



HARVEST STUDENTS HANDBOOK





1 TIMOTHY 4:12

Let no one look down on your youthfulness, but rather in speech, conduct, love, faith and purity, show yourself an example of those who believe.



Welcome

We're thrilled you're excited about joining our amazing Harvest Students team! This commitment comes with this handbook to clarify how our team functions within the Next Gen Ministry. This is not to be considered an all-encompassing rulebook for all activities of our team members. It is, however, a document that explains expectations and provides guidelines. Our goal is to align everyone with a shared vision for what student ministry at Harvest Ministries should look like. Ultimately, it's all about honoring God, and we strive to be united as one team.

For more about our culture and who we are as a church, review our [Next Steps culture book](#) on our [Next Steps webpage](#).



HARVEST STUDENTS CULTURE CODE



Harvest Students is the place where the next NOW generation grow into Godly men and women who will impact the world for the gospel of Jesus Christ.

VISION STATEMENT

- We exist to see students develop as leaders who love God's Word, display irresistible acts of service, and grow in a deeply bonded community that's fruitful beyond measure.

MISSION STATEMENT

- To love God and people while preparing every student to boldly follow Christ.

DISCIPLESHIP PATHWAY

The means by which we achieve our vision:

1. **PREPARE the Soul** — Create a warm and welcoming environment where every student feels known, loved, and safe.
2. **PLANT the Seed** — Share biblical truths that always point back to the saving grace of Jesus Christ.
3. **POUR Water on the Seed** — Continue to disciple and pour into the development of students at every point of contact.
4. **PRODUCE Good Fruit** — Encourage Christlikeness in every student and for them to walk their peers through this Discipleship Pathway.

Leadership Standards (4 C's)

We are committed to developing leaders who reflect Christ's character and lead His people faithfully. The 4 C's guide our self-assessment and growth as disciples and leaders.

CONVICTION



The active pursuit of God through personal prayer, devotion, and worship while holding true to the church's Statement of Faith. Seeking God, serving others, and faithful stewardship of time, talents, and treasures to God's work are non-negotiables.

CHARACTER



Regularly displaying integrity and Christlikeness is needed to effectively lead the church in worship, arts, and media. Leading self spiritually while actively participating in community are paramount as we engage a watching world.

COMPETENCY



One must possess and display the necessary skills and abilities to contribute to a rich worship environment. The use of one's abilities proficiently is a sign of one's passion for God and desire to connect others to God.

CAPACITY



Awareness of the commitment involved in order to lead the church in worship is vital. Self-evaluation must take place as to whether the standards of that commitment can be met.



How do I join the Students Team?

JOIN OUR TEAM OF SERVANT LEADERS

Everyone on the Harvest Students Team must complete the in-person Next Steps class or online Next Steps course. Completing either of these is essential for aligning all of us with the heart and vision God has given us to fulfill God's calling for Harvest Ministries.



01

Attend Next Steps Class

You must attend our in-person or online Next Steps class. Either of these shares our mission, beliefs, and gives an in-depth look at our culture.



02

Onboarding

You will complete our Next Gen Ministry Application, background check, and child safety training. *Church membership is required for leadership roles.*



03

Final Evaluation

Leadership will evaluate what the best next step is for joining the Harvest Students Team. We provide feedback and decide if serving on weekend services is a fit.



EXPECTATIONS & GUIDELINES



Leadership & Planning for Weekend Gatherings

At Harvest Ministries, we prioritize fostering a culture of respect, collaboration, and spiritual unity within our Harvest Students Team. Our collective goal is to lead middle and high school students in a way that honors God and serves them effectively.

We encourage all team members to engage with one another and our leadership in a spirit of kindness, humility, and mutual respect. Open and honest communication is vital, and we uphold the principles of Matthew 18 when addressing concerns or conflicts. By supporting each other and valuing diverse perspectives, we strengthen our unity and effectiveness.

Our Harvest Students Team thrives on collaboration, particularly during the 2–4 week service planning and preparation period. This time allows everyone to work together on lesson planning and engagement activities. Bi-weekly meetings focus on executing the plan through proper preparation. Our preparation lead time prevents last-minute changes, which can disrupt the team's efforts and the overall service. We encourage all team members to support the established plan and remain adaptable, ensuring a cohesive and unified student experience.

By adhering to these guidelines, we aim to cultivate an environment that reflects our commitment to excellence, unity, and service to God and our church community. In everything we do, we want to help every student fully experience God.



EXPECTATIONS & GUIDELINES



Harvest Students Team Participation Expectations

ATTENDANCE

- We ask that you attend service on non-student gathering Sundays and listen to the message as you're a vital part of our spiritual family. (Hebrews 10:25)
- All student leaders are expected to engage in church discipleship opportunities (e.g. Bible study, small groups, volunteer meetings).

ENGAGE BEYOND STUDENT GATHERINGS

- Ministry extends beyond corporate worship.
- We embody Christ in every aspect of our lives. (Matthew 5:16; Romans 12:1; Ephesians 5:1; Philippians 1:27)
- Take time to connect with students and families at church as building relationships within our community is essential.
- Approach every interaction with intentionality and grace.
- All student leaders are expected to faithfully give financially.

PREPARATION

- Dedicate time to pray for the upcoming student gatherings, your fellow team members, and families. This aligns our hearts with the purpose of the church.
- Familiarize yourself with lesson plans before team meetings and student gatherings. This allows us to focus on discipling students well.
- Regularly check Services in Planning Center for updates.
- Any changes will also be communicated via email or text.



EXPECTATIONS & GUIDELINES



Schedule & Operations

AVAILABILITY & BLOCK OUT DATES

We want to accommodate your schedule as best we can, so please utilize Planning Center's block-out dates feature in Services. We schedule several weeks in advance, so please update your block-out dates monthly.

**The fewer dates you are available, the more difficult it is to fit you into the schedule.*

SCHEDULING ROTATION

Our current student gathering schedule is every 1st and 3rd Sunday unless otherwise noted. Leaders and students are dismissed after worship. Regular participation is expected to establish trust with students. Please note that unforeseen circumstances may occasionally necessitate adjustments to the schedule. These changes are not personal. Leadership reserves the right to remove any member from the schedule at their discretion.

CONFIRMATIONS

Once you are scheduled for a student gathering, you will automatically receive an email from Planning Center. Please “accept” or “decline” within 7-10 days of receipt. In the event you have to decline, please give a brief description with your response. Keep in mind that since we ask for block out dates in advance, a decline should not happen frequently. If you have any questions or concerns, please reach out to leadership.



Dress Code

GUIDELINES FOR THE HARVEST STUDENTS TEAM

Unity

Our dress code is designed to foster unity and professionalism within the Harvest Students Team and to be examples to young men and women within the church. By dressing in an appropriate manner and maintaining proper hygiene, we collectively direct attention to Christlikeness, ensuring that our appearance supports our mission to lead others to Jesus.

Relatability

We understand the need to relate to students in a modern way and encourage it, but do not want to dress in a way that's a stumbling block to students and others within the church.

**If your attire is deemed distracting or inappropriate, you may be asked by leadership to change before participating in student gatherings.*

(1 Corinthians 10:31; 1 Timothy 2:9-10; Hebrews 12:1-2)

Remember, we want to focus on pointing people to JESUS, not us.



EXPECTATIONS & GUIDELINES



Moral Guidelines

ALCOHOL & DRUG POLICY

Harvest Ministries provides a safe and productive environment for all. Staff, leadership, and Harvest Students Team members should not be involved with the unlawful use, possession, sale, or transfer of drugs or narcotics. While alcohol consumption and tobacco use are not prohibited, consumption/use must fall in line with the biblical standard of living.

SUBSTANCE & DOMESTIC ABUSE

Any involvement with alcohol or drugs that affects the church, work environment, or reputation of this ministry is unacceptable. If a team member experiences a problem of this nature, they will be urged to voluntarily seek assistance through a pastor, minister, or oversight. Harvest Ministries is serious about the mandate God gives us to care for the oppressed and to lovingly and humbly confront and correct oppressors (Proverbs 31:8-9). Domestic violence will not be tolerated, and you will be removed from the Harvest Students Team and connected with a counselor or pastor who can assist with next steps.

Psalm 104:15; Romans 14:14, 20; Ephesians 5:18



EXPECTATIONS & GUIDELINES



Moral Guidelines

SOCIAL MEDIA

Please keep in mind while using social media that you are a representative of Harvest Ministries and most importantly, Jesus. Keep in mind that what you post online has potential to unite or divide, lead or destroy, encourage or discourage. Expect everyone to view what you post. (Ephesians 5:15–16)

**You may be asked to take down a questionable social media post by leadership that may impact the lives of students, knowing that they are looking out for your best interest.*

HARASSMENT

Harvest Ministries is committed to maintaining a ministry and work environment in which individuals treat each other with dignity and respect. We must remain free from conduct unbecoming of a Christian, including intimidation, exploitation, and harassment (including sexual harassment).

COMMUNICATION

Planning Center Online is our primary source of information regarding service dates and song information within our ministry. Anything urgent or any information needing to be shared besides services, or extra details about services, can be sent via email or text. Text messages should be sent during daytime hours. Please be respectful of others when texting and be mindful of the time.



EXPECTATIONS & GUIDELINES



Moral Guidelines

COHABITATION

We welcome everyone to worship with us and to participate in positions of service, such as on the Connections and Mobilization Teams. However, we cannot endorse influential leadership from any person who lives in a continual practice of what scripture defines as sin. Influential leadership, often referred to as “shepherding,” includes facilitation of any all-church functions (i.e. leading worship) or of any small group environments (i.e. hosting or leading groups, Bible study, classes). (1 John 3:6-10)

SEXUAL PURITY

We acknowledge that romantic relationships within marriage glorify God. We commit to keep our eyes pure and will not allow pornography, inappropriate media, etc. to contaminate our hearts and spirits. (Psalm 101:3)





Harvest Students Opportunities...

Check-In/Out



THE FIRST AND LAST IMPRESSIONS FOR STUDENTS CHECKING IN AND OUT OF STUDENT GATHERINGS.

Teacher



HELP STUDENTS GROW IN THEIR FAITH THROUGH THE READING, INTERPRETING, AND RIGHTFUL APPLICATION OF GOD'S WORD.

High School Group Facilitator



HELP STUDENTS FOLLOW JESUS THROUGH SCRIPTURE DISCUSSION, PRAYER, ENCOURAGEMENT, AND LIFE-ON-LIFE MENTORING.

Middle School Facilitator



HELP STUDENTS FOLLOW JESUS THROUGH SCRIPTURE DISCUSSION, PRAYER, ENCOURAGEMENT, AND LIFE-ON-LIFE MENTORING.

Administration



ASSIST HARVEST STUDENTS TEAM WITH ADMINISTRATIVE TASKS, EVENT COORDINATION, AND GUEST FOLLOW-UP.



HARVEST STUDENTS HANDBOOK ACKNOWLEDGEMENT

I, _____ understand, accept, and agree to be held accountable to the information contained in the Harvest Ministries Students Handbook. I will adhere to the principles and guidelines to the best of my ability. I understand that if I violate this in any way, I may be asked to step away from serving with the student ministry for a time to develop the area(s) in need until the expectations, guidelines, and overall spirit and intent of this handbook can be adequately met.

If you have questions or concerns regarding any items contained within, please contact leadership directly.

DATE

TEAM MEMBER SIGNATURE



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