

POLICY MANUAL

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MISSION:

To assist believers in a walk with God that transforms their lives and impacts the world with God's message of redemption and abundant living.

SPECIFIC GOALS THAT GOD HAS PLACED AT THE HEART OF ENCOUNTER:

To reveal the love and work of God to the world through people who believe and obey Him. (Matthew 25:14-30)

To encourage believers to encounter God; turn from their self-centeredness, sinful desires and to deepen their relationship with God Himself. (Isaiah 40:31)

To accept people where they are and help get on God's agenda. Assisting people to move from where they are to where God wants them to be. (Col.1:28-29)

To guide people to see and understand the daily work/agenda of God, and to become immediately involved in God's agenda. (Luke 10:25-37)

To bring people into face-to-face encounters with God so they hear from Him directly. (Psalm 139:23-24)

To guide believers to understand and be actively involved in God's agenda for His children, the "ministry of reconciliation." (II Cor. 5:18-20)

To assist people to be rightly related to God, so they can discern His plan to work mightily through them to impact the lost world. (Romans 12:1-2)

To encourage believers to continually cultivate and develop a relationship with Christ, through a love of the Word of God that the Spirit of God may produce "fruit" in their lives. (John 15)

To bring glory to God in daily affairs of life as we reveal God's nature to the watching world by accurately reflecting His nature in our conduct, responses and investments of funds, time and energies. (James 1:27, Proverbs 19:17, Matthew 25:31-46)

To reach out to care for and help orphans and needy children around the world. To meet their physical needs and lead them to Christ so they will reach their world.

To help widows and the needy people around the world by assisting national Christian workers to provide food, water and living essentials to show the love of Christ and win them to Him.

To assist Christian workers and ministries around the world in training pastors and Christian workers and assisting with funds to build local churches for the glory of God.

HISTORY OF ENCOUNTER:

ORGANIZATIONAL STRUCTURE:

DOCTRINAL STATEMENT:

WE BELIEVE in one God, Creator and Sustainer of the universe, Who is eternally existent in three persons, the Father, the Son and the Holy Ghost.

WE BELIEVE that the Bible, both the Old and New Testament, is inspired of God and is His authoritative Word; and it is without error in all and is the supreme and final authority in matters of belief and conduct.

WE BELIEVE that Jesus Christ was conceived by the Holy Spirit, born of the virgin Mary, lived a sinless life, died on the cross as the substitution for sinful man, rose bodily from the dead and ascended to heaven, and is exalted at God's right hand as the Mediator between God and man.

WE BELIEVE that all people have sinned and are guilty before God and cannot see the kingdom of God, except through the new birth, which takes place through the repentance of sin and faith in God, and that one becomes a new person in Christ only by the grace of God.

WE BELIEVE in the work of the Holy Spirit to convict people of sin and guide in spiritual growth, and that every believer is to live and walk in the power of the indwelling Holy Spirit in order to bear fruit to the glory of God and not follow the lust of the flesh.

WE BELIEVE that Jesus Christ is the Head of the church, which is made up of all believers, and is locally a group of baptized believers who are organized and committed to doing God's will in worshiping and witnessing concerning Jesus Christ and proclaiming Biblical truths of holy living, compassion for others and living a life that demonstrates the power of God in a person's life.

WE BELIEVE that all believers are called into a life of obedience to the Word of God and to a holy and righteous life.

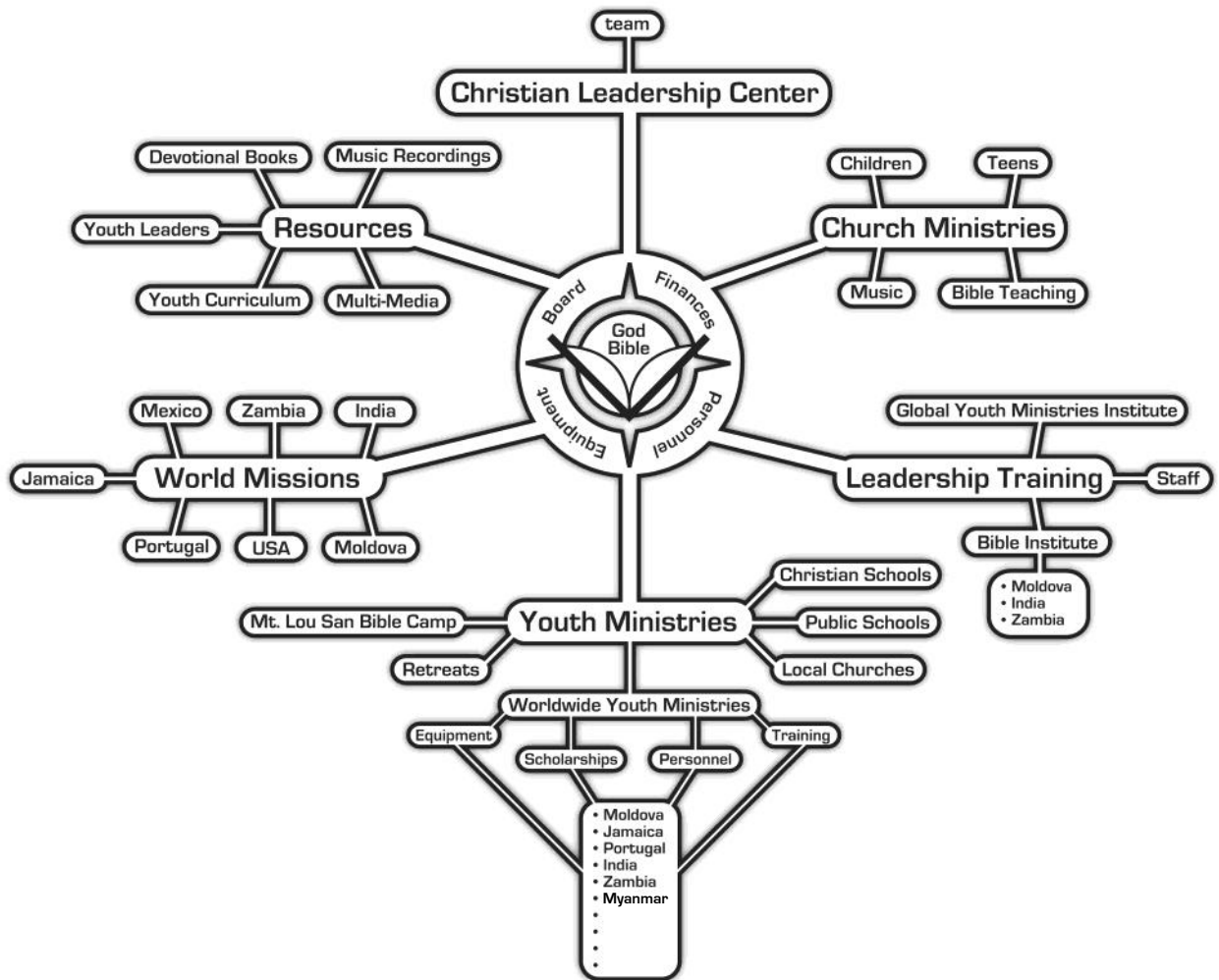
WE BELIEVE that Jesus Christ will personally and visibly return to raise the dead and call the living to stand before the throne, where the righteous will be rewarded, and the lost will be judged. God will establish His kingdom, a new heaven and earth, and He will be glorified forever.

WE BELIEVE that God has commanded that people should not engage in any intimate sexual activity outside of marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Genesis 2:24, 19:5, 26:8-9; Leviticus 19:1-30; Romans 1:26-29; I Corinthians 5:1, 6:9; I Thessalonians 4:1-8; Hebrews 13:4)

WE BELIEVE that the only legitimate marriage is the joining of one man and one woman. (Genesis 2:24; Romans 7:2; I Corinthians 7:10; Ephesians 5:22-23)

FINANCIAL BASIS:

OUTREACH MINISTRIES:



NOTES:

MINISTRY DISTINCTIVES:

Bible:

Salvation:

Discipleship:

Music:

Dress:

Finances:

Conduct:

Stewardship:

Spirit of Excellence:

Different from World:



ENCOUNTER BIBLE INSTITUTE:

The Institute classes are designed to give the student a Biblical worldview and to establish his life on a sound, Biblical foundation.

Some of the classes will be conducted in the normal classroom procedure; others will be through various media presentations. Each class will require reading, projects, class involvement and various accountability methods.

The Institute program is accepted by a growing list of Bible Institutes and colleges for up to 15 hours of credit based on the major declared by the team member.

The classes will include studies in the following areas:

Apologetics

Christian Worldview

Life Management

Leadership

Bible Doctrines

Missions

Introduction to Biblical Counseling

Camp ministries

Relationships and Marriage

And other areas at the discretion of the leadership.

The Institute also includes practical involvement in:

Teen Ministries

Children Ministries

Music Ministries

The cost of the required reading materials is \$200.00. This includes the books, media teaching tools, videos and other resources used in the Institute classes.

NOTES:

TEAM MINISTRY PROCEDURES

ENCOUNTER LIFE:

For one year, an Encounter team member is involved in intensive training and ministry in local churches, Christian schools, summer camp and foreign missions. The year begins with 4-5 weeks of learning music, discipleship and ministry preparation. Training camp includes extensive rehearsals and discipleship classes that are heart-searching and geared to prepare members for public ministry.

Upon the conclusion of training camp, the team then leaves for week-long revival meetings in various churches and schools across the United States. During those meetings the team is involved in singing, children’s ministry, and youth ministry. Team members, participate in ministry areas such as drama, puppet shows and counseling young people. The team also attends various discipleship classes to develop godly character, leadership skills and a greater understanding of God’s Word. During the travel year, the team gets the tremendous opportunity to visit a foreign country and be involved in the evangelism of the lost and encouragement of the saints. This missions experience is supplemented by various forums with missionaries in the United States in preparation for the foreign ministry.

To conclude the year, the team is involved in a summer of camp ministry, where they are able to practice all they have learned during the travel year through twenty-four hour involvement in the lives of young people.



GUIDELINES FOR EFFECTIVENESS AND UNDERSTANDING

WHY HAVE RULES AND POLICIES:

1. A situation where everyone does right in his own eyes is chaotic.
2. Encounter has a Mission... Vision... Standard... Foundation... Reason.
3. Everyone is watching us to see how we practice what we say we believe.
4. We have determined “goals” that we desire to accomplish.
5. ERM has a “philosophy” of operations that we will uphold.
6. These policies come out of “tried and proven” experiences.
7. We are responsible to parents, pastors, and financial supporters.
8. ERM does not adhere to the present day philosophy of “looseness” and freedom.
9. ERM desires to make an impact on society.

EXPECTED RESPONSE TO RULES AND POLICIES

1. Simply... everyone is expected to obey, uphold, and be “happy” doing it.
2. Obey, even if you do not agree.
3. Never complain... especially to people outside of ministry.
4. Do not allow other team members to violate rules.
5. Do not ask for exceptions or changes.
6. Never belittle or slander leadership/rules/standards.

TEAM MEETINGS:

Team meetings will be held daily to discuss schedule, ministry details and various important aspects.

Each team member is required to:

1. Attend all the meetings.
2. Be on time.
3. Give respect to leadership by listening.
4. Bring needed materials as announced.

REHEARSALS:

Rehearsals are generally held each day and announced in advance. It is imperative that the team continue to develop and strengthen the music ministry through these rehearsals.

It is vital that each team member:

1. Be on time.
2. Listen to instruction.
3. Do not talk while leader is talking.
4. Develop a sense of excellence in singing.
5. Take personal responsibility for learning all the music and contributing faithfully to the music ministry.
6. Do not ask for permission to miss rehearsals.
7. Take care of the music as good stewards.

NOTES:

CLOTHING AND APPEARANCE:

It is the heart of Encounter to maintain a spirit of excellence in all areas, including dress and appearance. The following guidelines are designed to establish standards that will allow us to minister most effectively in the various situations as God leads.

ATTIRE:

Team members will wear clothing designated by ministry leadership for uniformity, sharpness and distinction of ERM.

MINISTRY

Women:

1. Must wear the outfit selected for ministry.
2. Knee highs are to be worn for ministry.
3. No short skirts are to be worn on stage.
4. No dangling earrings that draw attention are to be worn.
5. Caution is to be used in wearing of jewelry.
6. Matching shoes selected by ERM are to be worn.

Men:

1. Ministry slacks, shirt, tie and coat are required unless otherwise announced.
2. Dress shoes
3. Outfit selected for ministry.
4. Dark socks only... no white.

CASUAL

Casual attire is worn when not involved in ministry. The following policies may be adjusted depending on the nature of the team's involvement.

Women:

1. Skirts or appropriate dresses.
2. Pants (not jeans) may be worn on most occasions.

Men:

1. Pants: not jeans
2. Shirts with a collar.
3. Shirts tucked in.
4. Appropriate shoes

ACTIVITY

The following list relates to activities, travel days or otherwise directed by leadership.

Women:

1. Pants or jeans that are loose-fitting.
2. Casual attire.
3. Shorts that come to the bottom of the knee.

Men:

1. Jeans-loose fitting and neat.
2. Walking shorts unless playing sports activity.

CLOTHING GUIDELINES:

1. All clothing must be ironed and neat.
2. No faded, ripped jeans or slacks.
3. Washed and clean.
4. Must fit properly.
5. Loose-fitting.
6. Appropriate for the occasion.

SPECIAL CONSIDERATIONS:**Women:**

1. No low-cut blouses are permitted.
2. No tight-fitting clothes are permitted.
3. No more than 2 earrings are to be worn while on stage.
4. No short dresses, skirts are to be worn (must come to bottom of knee).

Men:

1. No tight-fitting clothes.
2. No necklaces, bracelets or earrings are to be worn.
3. No excessively big rings or watches.

HAIRSTYLES:**Women:**

1. No hairstyles that draw undue attention are to be worn.
2. Ladies are not to fix hair in public areas.
3. During meetings hair is to be down, not pulled back, braided or uncombed.
4. Dying of hair must be approved by female leadership.
5. No extreme hairstyles are permitted.

Men:

1. No extreme hairstyles (shaved, etc.) is permitted.
2. Hair must be trimmed off collar and ears.
3. Mustaches and beards are not acceptable.
4. Must shave daily.
5. No hair dye or highlights are to be used by men.
6. Hair must be cut on regular basis.

NOTES:

PERSONAL CONDUCT:

All staff and team members shall ABSTAIN from:

1. Tobacco.
2. Alcohol.
3. Narcotic drugs.
4. Immoral activity or conduct of any manner.
5. Activities that would cause question or hinder the effectiveness of team ministry.
6. Music that is worldly, impure, unclean, or suggestive of any activities that are not Biblical.
7. Music that does not reflect the philosophy, guidelines and ministry of ERM.
8. Involvement with the opposite sex beyond the normal dealings of team life.
9. Watching TV programs or videos that demonstrate: sexual impurity, nudity, anti-Bible thoughts or conduct, immorality of any nature, and/or drinking.
10. Attending movies.

CLOTHING AND PERSONAL APPEARANCE:

Refrain from:

1. Improper attire drawing attention to the physical.
2. Improper attire reflecting a sloppy, faddish appearance.
3. Hair cuts or hair styles that draw undue attention, dying and coloring hair.
4. Hair cuts or hair styles that are not neat and reflective of ERM standards.
5. Inappropriate attire: men: such as : necklaces, earrings, bracelets, etc.
6. Inappropriate attire: ladies: such as: tight jeans or slacks, low-cut blouses, tight skirts, etc.

TEAM CONDUCT:

1. Do not sit on laps or conduct of this nature.
2. No “hugging” good night or good morning or any other time.
3. Refrain from all interaction that would cause questions or hinder ERM ministry.

HOST HOME CONDUCT & ETIQUETTE:

LODGING:

1. Beds are to be made every morning.
2. Bathrooms must be clean and neat.
3. Do not spend excessive time in the bathroom.
4. Always close your suitcase.
5. Pick up and hang up all clothes.
6. Never sleep with another person.
7. Plan is to rotate team members staying together.
8. On some occasions you may have to stay alone.

CONDUCT & CONVERSATION:

1. Spend time talking and sharing with the family.
2. Do not monopolize the conversation.
3. Do not drop hints of your support needs.
4. Offer to clean up table, wash dishes, etc.
5. Be friendly and considerate. Do not spend excessive time on your cell phone, computer, MP3 player, etc.
6. Never be alone in a house with a member of opposite sex or be in the car with them.
7. If you sense any unusual activities, call leadership immediately.
8. Do not criticize colleges, people, organizations or dispute philosophies.
9. NEVER discuss team or ministry problems or conflicts.
10. Do not help yourself to the refrigerator or cupboards.
11. Inform the family of your schedule.
12. Do not expect a snack each night.
13. Be courteous and thoughtful when food is served and do not to take excessive amounts.
14. If God directs you to fast, make sure your host knows ahead of time.
15. Always leave a thank you note.
16. Ask permission to add host family to your newsletter mailing list.

SPECIAL: Do not plan future visits to host homes without **FIRST** discussing the matter with the administrative staff.

NOTES:

Do not call ahead and arrange housing.

At your home church, you may select a team member to stay at your house.

Do not call host families and ask for “favors” or to visit them on vacation.

Do not send special letters requesting funds.

CELL PHONES:

1. Cell phones are to be used only during free time and travel times (limit of 1 hour).
2. Do not talk on cell phones at host homes, unless with parents (limit of 15 minutes).
3. Do not call other team members from host homes.
4. Do not send text messages when you are not to be using the phone.
5. Do not take pictures of any private nature.
6. Do not bring cell phone into places of ministry.
7. Cell phone is to be turned off when not in use.
8. Never take a picture of the team or a team member without permission.
9. Surfing the internet is NOT permitted.
10. Do not talk on phone in areas such as restaurants, cars, and areas where others are forced to listen to your conversation.
11. No text messaging between guys and girls unless it relates to logistical questions or team needs.

COMPUTER:

1. E-mail may be checked during free time within the time limits allowed.
2. E-mail and instant message are not to be checked or used any other times.
3. Checking the internet for “needed” and “important information” is ONLY to be done in the presence of another team member.
4. Do NOT place pictures or discussions about Encounter or team members on Facebook or any like websites.
5. Movies and DVD’s are NOT to be watched unless leadership has given permission.
6. Excessive time on the computer is NOT permitted.
7. Cell phones and computers can be checked to the fullest at any time team leadership senses that it is necessary.
8. Abuse or disobedience in either of these devices will lead to discipline, correction and even dismissal from the team.

MP3 PLAYERS & OTHER MEDIA DEVICES:

1. Only ministry approved music.
2. Only use this device in free time and on travel days (limit of 1 hour).

SOCIAL NETWORKING:

SOCIAL RELATIONSHIPS:

This area must be guarded because:

1. The team is together most of the time.
2. It is easy for team members to lose their focus in pursuing relationships.
3. Relationships often cause division and disunity among the team.
4. The team is in the public eye much of the time.
5. Ministry is neglected when social relationships become the priority.
6. Pressure for social relationships causes people to do unusual and unacceptable things.
7. Commitment to ministry is dulled when this area takes a predominant place in a person's mind and actions.
8. Distractions of this nature often create major problems.

SOCIAL GUIDELINES:

1. A guy and a girl are not to be alone in a room, car, home or any other setting.
2. Couples may NOT sit together or next to each other on the bus.
3. Couples are NOT to sit together during any time of ministry in churches or schools.
4. Special relationships are ONLY permitted after March 1 and are restricted to the following guidelines and regulations.
5. Physical contact is NOT permitted.
6. Sexual contact and activity is not permitted.
7. Notes and text messages relating intimate information are NOT to be written or sent.
8. The matters of social interests are NOT to be discussed with host families.
9. Couples are NOT to be involved in personal matters such as laundry of clothes, ironing, picking up or taking care of the other's things outside of what a normal team member would do.
10. Ladies are NOT to discuss personal issues with any guy team member.
11. Men are NOT to discuss personal issues with any lady team member.
12. Staying in homes of team members of opposite sex is NOT permitted during breaks and vacations.
13. In every situation and in all activities, physical contact WILL NOT be permitted. This includes holding hands, rubbing backs, tickling, sitting on laps, having arms around each other, kissing etc...
14. No social relationships are to be established with teens where the team is ministering. This includes email, text messages, phone calls or letters.

BUILDING RELATIONSHIPS:

The developing of social relationships while involved in this ministry can be very positive and happy. It is NOT the goal of ERM to become a dating service nor do we intend to allow any conduct between couples that is not supervised, Biblical and healthy for the couple and the ministry. Therefore, to assist in the development and control of these situations, the following guidelines have been set forth and will be monitored by team leadership.

RELATIONSHIP GUIDELINES:

This applies ONLY after March 1 and with **permission** from **leadership, parents** and **completion of Biblical Relationships course**. It is to be understood that these privileges can be **changed, stopped** or **adjusted** at the discretion of the team leadership based on the attitude and response of the team members involved.

1. May sit together at meals on travel days (not alone).
2. May sit together at one meal per day with the team.
3. May have 30 minutes 2 times per week to talk in public area at the church during team free time.
4. May be together at the mall as long as you are with a group of team members.
5. Scripture instructs believers to abstain from all appearance of evil; therefore, all conduct should be above reproach at all times.

BIBLICAL CONDUCT:

In regards to sexual matters, ERM holds the Biblical view that sexual involvement prior to marriage is a violation of Scripture and reserves the right to terminate any team or staff member on immediate notice if this matter is violated. Also, it is our conviction that any sexual activity involving the same sex is in violation of Scripture, and we reserve the right to release anyone involved in such activity upon **immediate** notice.

NOTES:

MUSIC:

Music is one of the most controversial subjects in the church today and therefore must be addressed carefully.

It is not the position of ERM to condemn or point the finger of question at others. Rather the position of ERM reflects the heart and mission of this ministry. After much study and prayer, it has been determined that ERM will present and hold to a conservative, Biblical position in regards to music. We do not endeavor to please the crowds or go along with certain trends and practices. It is our belief that music is a vital part of life, worship, expressions of God's work in one's life and that which God employs in convicting and guiding believers to a closer relationship with Himself.

Therefore, we desire that the music selections of the team reflect an attitude of worship and glory to God, while ministering to the hungry souls of mankind.

Each team member is expected to honor and follow the guidelines of this ministry in regards to music thus allowing the Spirit of God to work in and through each life. The music guidelines pertain to all music, public and private.

Thus, rock, country/secular, pop, rap, Christian rock or rap and contemporary "praise and worship" music is NOT acceptable. This music MUST be sent home or left in storage at the home base. Special questions in regards to music should be addressed to the appropriate leadership staff.

Note: Deliberate disobedience of these policies will be regarded as direct disobedience and will be handled accordingly.

ADDITIONAL ETTIQUETE:

PURPOSE:

To be a good example in all situations for the glory of God and loyalty to the team and ministry.

BASIS:

I Corinthians 10:31

1. Allow others in the food line first... unless instructed otherwise.
2. Be careful how much food you place on your plate.
3. Never eat before the rest of the family is seated and is eating... hostess is the key.
4. Do not wipe your plate off with a piece of bread.
5. Do not use the silverware that you have already used to get more food.
6. Do not put gum on your plate.
7. Do not talk with food in your mouth.
8. Never throw food.
9. Remain at the table until everyone is done.
10. Do not request things that are not on the table.
11. Clean up your place settings.
12. Offer to help with the dishes.
13. Do not yell or play rough in the house.
14. Always be properly dressed when in public.
15. Eat what you take.

MINISTRY PHILOSOPHY OF FINANCES

We **DO NOT** believe that missionaries should “beg” for financial support or make people feel sorry for them. We believe that being a missionary is a high calling and that “where God guides, He will provide.” The basic policy and belief concerning financial support is that it is our **opportunity** and **responsibility** to inform people as to **what** God is leading us to do, **how** that ministry will honor the Lord, and **how** it will be of eternal value to others. After we have shared our opportunity and the financial needs, we must be willing to **leave** the matter in the hands of the Lord, believing that God will supply in His own time and way.

In no way is a staff member to pressure, manipulate or coerce people to become involved financially. Manipulation is when a person makes people feel guilty for not helping with his financial needs.

It is our joy and opportunity to trust God. Many years ago Hudson Taylor said that “God’s work, done in God’s way, will have God’s support.” Trusting God is one of the major areas of spiritual growth involved in being a missionary.

TEAM MEMBER FINANCIAL INFORMATION

1. A fee of \$600.00 is required for training camp. The amount is due in full by August 12th and can come from the team member’s support account.
2. A discipleship fee of \$200.00 is required for each team member. This fee includes books and materials relating to the discipleship program. This amount is due at training camp and can come from the team member’s support account.
3. The amount for each team member to raise is \$150.00 per month for 12 months. This amount is used to assist in team outfits, office and accounting expenses, receipts to donors and various other team benefits. Additionally the team member will be responsible for the cost of the annual missions trip (approx. \$3,500.00). Any funds above this amount can go toward the team member’s salary.
4. It is important that you encourage your supporters to mail the support early each month because the cutoff date is the twenty-fifth of each month. Funds received after this date will go on next month’s check.
5. We request that you establish a checking account and a debit card before you come to Encounter. This will allow us to set you up on direct deposit upon your arrival and give you flexibility as you travel.
6. When you receive your check from the ministry on the first of each month, you will also receive a summary consisting of the gross amount, federal and state taxes, social security, along with names of supporters and the amount given.
7. Each supporter will be sent a receipt, a thank you letter, and an envelope for the next month’s support after each gift is received. Please be advised that checks must be made payable to Encounter Revival Ministries (not the team member) in order for the supporter to receive a tax-deductible receipt.

HOW TO SHARE THE MINISTRY WITH OTHERS

1. Pray that God will strengthen your faith as He meets your needs.
2. Write often (suggested monthly) to those who have committed themselves to support you. Share what their investment has allowed you to do, give them updates on the ministry as well as what God is doing in your life.
3. Provide adequate materials for each person to become acquainted with the ministry.
4. When you communicate with supporters, make sure that checks are made payable to Encounter Revival Ministries (for tax deductible receipts) and that the checks are sent to our office.



IMPORTANT DATES & SPECIAL ITEMS FOR PLANNING

August 26 - August 28, 2010
Annual Board of Directors Meeting

December 8, 2010 - January 6, 2011
Christmas Break

February 1 - 16
Foreign Missions Ministry

May 20 - June 8, 2011
Team released for pre-summer break

June: to be announced
Camp orientation and staff training week

June: to be announced
Summer Camp Ministry

It is of utmost importance that the team members organize and plan their schedules to be actively involved in the summer camp ministry. A large percentage of young people that attend camp are from churches and schools where the team has ministered during the year, and they desire to see and be ministered to by the team members. This is a **VERY** important matter!

ANNUAL MISSIONS MINISTRY

Each year we include a missions ministry outside the United States as part of the discipleship course and as a major outreach for evangelism. These opportunities have proven to be important to show young adults the needs in other countries. Also, the missions ministry provides multiple and varied opportunities of ministry in that country.

In past years the team has been to Russia, Mexico, Portugal, Jamaica, Moldova, India and Africa. Each year we are praying for God's will as to where He would have us go. For these special trips, each staff member raises his own funds to cover the cost of the trip. The expenses of the missions trip will be between \$2,500 and \$3,500.

NOTES:



FAQ'S ABOUT BEING ON THE ROAD

- 1. When do we begin our tour?**
Our first meeting is in September.
- 2. Will I just be a singer?**
No, you will also be leading small group discussions, possibly be involved in children and teen clubs and taking discipleship classes.
- 3. What should I expect while on the road?**
You should expect to be in a different school or church each week, which involves varied life-styles, host families, and foods.
- 4. When do we do laundry?**
Laundry is usually done in the host homes each week.
- 5. How do we get team clothes?**
The ministry will provide team outfits for each singer except for dress shoes and white shirts.
- 6. What do we wear on the road?**
Team outfits are worn during the services and personal clothes the rest of the day.
- 7. What do we do on days off?**
We will occasionally go sightseeing or do other activities as a team.
- 8. Will I need extra money while traveling?**
Yes, for your personal needs and wants. Meals are cared for by ERM. However, snacks, etc., are based on individual wants.

POLICY RELATING TO WITHDRAWAL FROM TEAM

If an individual begins the support process and raises funds, but decides to withdraw from Encounter, it is the responsibility of the individual to inform the donors of his/her intention not to travel with Encounter. It is also the responsibility of the individual to inform the donors of the ways the funds they gave can be directed.

1. The funds can be directed to other individuals who will be part of the Encounter team. This would help individuals who have not yet obtained the funds needed to meet their stated goal.
2. The funds can be directed to the general fund of Encounter. The financial department can direct the funds to the area of most need.
3. The funds can be returned to the donor. A request for the return of these funds must be made in writing by the donor to Encounter Revival Ministries in order for the donor to receive the funds.

Gifts and donations made to Encounter Revival Ministries designated for a purpose under the control of Encounter Revival Ministries are tax deductible. This includes gifts for support of a missionary, special missionary project or the general fund. To be consistent with legal standards, discretion in the use and disposition of all gifts, whether designated or not, is under the control of Encounter Revival Ministries.

CAMP MINISTRY

HISTORY:

OUTREACH MINISTRIES:

YOUTH MINISTRY

CHRISTIAN SCHOOL:

RETREATS:

POSITIVE CONNECTION:

PUBLICATIONS:

INTERNATIONAL MINISTRIES

DISCIPLESHIP/LEADERSHIP COURSE:

MINISTRY ASSISTANCE PLAN:

GLOBAL YOUTH MINISTRIES STUDY COURSE

GLOBAL YOUTH MINISTRIES INSTITUTE:

A special course of study designed to prepare those who wish to become involved in special ministries to youth.

The global youth ministries course includes:

- Special youth ministry opportunities
- Class instruction in youth ministry techniques
- Leadership principles
- Understanding teens and youth culture
- Principles of discipleship
- Worldwide missions
- Study of philosophies and trends
- Methods and techniques of youth ministry activities
- Teaching effectively
- Bible interpretation
- Other youth, family, ministry related areas



THE EFFECTIVE AND POWERFUL TEAM

Team: a group committed to the same mission

WHY IS IT GOOD TO HAVE A TEAM?

1. Encourage one another.
2. Allows for a variety of personalities.
3. More accomplished in less time.
4. A variety of “bases” covered at same time.
5. If one cannot perform, others can carry the responsibility.
6. Gives a variety of opinions and ideas.
7. Spreads responsibilities.

LAWS FOR EFFECTIVE TEAM MEMBERS

1. Diligent and faithful to carry designated responsibilities.
2. Willing to assist other team members.
3. Supportive of other team members.
4. Always looking for ways to make team more effective.
5. Working to be more effective and productive... Personally.
6. Faithful to the objectives of the team.
7. Supportive and positive attitude.

HOW TO BE A BETTER TEAM PLAYER

1. Give MORE than expected
2. HELP other team members
3. ADMIT failure
4. PUSH yourself
5. SET goals