

Core Team Member Expectations & Responsibilities

Position Summary: A Core Team Member is simply responding to their baptismal call to serve. The Core Member is an adult (or qualified high schooler), who will be an important role model in the lives of our youth. The approach to ministry should be rooted in service, commitment, and dedication to the Church and the youth we serve. Core Members are one of the most vital parts of the Youth Ministry Programs. First and foremost, Core Members are role models to all our Youth knowing that how you live and act makes a strong impact on youth. Core Members work under the supervision of the Youth Minister for the purpose of assisting in the fulfillment of the Mission of our ministries.

Foundational Core Team Leader Behaviors:

1. Always develop your spiritual relationship with God.
2. Be present to the youth.
3. Be a defender & protector of the youth's holiness.

#1 – Core Members CANNOT lead youth to a level of spirituality that they have not yet personally experienced. As a Core Members, your personal spirituality is critical.

#2 – Do not just preach; but rather, listen and guide. You must be present and willing to relate to them, know “where they are at,” in order to build relationships with youth that will lead them closer to **CHRIST**.

#3 – You will learn specific ways to detect whether the relationships you are building are healthy. Our youth ministry programs must be an environment for everyone involved, and it's up to you to protect the holiness of the youth. This responsibility is not trivial, and many people (parents, priests, teens, youth minister) are entrusting you with this duty.

Core Team Leader Qualifications:

What the Youth Director looks for:

- 1) You love Jesus
- 2) You love the Church
- 3) You are willing to be stretched in your talents and knowledge of the Catholic faith.
- 4) You love working with youth.
- 5) You can effectively balance outside priorities with your time commitment to the Core Team.
- 6) You can be trusted in the presence of our young people

Core Team Job Responsibilities

Core Members minister to youth through the following ways:

- **Youth Ministry Gatherings (EDGE/Life Nights)**
- **Special Events**
- **Core Team Planning Meetings**
- **Weekend and Overnight Retreats**

The Mass:

Each week youth gather for the Eucharist at Mass. Here is a list of things Core Members do before, during, and after the Mass as we minister to the youth of our community:

- Prepare your heart before coming to Mass. Pray for the success of our Ministry Gatherings. Pray before Mass begins. Pray for the youth and the power of the Mass.
- Be inside the Church early with your focus on God and the youth. It is imperative that we continue to reach out to our youth who are not active in our youth ministries.
- Foster hospitality. Make youth feel accepted by helping them find a seat with Core Members if they are not sitting with their families.
- Sit with young people who are alone or “out of place”.
- Participate fully in the Mass by singing, praying, and praising God, especially during the Eucharistic prayer.
- If necessary, **demand respect from the youth in a loving yet firm manner**. If youth are acting inappropriately
 - Support your fellow Core Members in disciplinary actions. If you have a problem with how a Core Member has handled a situation, address it after the kids have departed, and/or have the YM discuss the situation with both Core Members.

Youth Ministry Gatherings (EDGE/Life Nights):

- Be present to all designated Core meetings to discuss the various details of upcoming sessions. These meetings give you an opportunity to interact with other Core Members and spiritually strengthen the bond to the team.
- Be prepared for each session by reading the outlines, summaries, and any other supporting documents including the relevant Catechism and related Scripture references related to the specific topic. This will help you in understanding more of what the topic is for that night.
- Attend and participate in the sessions. If for any reason you can't attend, be sure to notify the Youth Director in advance.
- During the welcoming and gathering times, usher in and welcome each youth to the session. *This transition time may be your only chance to reach certain teens.*
- Mingle with any new youth to make them feel welcomed and valued. First impressions will often influence whether teens want to come back for the next session. Introduce and create dialogue between new youth and consistent youth.
- Create that Catholic-Christian environment where openness and depth are embraced. This is done through the attitude you bring to the night, the way you prepare for the night, and the way you interact with people.
- Work as a team to clean up at the end of a session, in an efficient, joyful manner.
- Participate regularly on a session planning team as needed by your fellow Core Members.

Retreats:

Offsite Retreats are held throughout the year for each of our ministries (High School retreat in fall, Middle School retreat in late winter/early spring). Often these weekends lead to powerful moments of conversion and evangelization through talks, small group sharing, and the Sacraments. As a Core Member it is often the free time you share, or time in small groups, that help develop your relationship with teens. Teens will likely be spiritually refreshed as they head back to “reality” and the time you had together will not be forgotten. Expectations and behaviors that will make retreats successful and safe:

- Attend all necessary planning meetings for the retreat. Retreat preparation will begin 3-4 months in advance before the retreat. Be open to additional planning meetings besides session planning meetings.
- *Arrive at the retreat prepared for any presentations you might be doing.* If you prepare during the retreat, time spent doing so will take away from relational ministry.
- Responsibilities for retreats are the same as Youth Ministry Sessions.
- Be aware of youth’ current needs and personal spiritual challenges so the topic of the retreat effectively reaches and relates to them.
- During retreats the youth are more vulnerable. Be aware and avoid any conversation that might take away from the spiritual responsibility you might have. Always when speaking with youth one-on-one, stay in sight of another Core Member or Youth Minister.

Core Interaction:

Being on a Core Team is being part of a small faith community. Your fellow Core Members will pray with you, talk with you, spend a great deal of time with you. They will learn your strengths and weaknesses. Since we are not all perfect, be willing to:

- Praise your fellow Core Members when they work hard and accomplish their goals.
- Give positive feedback to other Core Members.
- Graciously accept compliments from fellow Core Members
- Accept the feedback and suggestions of others and take seriously their concerns about you and your ministry.
- Confront other Core Members when concerned about them and their ministry.

Because we work closely together as a team, friendships will naturally develop. It is important to be inclusive of all core members as we work toward the mission of leading teens closer to Christ.

Time Commitment:

The responsibilities of a Core Team Member are many and varied. Because of this the labors of the vineyard are heavy, but so are the fruits of the harvest. The hours during each week will vary throughout the year. However, including Events, Youth Ministry Sessions, Core meetings, and C² outreach ministry, this position gives at least 5 hours per week. The joy and gifts given are small in comparison to what is received in return for working in youth ministry.

Core Team Check Ins:

Core Members will have “check-in/Check-up” periods with the Youth Minister. These meetings are designed to assess the Core Member’s spiritual, emotional, and physical well-being. The possibility of “unscheduled check-ups” from the Youth Minister will also occur as needed.

High School-Aged Core Members

For applicants under 18 years old and/or still in High School:

You will need your parent/guardian's signature before you turn in this application. Read and go over this application completely with your parents. Make sure that your parents/guardians fully understand the commitments of being a part of our Core Teams, including the need to be present to meetings and events on time. This will require a reliable source of transportation throughout the year (if you don't have your own car/license).

As a high school-aged Core Member, it is necessary to balance your service to the youth with your own spiritual growth in the Catholic Faith and spirituality. You will be asked to maintain involvement with Holy Family Life Teen, the high school ministry program for teens. This includes regular attendance of Life Nights, an effort to attend Life Teen Retreats and events, etc. The high school youth minister will work with you to make sure you are feeding yourself spiritually.

CORE COVENANT

I, _____, am honored to respond to my baptismal call by serving in Holy Family Parish's youth ministry. Holy Family EDGE and LifeTeen Ministries are a Eucharist-centered, relational ministry striving to lead youth closer to Christ. We serve youth by building Christian friendships with them and leading them, by example, into a deeper relationship with Jesus Christ. I understand that much is asked of me, including the following:

COMMITMENT TO MY RELATIONSHIP WITH GOD AND THE CHURCH

I will develop my personal relationships with Christ through prayer and the Sacraments. I understand that the youth ministry programs can be very challenging and I will succeed only by the grace of God through prayer.

I will abide by the teachings of the Catholic Church. Because I am a representative of the Church and co-responsible for leading the members of Christ's Church, I will actively study to understand the teachings of the Church, especially if I have an issue with a certain Catholic teaching. I will pray for wisdom and obedience in seeking the truth. If a youth shares a Catholic teaching concern with me, I will invite them to explore the true Catholic teaching with me.

I will actively seek opportunities to pray with friends, youth, and other Core Members.

If I am a teenager in high school, I will commit to spiritual growth through regular involvement of the Holy Family Life Teen Ministry, including Life Nights, Retreats, etc.

As a Core Member, I understand that I am called to live a Christ-like life above and beyond my peer group. There are sacrifices that we make because of our love for God and our desire to serve youth: I will not use illegal drugs. I will not drink irresponsibly. I will not smoke at any youth ministry function and will not smoke with or around middle school or and high school youth.

In light of my position as a role model for youth and a person who is seeking the fullness of God's love, I will be prudent of the influences I put into my mind and body including the movies and videos that I watch, the music that I listen to, the language that I use and the way that I talk to and about others (gossip, sarcasm, etc).

COMMITMENT TO AUTHENTICITY

I will live out my lifestyle in such a way that is consistently and authentically Christian— with the mindset that the way people see me on Sundays is the same on all days of the week. I understand that youth are sensitive to authenticity, and can easily see when we don't "practice what we preach."

I will pay close attention to what I share, say, and do publicly online through social media if I decide to allow teens to connect with me. I will consider that a teen may be the unintended recipient of what I share or post. I will not post or share anything that may scandalize or damage the faith of a teen. I understand that accepting a "friend" or "follower" request from a youth is an invitation into my personal life, which includes the people who are a part of my life and other outside influences.

I will abide by the diocesan internet policies regarding social network outreach with youth. Under no circumstance will I place a youth in danger by misusing the tool of social networking, nor cause scandal toward a young person.

COMMITMENT TO CORE

I will develop Christian relationships with all the members of our Core Team, knowing that the youth will model the relationships that they see and experience with the Core. I am committed to living relationships characterized by compassion, patience, forgiveness, reconciliation, service and charity.

I will seek opportunities to do relational ministry with other Core members – especially Core that I do not know well. I will be inclusive of all Core members and be careful to avoid establishing cliques.

I understand the importance of our Core Team functioning as a unified team, a model family of God. If I have a conflict with another Core Member, either personally or in ministry, I will lovingly confront that Core Member individually. If I cannot resolve the conflict one-on-one, then I will bring my concern to the Youth Director.

If I am unable to attend a meeting or I am going to be late, I will call/notify the Youth Director as early as possible.

I will make every effort to attend spiritual and social gatherings for the Core Team including Core Trainings and Retreats.

COMMITMENT TO YOUTH

I will develop Christian relationships with youth. All my relationships with youth will be Christ-centered and above reproach. I will follow all Diocesan policies regarding youth ministry.

I will make outreach to new youth a priority in my ministry. I will commit to creating a hospitable environment where youth feel like they belong and matter to the Church. At all times I will be developing new relationships with kids and fostering old ones.

In the event of crisis intervention, if a youth shares something with me where that youth or someone else may be in danger of being hurt, then I will let that youth know of my obligation to tell the Youth Director. If I am not sure, then I will tell the Youth Director.

COMMITMENT TO SUNDAY MASS

I will regularly attend Sunday Mass, and particularly the 6pm Life Teen Mass as able. I will make an effort to reach out to youth and their families to help them feel included welcomed. I will fully participate in the Mass and model joyful worship.

COMMITMENT TO MINISTRY SESSIONS (EDGE, OR LIFE TEEN)

On Edge Nights and Life Nights, my focus will be to lead youth closer to Christ. I will make every effort to grow in relationship with youth during this time. I will work together with other Core Members to focus our time and attention on serving the youth.

The function of Sessions are to provide a safe environment for youth to explore their faith, grow in community, and fall more deeply in love with Christ. It is vital that we as Core give these nights the time and energy that the youth deserve. As a part of my commitment to the teens, I will attend the sessions of ministry and plan the nights assigned to me. I will do my best to be a team player.

I will help youth understand that they are expected to arrive on time. After the session, I will mingle with youth and introduce myself to those I don't know. I will seek out the youth who look disconnected or alone. I will help clean up after each session.

DURING THE WEEK

During the week, as my time allows, I will make an effort to do outreach ministry. I will abide by Safe Environment policies set in place for such opportunities. I understand that my primary function is to reach out to youth and let them know that they are supported by the Church, even outside of Sunday nights. *The power of invitation is important*; if I am planning to go to a youth's event, I will notify and invite fellow Core members to join me.

DISCIPLINING YOUTH

Disciplining youth is one of the most difficult things that we do because we do not want to be parental or authoritarian. The best scenario in disciplining a youth is to have a good relationship with them and to address the issue with the youth individually. If these conditions cannot be met, I will do my best as a representative of the Church to lovingly redirect the energies of the youth(s). I will stand behind my fellow Core members when discipline becomes necessary.

RETREATS/OTHER EVENTS

I will make an intentional effort to participate in retreats, which are key opportunities to build deeper relationships with youth and fellow Core Members. I will also be open to participating in other youth events (such as XLT, Lock-In's, etc.) as my schedule allows.

COMMITMENT TO THE COVENANT

In response to my baptismal call, I commit to serving the youth of Holy Family as a Core Member for the coming academic year. I understand that this position comes with high expectations and is a privilege. If my commitment changes before the end of the year, I will meet with the Youth Minister to discuss my position.

Signature

Date