



Guidelines for the 4.12 Leadership Training Program

Everyone in the 4.12 Leadership Training Program (LTP) needs to have a personal relationship with Jesus Christ, recognizing that He is the only way we can have abundant and eternal life. By applying for the LTP, you're saying that you would like to grow in your relationship with Him and as a Christian leader. An important part of accomplishing that goal is planning. We at Joy El are committed to helping you grow spiritually, including in your obedience to Christ. We want you to not only learn about God, but apply what you're learning to who you are and how you live, so that others around you will see the love of God working through you. Our intimate relationship with God becomes the grid through which we filter all our choices, attitudes and actions.

Below are four areas near to the heart of God and to Joy El. We are committed to helping you grow in your relationship with God specifically in these ways:

- I. Scripture and Prayer - Knowing that God's Word and prayer are key elements in a relationship with Jesus, it is important to regularly read the Bible and learn to talk with God through prayer. Our desire is to help you move beyond reading Scripture as a requirement, but to recognize it is a road to the heart of God. Our desire is that you experience God -- not just know about Him (John 17:3). We want to help you apply what you are learning and encourage you to commit scripture to memory.
 - II. Personal Growth - Receiving spiritual instruction from others helps us in our spiritual growth. Enrichment from the Word energizes us spiritually and physically (2 Timothy 3:16-17). Guarding your time and physical health can be a delicate task. Our desire is that scheduling time to refresh your spirit and body on a regular basis becomes a priority (Mark 6:31).
 - III. Service – The Bible tells us to share with others out of the overflow of our spiritual lives. Service is a product of a growing Christian's life. The heart of a servant needs to be cultivated and given opportunities to grow (Phil. 2:5-8).
 - IV. Evangelism and Missions - God desires that no one miss out on the opportunity to have a relationship with Him and live with Him in heaven forever. As Christians, we need to be involved in the Great Commission (described in Mt. 28:19,20). We desire to help you develop a passion for telling people both far and near about salvation in Jesus.
-

Expectations for 4.12 Leadership Training Program Participants

Membership in any Christian ministry carries with it a unique, demanding, and privileged responsibility. As a Christian ministry, we seek to relate biblical Christianity to one's personal life. It is our desire to be an effective witness to all so that the Lord Jesus Christ will be honored and glorified. Because of this, it is expected that members will at all times seek to follow the guidelines of acceptable behavior set forth in Scripture and particularly those for excellent leadership in 1 Timothy 3 and Titus 1. Some of the things these guidelines include:

Unacceptable Behavior: Known moral sin, drunkenness, substance abuse, stealing, the use of insulting or profane speech, and all forms of dishonesty including cheating, occult practices, and sexual sins such as premarital sex, adultery, and homosexual behavior.

Unacceptable Attitudes: Greed, jealousy, pride, gossip, lust, bitterness, rebelliousness, needless anger, an unforgiving spirit, and disobedience.

Appearance Guidelines

Because we, as a team, want to point people to Jesus and not draw attention to ourselves, a dress code that is modest, professional and uniform is one way that we can accomplish this goal. Please abide by the following standards.

When on-campus, outside of your housing, and on-duty

- Dress modestly and professionally for work, always wearing a Joy El t-shirt (you'll be given three) with jeans/pants or walking/hiking shorts that are tan, black, or blue. NO skinny/tight jeans or shorts, and NO athletic shorts, sweats, or yoga pants! Clothes should be free from holes and without frays—no cut-offs please. Shorts should be no more than 2 inches above the knee or at least longer than three quarters of the way down ones thigh! (Think of a credit card above your knee...and/or a 6 to 12 inch inseam, depending on the length of your legs!)
- Wear closed-toed shoes that will keep you safe and more capable to perform assignments when in recreation, hosting, kitchen, and maintenance. The only exception to this will be for those working water-front locations.
- Limit your hair color and styles to those that would be considered natural.
- Limit the wearing of excessive jewelry. Let's keep it simple and conservative.
- Wear your Joy El name tag whenever you are on duty.
- Cover up tattoos or additional piercings that are deemed by leadership to be distracting.

When on-campus and outside of your housing, off-duty, or participating in a Joy El event (i.e., work day, staff activity, staff offsite activity or trip, etc.)

- A greater variety of pants and shorts may be worn, but these must still reflect the same style and degree of modesty described above. For example, longer basketball style shorts would be okay, but short running/tight/gym shorts would not be acceptable. All yoga/legging-style pants are still not an option. "Nice" sweats are acceptable.
- Shirts with sleeves are still required.
- Open-toed shoes such as sandals are acceptable.

When off-campus and off-duty

- It is up to you.
- It is our hope that as followers of Christ, you will always be more concerned about the influence you are having for Him than for how you are "fitting-in" to worldly culture.

Additional Food Service Guidelines

- When working in Food Service, the following guidelines also apply...
- Rubber-soled, slip-resistant shoes
- Black hats (provided by Joy El)
- Black aprons for all involved in food prep (provided by Joy El)
- Hair that is shoulder length or longer will need to be "contained" in some fashion
- No fake nails or excessive amounts of jewelry

Participation Accountability

The key things we will measure:

- Monthly SGUs
- Level Projects
- 2 weeks of service in the summer & two weekends served during the year (minimum of 4 meals each)
- Leadership Training Summits (3 Required for first and second year students, 2 required for third, fourth, seniors are required to attend September or January LTS).

If items & events are not completed on time or attended, it will be considered a “missed” item for the year. Accountability is listed below for what happens each time an item is not completed or is submitted late.

1st missed item – Each student receives a “grace pass” for their first missed item.

2nd missed item – a “friendly warning” from someone on 4.12 team.

3rd missed item – a letter to parent and student informing them of the second missed item and that the next missed item will result in removal from the program

4th missed item – a letter advising parent and student that they have been removed from the program. In many cases, they are welcome to reapply for the next year.

The 4.12 LTP provides growth opportunities in the following:

- Biblical worldview: Understanding and evaluating current cultural life from a biblical perspective. A biblical worldview is an absolute “must” for the serious follower of Christ.
- Spiritual disciplines: Learning to nurture and guard his/her own spiritual life through consistent habits of Bible reading, Scripture memorization, prayer, evangelism, etc., for life-long spiritual health.
- Personal accountability: Choosing to be honest, transparent, and confessional with God and another person as the mark of a true and committed disciple and worthy leader.
- Leadership development: Learning what leadership is and isn’t, and developing the servant-leader mentality through a close look at Christ and other biblical examples.
- Leadership practicum: This means we provide you with service opportunities in a variety of situations, both inside and outside of the program, as a way of applying what you’re learning.

As a result of this program, we believe that students will develop a:

- Stronger passion and love for God that will lead to a deeper intimacy with God and love for others. (Mt. 22:36-38).
- Desire to grow toward maturity/perfection in Christ (Col. 1:28-29).
- Hunger for God’s Word that will impact spiritual development and lead to godly character (2 Tim 3:16-17).
- Mindset and lifestyle that will help him/her move from knowing the truth to acting on truth, from living by works to living by grace, and discerning what is good and pleasing to God (Rom. 12:1-2).
- Memorization of Bible verses that can be applied throughout life (Ps. 119:11).
- Deeper desire for godly obedience that will be reflected out of the overflow of the student’s heart (Mt. 12:34-35).
- Heart like Jesus that longs to reach and serve those who need Him (Mt. 28:19-20).
- Community of students who share priorities and values and want to work together to fulfill God’s purposes (Jn. 17:23).

Spiritual Investment

Fuller Youth Institute and Lifeway Research both emphasize the need for teens to have multiple mentors in their lives—both formal and informal. We try to facilitate opportunities for young people to have godly adults speak into their lives. Two ways we are committed to accomplishing this are:

- **Barnabas Mentors:** A significant part of the program is the Barnabas mentor. Students will be responsible to get together with a mentor to help them grow in their relationships with Christ. Students are encouraged to select a mentor from their local church who is approved by the parent/guardian. The details of the qualities desired in a mentor and the process of asking someone to serve as a mentor are included in the program materials. Students and mentors should meet at least monthly. Ongoing training and support for these mentors is provided at no cost to the individual mentors by Joy El through our Barnabas Mentor Coordinator (Christina Shank christina@joyel.org) and others. If a student is unable to acquire a mentor through their local church, we can assist in matching a student with a mentor. The Barnabas mentors will submit monthly reports to the Barnabas Mentor Coordinator, sharing about their monthly meeting with their students and the students' progress.
- **SGU Readers:** Each month students will submit a Spiritual Growth Update (SGU). This update allows students to highlight ways they have grown spiritually in the past month, as well as share the ways they are struggling, prayer requests and/or program feedback. These forms are to be submitted both to your child's Barnabas mentor and to sgu@joyel.org. After SGUs are submitted to Joy El, they are distributed to each student's SGU reader. SGU readers are current Joy El staff members who will review their assigned student's SGUs each month and connect with the student about what has been shared. This connection usually comes in the form of an email, call or text message to follow up with the student about what they have shared. This is to help encourage the students in the ways they are growing and to come alongside them in the ways they may be struggling. For example, if a student shares that s/he is struggling with memorizing the assigned Scripture, the SGU reader may have a Scripture memorization tip to relay. Readers are also committed to praying for the students they read for each month.

Summer Camp & Retreats

- Students will receive discounts that can be applied to retreats and summer camp as part of their participation in the 4.12 program.
- Students must complete the required assignments to be eligible to serve at summer camp.