

Proactive Upgrades in Student Ministry

1. Limit formal church discipline cases as much as possible (2017)
 - a. Eliminated church discipline meetings for high school ministry. When appropriate, upperclassmen get moved to college early.
2. Provide Off Ramps (2018)
 - a. Put higher emphasis on helping members find other Bible-believing churches that better suits their needs if that is their preference.
3. Ministry House Resources & Training
 - a. Trained leaders on proper use of accountability software in ministry houses, which are not required but are used by many houses (2017)
 - i. Semi-annual reminders of proper accountability software use sent to leaders.
 - b. Developed and taught *Principles of a Healthy Ministry House* class. (2020)
 - c. Added a special line in the Ministry House Agreement calling for members to be committed to taking medications prescribed by their doctor. (2015)
4. Mental health concerns
 - a. Taught a multi-week college Central Teaching (CT) series called, "Finding Peace." The series explicitly taught that serious mental health issues often need professional counseling and perhaps medication. Our leadership does not teach that serious mental health issues can necessarily be solved by reading the bible more or praying more. (2020)
 - b. Offered a mental health training seminar for youth workers by a licensed counselor, Greg Schad. Greg is the Executive Director for Crossroads Counseling Group and Crossroads Consultation. (2019)
 - c. Offer quarterly counseling workshops for leaders, run by the counseling department. (2015)
 - d. Dwell leaders have published extensive resources on counseling and related topics to help believers to understand and handle a variety of mental-health issues
 - e. Created the Disclosures email hotline, giving youth workers direction on handling sensitive student disclosures of abuse or self-harm. (2012)
5. Youth leader vetting and safety training
 - a. All volunteers/staff working with minors undergo thorough vetting including third party background checks. (1993)
 - b. All volunteers/staff are required to pass an online safety training class which includes protocols for abuse and self-harm disclosures. (2019). Home church leaders are mandated reporters as per Ohio Revised Code.
 - c. High school ministry leads periodic mental health and trauma workshops run by licensed counselors and social workers.
 - d. Offer 2-4 yearly training classes for all high school leaders along with a written handbook.
 - i. Written handbook sent to leaders semi-annually which outlines expectations and policies
 - e. Banned indoor vaping at meetings and coached leaders regarding this. (2019)
 - f. Groups are required to do yearly parent meetings to make sure parents know the leaders and can see the groups for themselves.
 - g. Coordination with other student ministries like Vineyard, Young Life, YFC, and FCA.

6. Increased pastoral oversight resources
 - a. Updated the *Confidentiality and Gossip* paper (2018)
 - b. Implemented and utilized the *Adult/Student Liaison* team, an Adult Ministry Initiative (2017)

7. Additional teaching and leading to seek God's opinion above others. (2019)
 - a. Added more teaching and coaching in order to lead and teach folks not to rely on external motivation, like other's opinions. Instead, pointing people to God and how to have an "audience of one".