



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**
 - A. 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).
 - B. 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, stealing, the use of insulting or profane speech, and all forms of dishonesty (including cheating), occult practices, and sexual sins such as, but not limited to, premarital sex, adultery, and homosexual behavior.

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

God does not judge us by our outward appearance, but by our hearts (1 Sam 16:7). Yet we also see guidelines for appearance provided in Scripture (1 Cor 10:32-33). The important thing is realizing that even our appearance sets an example for both the world we're trying to reach, and the Christians to whom we're seeking to minister. With that in mind, we ask you to seek God in this area of your life.

To provide guidance, we ask the following:

- For males, we ask that no overly tight-fitting clothing be worn. Shirts should have sleeves and no undergarments should be visible.

- For females, shorts should be at least fingertip length, skirts at least knee-length, no midriffs visible, no overly tight-fitting clothing, shirts should be modest and not revealing, and no undergarments should be visible. Conservative tank tops may be worn with coverage of at least 3 fingers in width minimum.
- Be careful of your activity on social media – sexual innuendos, profanity and the like are not acceptable. Remember, that we are not only Christ’s hands and feet when around others, but also online as well.
- We discourage tattoos and piercings (beyond ear piercings for women). In seeking to set a good example, if you have body piercings or tattoos, please remove or cover while ministering to others.
- We ask that you defer to the guidance of the Director of the 4.12 LTP and summer leadership staff when they seek to help you in these areas.

Failure to meet expressed expectations may mean that the student is not allowed to minister through the program. Remember that the focus of this program is developing a love for God and becoming more like Him. God is more interested in the student’s being (who s/he is) than in the student’s doing (what s/he does), though we know our actions generally reflect what is in our hearts.

Accountability for the requirements of the Program

The key things we will measure:

- 1) Monthly SGUs
- 2) Level Projects
- 3) 2 weeks of service in the summer

One reminder will be given – if the item is submitted within 48 hours of the reminder it will not count as a missed item. Otherwise:

Grace pass – no penalty for first missing or late SGU or level project

1st missed item – a “friendly warning” from someone on 4.12 team.

2nd missed item – a letter to parent and student informing them of the second missed item and the next missed opportunity will result in removal from the program

3rd missed item – a letter advising parent and student that they have been removed from the program.

They are welcome to reapply for the next year, repeating the level.

Benefits

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).

Barnabas Mentor

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 both their pastor and parent. 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 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.

Summer

- Members of the 4.12 LTP will receive a \$10 discount for summer camp for each Spiritual Growth Update (September thru April) turned in on time.
- Additional \$20 for programmed retreats will be granted as part of participation in the 4.12 program.
- Students must complete required assignments to be eligible to serve at summer camp.
- Students are to serve a minimum of two weeks during the summer.