

Under the leadership of the NextGen Pastor, the First West Student Team is responsible for student ministry on all First West campuses. The team includes the NextGen Pastor and all student ministers and directors, as well as volunteer campus coordinators at First West.

**Must Do:**

- Our focus and strategy for NextGen and Student Ministry at First West is **home + church**, or the **Orange Strategy**. When home and church work together, our spiritual growth strategy for the next generation has lasting impact on students and their families.
- **Student worship** happens in a large group assembly at a time other than Sunday morning. The weekly student gathering will occur on Wednesday evening, or at other times appropriate for the campus context, in the primary campus multipurpose room.
- The **student environment** calls for a large gathering space with quality audio, lighting and video. At a minimum, the backdrop should be black pipe and drape with chairs appropriate for students.
- The student worship gathering each week will use the **same sermon series, theme and artwork** across campuses. The Student Team meets monthly to develop and evaluate the teaching plan.
- Our annual outreach initiatives for students are **SPIN Weekend and Youniversity**. All campuses will participate in these events. Campus-specific adjustments to the SPIN Weekend schedule will be made as appropriate.
- All age division volunteers and paid staff must have **background checks**. Campus leaders are expected to ensure compliance with this key security protection.
- Age divisions will maintain **member records and attendance** via ACS and The City.
- **The Baptist Faith and Message (1963)** is our doctrinal standard as a church and serves as our statement of faith. All teaching should align with these doctrines.
- The Student Team meets once a month for a **Cross-Campus Champion-led Meeting**. All student ministry leaders are expected to attend this meeting.

**Should Do:**

- A **computer check-in process** should be used if possible.
- The student environment should have a **student hangout space with a stage** and professional audio, lighting and video. Providing a quality experience for students and their families is something we value.
- Plan only one student large group with small group breakouts per week.
- Use a **Master Teacher Model** for the weekly student gathering. Worship first, followed by the Master Teacher and small groups discussions of what was taught.

- Use **strategic outreach events** for students to build contextual momentum in our communities.
- Campuses should launch with a **Student Volunteer Coordinator** and then graduate to a part-time Student Pastor once a campus averages 250 or more in weekly worship.
- **Initial staffing** for a campus Student Ministry Team should include 6 or more college students or other qualified small group leaders.
- The **First West Residency Program** should prioritize the development of campus leaders for student worship, girls' ministry and other student ministry roles.
- The NextGen Pastor will occasionally **call meetings** as needed for long-range age division planning, family strategy or curriculum adjustments. It is expected that these called meetings are a priority.
- The Student Team will work as needed to create and evaluate **sermon-guided resources**.

**Nice to Do:**

- The NextGen Pastor reserves the right to request that the Student Team attend **conferences, seminars or make visits** to area churches for professional development.

**Discouraged – Don't Do:**

- Don't create a Sunday student groups-based ministry.
- Don't create a "Pied Piper" student ministry model where a personality is the main attraction and leader multiplication takes a back seat.
- Don't offer multiple small groups with different leaders throughout the week. This approach creates confusion and makes it harder for students to connect with key leaders.
- Don't expend valuable resources on student only assembly areas. Instead, maximize space by utilizing existing large multipurpose areas for student ministry.
- Don't do anything without asking the "why" question.

**Student Team:**

- NextGen Pastor – Mark Cole
- Student Pastor – West Monroe – Chris Trombatore
- Girls Minister – West Monroe – Hayley Gaston
- Fairbanks Associate Pastor – Cody Keys
- Calhoun Student Coordinator – TBA
- Student Ministry Interns