun."

- 6. Holistic Small Groups:** Holistic small groups are disciple-making communities which endeavor to reach the unchurched, meet individual needs, develop each person according to their God-given gifts, and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.

Growing churches have developed a system of small groups where individual Christians can find intimate community, practical help, and intensive spiritual interaction. In the groups, not only is biblical text discussed, but they apply biblical insights to everyday issues.

- 7. Needs-oriented Evangelism:** Needs-oriented evangelism intentionally cultivates relationships with pre-Christian people, so they can become fully devoted followers of Jesus Christ who are actively participating within the life of the church and community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.

Growing churches are not "pushy" or "manipulative" in the way that they share the Gospel, rather, their secret is to share the Gospel in a way that answers the questions and meets the needs of pre-Christians. We hope you find that to be true for our church.

- 8. Loving Relationships:** Loving relationships are the heart of a healthy, growing church. Jesus said people will know we are His disciples by our love. Practical demonstration of love builds authentic Christian community and brings others into God's Kingdom. Unfeigned, practical love endows a church with a much greater magnetic power than all the marketing efforts of this world. Growing churches manifest a measurably higher "love quotient" than stagnant or declining ones.

3 Month Internship Assessment

Name:	Coach:
Position:	Completed By:
Assessment: <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> Final	

Please answer the following with an "X" indicating your performance level and add comments in support of your answer. **PR = Personal Rating** **CR = Coach Rating**

1. Empowering Leadership: I feel empowered by my Coach and others to succeed and grow as it pertains to the teams I serve on. I have an understanding of our values and culture, and I feel it is necessary for a greater personal and spiritual growth, proven by our church's growing leadership base (Ephesians 4:11-13).

THE RESULTS:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

2. Gift-Based Ministry: I feel supported by my Coach and others in the discovery of my God-given gifts. I feel like I can fully use my talents, and that they line up with my passions, especially on the teams I serve on (1 Peter 4:10).

THE SUPPORT:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

3. Passionate Spirituality: I feel like I demonstrate the love of God in a way that represents and models leadership (in my actions, words, demeanor). I hope to help other Interns do the same by intentionally portraying a life-giving lifestyle through my excitement, enthusiasm, and inner fire of God's love, both love for His creation and for His house (Matthew 22:37).

MY INTENTIONALITY:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

4. Effective Structure: I feel like the leaders of the teams/groups I am involved in are consistent in following and articulating the Dream Team, Small Groups, Growth Track processes, requirements, and formats (Ephesians 4:15-16)

THE RESULTS:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

5. Inspiring Worship Service: I am absolutely excited about our weekend services, events, outreaches, classes AND full of enthusiasm that is contagious and evident to those around me. I have adopted a “can do attitude,” realizing that **I get to** do life and ministry in God’s house with the opportunity to make another story with others (Psalm 122:1)!

THE RESULTS:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

6. Holistic Small Groups: I’m excited that I get to lead/participate in a Small Group this semester and/or that I get to talk to and encourage everyone I meet to join a Small Group. I understand the value of Small Groups and how they are vital to helping people find freedom (Hebrews 10:24-25).

THE RESULTS:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

7. Needs-oriented Evangelism: I get excited and am actively involved in inviting others to experience God’s powerful presence at Vibrant Church and encourage others to do the same. I enjoy inspiring others to put the people before the “job” and to understand that it’s a little bit about us but not ALL about us. We are always pursuing God’s lost children and creating environments where the barriers are removed so the unchurched and unbelievers can experience Christ. Growth is our responsibility beginning with bringing our equal sacrifice.

MY INTENTIONALITY:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

8. Loving Relationships: I often meet with my Intern colleagues for community and relationship-building activities. Fellow Interns feel my love beyond our serve-time at church and events (John 13:35).

MY INTENTIONALITY:	PR	CR	COMMENTS:
Exceeds My expectations			PR:
Meet my Expectations			
Need Improvement			CR:
Are satisfactory			

OVERALL ASSESSMENT

1. Do you feel you are serving in the area of your passion, meeting your leadership and growth needs/ expectations?
<u>PR:</u>
<u>CR:</u>
2. Are your gifts, training, and abilities contributing effectively to the teams you serve on?
<u>PR:</u>
<u>CR:</u>
3. Some of your major accomplishments are:
<u>PR:</u>
<u>CR:</u>
4. Some personal changes and/or areas you hope to improve before the next assessment (NOV 2019):
<u>PR:</u>
<u>CR:</u>
5. Some of your goals for the next three months are:
<u>PR:</u>
<u>CR:</u>

DREAM TEAM DESCRIPTIONS

Please indicate all areas that you are interested in, but rotations between ministries are subject to change at the discretion of the Intern Director, Pastors, and Team Coaches.

- Guest Services Team:** Our team helps people identify their next steps by providing resources and information about weekend services, Small Groups, Growth Track, and events.
- VIP Team (Very Important Person):** Our team intercepts first time guests and ministers by providing "red carpet" treatment through facility tours and general hospitality.
- Baptism Team:** Our team prepares for and hosts the Vibrant baptism experience.
- Campus Host Team:** Our team brings a personal touch to our worship experiences by hosting in the lobby, at coffee stations, and in the auditorium.
- Campus Support Team:** Our team works behind the scenes to maintain and support every area of our church, including baptism, conferences, and special events.
- Events Team:** Our team serves at conferences and church-wide events by setting up decorations and facilitating meals and snacks.
- Cafe Team:** Our team serve guests by preparing coffee before each service and maintaining the café and serving stations.
- Dream Team Check-in Team:** Our team serves all Dream Team members by assisting with check-in in the Dream Team Central. *Ages 18+, background check*
- Dream Team Host Team:** Our team hosts our Dream Team members in Dream Team central by providing food and encouragement during services and special events.
- Kids Check-in Team:** Our team facilitates the check-in process in Vibrant Kids to ensure children are cared for effectively and efficiently. *Ages 18+, background check*
- Greeter Team:** Our team welcomes people to Vibrant at the front doors and hands out worship guides at the entrance to the auditorium.
- Parking Team:** Our team serves as the first impression for those coming to Vibrant by welcoming people on and off the property and by producing a safe and efficient parking experience. *Age 15+*
- Usher Team:** Our team assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment.
- Safety Team:** Ensure safety for the entire campus, including children's areas, oversee general meeting places, and are on hand for any situations that may arise. They also assist the parking team when transitioning between services. *Ages 18+, Background check*

- Emergency Response Team:** Our team of health care professionals serve by providing basic medical care in the event of an accident or emergency. *Medical certification, background check*
- Prayer Team:** Our team provides prayer covering for services, teams, and ministries at Vibrant.
- Outreach:** Various teams show the love of Jesus by serving in various areas of our community throughout the week. Check out current teams at vibrantchurch.com/outreach
(Some outreaches require background checks)
- Growth Track Host Team:** Our team serves as the hosts of Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at Vibrant.
- Nursery/Preschool Team:** Our team ministers to children through Bible stories, worship, prayer, hands-on activities and personal interactions. *Ages 18+ as leaders, background check.*
- Vibrant Kids Team:** Our team invests in the lives of children through worship, Biblical teaching, videos, Small Groups, and games. *Ages 18+ as leaders, background check.*
- JV Dream Team:** Our team is made up of 6th-8th graders who serve in our preschool and Vibrant Kids areas.
- Champion's Club Team:** Our team serves children ages 3yrs-12yrs with special needs, providing specific and intentional care. *Ages 18+ as leaders, background check. JV Dream Team can assist.*
- Vibrant Youth Team:** Our team helps students get connected to our Vibrant Youth ministry through THRIVE Night, Small Groups, retreats, conferences, and serving at the Student Connect table on Sundays. *Background check*
- Legacy Team:** Our team uses our gift of giving to support major projects and facilitate the overall vision of the church through strategic financial offerings.
- Live Production:** Our team assists in the production of the overall worship experience using lights, cameras, and other visual elements.
- Creative Production:** Our team develops and produces all media content for every area of Vibrant Church, making use of skill sets in photography, graphic design, animation, and video production.
- Vibrant Worship:** Our team facilitates a powerful worship experience through vocals, instruments, and audio engineering. *Background check*
- Small Group Leaders:** We are trained to facilitate Small Groups and equipped to build relationships while helping group members discover their next steps. *Background check*

DREAM TEAM VALUES

1. We default to unity.

In everything we do, we do it together. When issues arise, our default mode is agreement. We've already decided that we are together, so our only issue is to figure out how to get there. We are better together.

2. We get in the game.

What am I doing personally to help us improve organizationally? I'm not too big to serve or too small to lead. We are personally engaged in the vision of Vibrant Church. We are not spectators. We play our part in serving, giving, Small Groups, and Next Steps.

3. We make it better.

We are pursuing excellence in everything we do. If it's worth doing, it's worth evaluation. We won't be offended because it's not ours, it's God's. Excellence creates comfort. We don't have to be the best today, but we have to get better today.

4. We are thermostats not thermometers.

We are not affected by the culture. We are the culture. We all take responsibility for the temperature of the room. We are leaders, and leaders lead no matter the environment.

5. We empower others.

Who on my team am I bringing along the journey? We build people who build people. Leaders who attract leaders are the leaders we can't afford to lose. We are intentionally creating next steps for others.

6. We lean in to the stretch.

In order to be flexible, we have to constantly stretch. We embrace the stretch and the tension that change brings. We are not defensive or protective. We are called to big vision.

7. We celebrate constantly.

We know that it is not about us. When we have the opportunity, we celebrate others. If we don't have the opportunity, we make one. We celebrate what we want to replicate.

DRESS CODE STANDARDS

Interns are to follow these standards at all times when attending and serving at church. As servant-leaders at Vibrant Church, we dress in a manner that honors Christ. Sometimes, what we wear speaks louder than what we say. Be mindful not to dress in a way that would **distract** others or **cause them to stumble**. We dress casually at Vibrant Church, but we do have guidelines to outline what is appropriate. The general rule for everyone is that if you have to wonder if something that you're wearing is appropriate, it's probably not, so it's best not to wear it.

Overdressing can be as much of a distraction as underdressing, so please do not wear busy patterns, overwhelming jewelry, big hats, or colors that are too bright. Team members who are found to be violating dress code may be asked not to serve or to return home and change.

Above all, we want to present ourselves in a manner that is acceptable and pleasing to God. *"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect."* ROMANS 12:1-2 ESV

Everyone

- If serving on the worship team or speaking on stage, clothing (including hats) with logos from other churches/ministries (i.e. Hillsong, Elevation, etc.) are not permitted. All services are recorded and posted online, and we do not display merchandise from other ministries. T-shirts must be free of suggestive, explicit, or profane words/images and should not be overly tight. Pants should not be overly tight.

Men

- Shirts, etc.: Collared shirts, sweaters, and nice t-shirts are suitable. Tank tops and sleeveless shirts are not permitted.
- Pants: Jeans are pretty much the standard at Vibrant Church. Slacks are also acceptable. They must be clean (no stains) and look neat. Shorts are not permitted on stage.

Women

- Tops, etc.: Halter-tops, spaghetti straps, tank tops, strapless, and off-the-shoulder blouses are not permitted. Sleeveless shirts are permitted if they extend fully across the shoulders and do not reveal the bra. Your blouse's fit should be comfortable and appropriate (not tight fitting) and should not rise above the waistline (even with hands raised). No blouses with plunging necklines.
- Pants/skirts: Jeans/slacks are acceptable. Shorts are not allowed unless pre-approved for a special workday or outreach & should still be modest. Leggings should not be worn unless the individual's bottom is completely covered by a top/dress.
- Skirts/Dresses: If serving on stage, we try to stay away from skirts/dresses. It can be a distraction because we are on an elevated stage with people standing directly below us. If serving elsewhere, skirts must be an appropriate length that doesn't bring attention to the beholder.

SCHEDULE

Weekly Worship Service Attendance: Student is expected to physically attend one service weekly. The only exception to this is for illness, emergency, issues related to COVID-19, or work-specific duties. In this case, it is the Student’s responsibility to make special arrangements with the Intern Director.

Weekly Worship Service Serving: Student is expected to physically serve during one service weekly. The only exception to this is for illness, emergency, issues related to COVID-19, or work-specific duties. In this case, it is the Student’s responsibility to make special arrangements with the Intern Director.

First Wednesday: Ministry responsibilities given per Intern Director or Supervisor(s)

Sept 2 (no requirements)	Dec 2	Mar 3
Oct 7	Jan 6	Apr 7
Nov 4	Feb 3	May 5

Biweekly Class Dates (unless notified otherwise): Day/Time TBD

1st Semester, Fall 2020: 9 classes

Sept 13 - Next Level Class, 6-7:30pm	Oct 4 - Next Level Class, 6-7:30pm	Week of Nov 15, TBD
Sept. 20 - Next Level Class, 6-7:30pm	Week of Oct 18, TBD	Week of Nov 29, TBD
Sept 27 - Next Level Class, 6-7:30pm	Week of Nov 1, TBD	Week of Dec 13, TBD

2nd Semester, Spring 2021: 9 classes

Week of Jan 3	Week of Feb 14	Week of Mar 28
Week of Jan 17	Week of Feb 28	Week of Apr 11
Week of Jan 31	Week of Mar 14	Week of Apr 25

MAJOR EVENTS AND OUTREACHES

EVENT	DATE	LOCATION
Small Groups - Fall	Sept-Nov, 2020	Various
At The Movies	November 2020	Vibrant
Giving Hope (Christmas Shopping Mall Outreach)	Dec. 5, 2020	Vibrant various rooms
Christmas Services	Dec. 22-24 (tentative)	Vibrant
21 Days of Prayer & Fasting	Jan 2021	Vibrant
Revival Nights	TBD, Jan 2021	Vibrant
Small Groups - Spring	Jan-Mar 2021	Various
Marriage Conference	TBD	Vibrant
Small Groups - Summer	May-July 2021	Various
Women's Conference	TBD	Vibrant
Serve Day	TBD	Vibrant & various
Kids Conference	TBD	Vibrant
Motion Student Conference	TBD	TBD

*New events may be added. Conferences may be adjusted or removed.

*Schedule will be revised as needed and given to Students/Interns for their awareness

ADDITIONAL INFORMATION & VIBRANT LEADERSHIP STAFF ROLES

Physical Address	<u>vibrantchurch.com</u>
500 Holly Hills Rd	662.329.2279
Columbus, MS 39705	Office Hours: 9am-5pm Tuesday - Friday

Laurel Jones, *Outreach & Adult Leadership Program Director*; laurel@vibrantchurch.com

This role oversees all applications, monitors attendance and participation of each adult Student, Intern, or Resident, receives monthly reports and 3-month assessments from each Coach, and provides feedback to Coaches and Students/Interns/Residents to ensure program excellence and the greatest potential for Student/Intern/Resident growth.

Pastor Aaron Lane, *Lead Team Pastor, Business Operations, Interns, Exec. Asst. to Pastor Jason*, aaron@vibrantchurch.com

This pastoral role oversees the Adult Leadership Program Director and anyone affiliated with this program and reports directly to the Lead Pastor.

VIBRANT STAFF

In addition to the previously noted staff, every Student/Intern/Resident should be aware of these staff members/general roles as well. Roles and responsibilities may shift as needed, however.

Pastor Jason Delgado, Lead Pastor

- Pastor Ron Delgado, Founding Pastor: Missions Giving, Vibrant Cares, Facilities
- Pastor Mike Stephens, Executive Pastor: Lead Team, Programming, Next Gen
- Pastor Aaron Lane, Lead Team, Business Operations, Interns, Exec. Asst. to Pastor Jason
- Pastor Trey Roberts, Lead Team, Ministries (Campus Life & Small Groups)
- Pastor Kayla Roberts, Early Childhood
- Pastor Jayme Barkdoll, Youth Pastor (6th grade+)
- Pat Davidson, Legacy Pastor & Chief Financial Officer
- Miriam Delgado, Human Resource Director
- Deona Miller, Financial Assistant
- Jill Middleton, Office Manager
- Laurel Jones, Outreach & Adult Leadership Program Director
- Allison Pearson, Vibrant Cares Director
- Lacy Elsmore, Vibrant Cares Case Manager
- Roger Dolan, Facilities Manager
- Randy May, Video Director
- Preston Bluitt, Music Director
- Matt Laymon, Production Director
- Jen Laucirica, Creative Content/Events Director
- Joseph Gregory, Video Editor
- Caleb Lolley, Video Production Asst.
- Matthew Wilcox, Assistant Video Director/Lighting Director
- Ava Delgado, Vibrant Kids Coordinator
- Adrianna Smith, Reception, Youth Admin
- Tyler Smith, Youth Coordinator
- Kat Henry, Campus Life Admin
- Morgan McAfee, Vibe Cafe & Resource Center Agent
- Page Wise, Vibrant Kids Academy Director
- Amber Kilburn, Vibrant Kids Academy Asst. Director

COMMITMENTS, ROLES, & RESPONSIBILITIES

- I commit to attending and participating in scheduled local ministry activities as my current circumstances will allow, making a wholehearted attempt to clear the calendar and make other arrangements so that I can attend. Out-of-town trips may be offered but usually not required.
- I commit to attending all and any class and leadership sessions held as scheduled.
- I commit to attending and participating in ALL Weekend Services as scheduled.
- I commit to keeping up with and submitting all scheduled assignments on time.
- I commit to attend and participate in all First Wednesday, Revival, special services/conferences (as applicable) as well as any designated Small Groups.
- I commit to refraining from gossip, slander, and all other non-life-giving activities.
- I commit to being life-giving and help hold other interns accountable to do the same.
- I commit to communicating in a timely manner when life happens, and expectations are temporarily not able to be met due to absence.
- I commit to attending and participating (as assigned) in all Vibrant Church events.
- I commit to remaining flexible and demonstrate a heart of service and sacrifice "on-the-fly" as needs arise.
- I commit to taking notes, learning, living, and ultimately becoming competent and confident to lead in all areas of ministry.
- I commit to participating in or leading a Small Group during both Small Group Semesters within the Internship Program (as applicable).
- I commit, if I AM in a relationship upon entry of the Internship Program, to abiding by the boundaries set for me during the 9-month Internship Program and remaining accountable to assigned mentors/coaches.
- I commit that if I am in an existing relationship before the start of the program, and this relationship interferes with the culture, environment, and team dynamic, I will resign from the program or understand when I am asked to discontinue my participation.
- I commit to remaining pure, abstaining from any and all sexually immoral acts.
- I commit to making immediate changes that my leaders may request regarding any actions, activities, and emotional adjustments.
- I commit to maintaining a neat and clean appearance that is appropriate for serving and attending at Vibrant Church, modeled after our leadership. I understand that if I violate the dress code, my Coach will discuss further actions. (*See Dress Code Standards handout.*)
- I commit to be a F.A.C.T. leader, maintaining a Faithful, Available, Committed, and Teachable spirit.
- I commit to staying current with my payment plan. I understand that if I lose track or have questions, I am to consult the Intern Director.
- I commit to finishing the 9-month Internship Program!

LEADERSHIP HONOR CODE

As an essential part of the Vibrant Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Vibrant Church.

While serving the Body of Christ as a leader at Vibrant Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Vibrant Church Leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

1. Profanity
2. Smoking or chewing tobacco (including state legalized marijuana usage)
3. Gambling
4. Indulging in much wine or other alcoholic beverages (no social media posts of any kind nor consumption during Vibrant Church represented activity)
5. Dishonest gain
6. Illegal drugs
7. Pornography
8. Sexual immorality
9. All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servants/leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Vibrant Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Print Name: _____

Signature of Intern: _____ Date: ____/____/____