



Commitment Document

The following are the Commitments of what is expected of each Aim team member, leader, and their families. It is Aim San Diego's mission is "To teach youth how to understand, be transformed by, and communicate the Gospel of Jesus Christ through verbal communication and the arts of mime and acting." This Commitment Document is for reaching our mission. All members must commit to the responsibilities and standards of the ministry for the duration of their participation with the team. Please read this document and keep it for future reference; it is your responsibility to know what is expected of you while on the team.

Positions/Responsibilities

Because we believe that God has given positions within the church with authority and responsibility, we have set up a structure to lay out the expectations for each position while on the team. This structure is for accountability and clarity of commitment. Should someone not be doing what is expected of them, or is stepping into another position's responsibility, the director will address the issue.

o Parents

- Parents are expected to help in Aim events. Help will be needed with transportation, setting up equipment, chaperoning, prayer, encouraging, sound, meals, etc. There are many behind the scenes opportunities that arise throughout the session. We will email any of these opportunities that arise as well as listing them on the "Family Volunteer List" on the website. Please commit to be a part of these opportunities.
- Because this is a family ministry, parents are encouraged to actively participate in practice activities such as sitting in on Bible study. They are also encouraged to be an active adult authority figure and engage in building relationships with team members.
- Part of the members commitment is to be at weekly practices, weekly meetings with their Support Partner, and Aim events is a commitment from the parents to ensure their children can attend and be on time. Whether the child can drive or not, the parent is responsible to facilitate that members can fulfill this part of the commitment.
- To be in compliance with Grace Brethren's Child Protective Policy, all team members need to be signed in and out of practice by someone 18 years or older.
- Parents will sign up to come to at least one practice to watch and supervise the team per session. There may be other times we will need parents to be at practice to be in compliance with Grace Brethren's Child Protective Policy.
- Please respect the facilities we are permitted to use by cleaning up after yourself or your children who are not on the team.
- Session fees are to be paid on time before the first team event of each session.
 - Session fees are as follows:
 - 1st and 2nd student – \$40 each
 - 3rd and 4th student – \$25 each
 - 5th student on – Free

- We require parents who volunteer to be drivers for Aim events such as road trips and missions trips to have a copy of their driver's license and a copy of their current vehicle insurance policy.
 - Each family must fill out a release of liability each year for each member.
- o **Leadership**
- **Director**
 - The primary purpose of the director is to under-shepherd the discipleship of each student. We believe that every parent has been given the task of discipling and training their children into maturity. As an under-shepherd, the director receives his authority to disciple the members on the team from the parents. As such, it is important for the director and the parents to be on the same page on what their goals are for their student. The director may schedule meetings with the family to talk about goals and what the next steps for growth might be for the student.
 - The director is to be held accountable for all actions that take place within the team: the director, the parents, the leadership, and the members. Aim believes in a high integrity, high accountability culture. The director should ask and be open for feedback and critiques from parents, members and outreach contacts. The feedback may or may not be implemented based on his decision, but it is his responsibility to make sure people feel heard.
 - **SALT (Student Action Leadership Team)**
 - Beyond usual duties and jobs, some members are asked to join our SALT team as either a leader or an assistant director. This is a commitment to model all responsibilities and standards and to take on additional responsibilities.
 - SALT are to attend weekly leadership meetings during the session.
 - SALT are only committed to attend 1 pre-session planning meeting over session breaks; however, they may take on tasks that require involvement during off-sessions.
 - **AD (Assistant Director)**
 - The assistant director takes on the responsibility of being a SALT plus: ADs are responsible for running practices and assisting the director in managing the team. Their primary goals are the discipleship of the leaders and team members and to accomplish assigned objectives.
 - ADs have the authority to enforce standards set forth by the director and commitment document.
 - ADs may lead Aim events independent of the director.
 - ADs do not regularly mime on the session's team to allow them to teach.
 - **Leaders**
 - Leaders take on the responsibility of being a SALT plus: Leaders voluntarily take on various tasks involved in the operation of the team
 - Leaders also have the authority to enforce standards like the AD. Should there be a conflict, the AD has precedence over the leaders.
 - A Leader may be given general charge of some Aim activities instead of the director or assistant director as the need arises, but not without some level of supervision from the director or assistant director.

o **Members**

• **Duties**

- Every session, members will be challenged to perform specific duties/jobs. These jobs may include tasks such as cleaning up a practice area, or tasks which require some preparation work throughout the week, such as leading a practice or giving a Bible study. Anyone leading a practice, Bible study or outreach should arrive early to set up anything they will need. Jobs will be assigned at the beginning of the session.

• **Support Partners**

- Aim uses accountability as a method to develop godly character in its members. For honest assessments and effective improvements to be made, one-on-one interaction is pivotal. Therefore, Aim assigns all members into Support Partnerships for the duration of a session. This will require weekly contact between partners preferably in person, but acceptably by phone throughout the entire Session.

• **Events**

- Each team member is required to bring and have accessible certain materials to events. There will be a designated place for your bag containing your required materials. Please keep your personal belongings orderly.

- Team members are required to be on time to practice. On time is defined as on location, ready to go before the call time.

- Members agree to no phones, gum, iPods, electronic games, card games, other games or headphones during events or practices. Leaders can use phones and iPods for team related purposes.

• **Weekly Practices**

- Practices will start at 4:30pm and end at 8pm every Monday. Each member is expected to attend all weekly practices, for the entire 3 ½ hours, throughout the duration of the session.

- The required materials for practice are: Bible, writing utensil, notebook to take notes as needed, water bottle with name (optional), your own snack (optional), proper attire and makeup kit the 1st Monday of each month.

- Every practice there will be a 10 minute snack/bathroom break. Team members are to consume their food in the allotted time period which includes preparation, consumption, and clean up. They may also use the bathroom, if so needed. Please only consume snack during breaks or when permitted by a leader.

- During song practice shirts will be tucked in.

- When not participating in a song, team members are encouraged to learn parts in that song without causing distractions.

• **Training Camp**

- Training Camp is a mandatory 1-2 day workshop at the beginning of the session for the team to get a head start on learning songs and to form into a team.

• **Outreaches/Presentations**

- Outreaches and presentations scheduled before the session starts will be required attendance. If an opportunity for an outreach or a presentation arises during the session it will not be mandatory, but we will ask the families on the team if they can come to that presentation. If a family does commit to come to that presentation that just arose then it will be considered mandatory to them.

- To avoid impeding members from church participation, we will book no more than two Sunday mornings per session.

- Presentation wear:
 - Hair is to be done before arriving at a presentation. If you are a beginner, do the best you can and after you arrive, we will redo anything that needs to be done over. You should have a sheet of instructions in your notebook for your hair. Hair will be parted down the middle. If necessary, boys need to have hair gel to keep their hair out of their face and off their face paint.
 - The required materials for presentations are: Black shoes w/ long black socks, black pants, presentation shirt, face paint kit, and white gloves.
 - Any belts should be black and inconspicuous.
 - Team members are to come to and from presentations in Aim shirts and black pants unless otherwise noted.
 - No talking in face-paint. Be aware of those around you as visual communication is required in face-paint.
- ~ 2-4 Monthly Presentations
 - There will be an average of 2-4 presentational outreaches per month.
- ~ 1-3 Session Service Projects
 - There will be 1-3 service projects planned per session.
- ~ One Annual Workshop (once a year)
 - Workshops are designed for people in the community to learn how “be a mime for a day” with the possibility of joining the team. Members in the session will be the ones to teach and run it with jobs pre-assigned.
- ~ One Annual Fundraiser (once a year)
 - All team members will participate in our benefit dinner in April.
- **Equipment**

Each team member will be given the following items:

 - Two Aim presentation shirts, red and turquoise, to be worn to and from presentations. You will be told what color to wear for each presentation at practice and through the website. The shirts should be washed right after it is used. The shirts should be washed in cold water on a delicate wash cycle and never be put in a dryer but rather hung to dry. These shirts need to last a full year without fading or creating cracks in the logo.
 - Two sets of white presentation gloves. One will be labeled and used for outside presentations, and the other will be labeled and used for inside presentations. The gloves are to be washed in cold water on a delicate wash cycle after each use and are never to be put in a dryer but rather hung or laid flat to dry. They should be stored in small plastic baggies. Gloves are never to be shared with other team members. The first two sets of gloves are given but when replacement gloves are necessary due to loss or negligence, the team members need to purchase them from the team. The new set of gloves is to be kept up to standards for at least a year; otherwise we will ask you to pay for a new set.
 - A face paint bag containing white face paint, black mascara, lip paint, eyeliner pencil and sharpener, a mirror and a pack for wipes. Each member is responsible for keeping their own wipes filled and also carrying a few sheets of paper towels in their face paint kit to each presentation. Each team member is to bring their face paint kit to practice the first practice of each month where they will be refilled. Team members are responsible for keeping their kits clean.
 - Gloves and face paint bags are to be washed, cleaned, and turned back into the team upon leaving the team or when stepping out for a full session.
 - Each team member will need to provide the following presentation items: Bible, black pants, long black socks, and black shoes.

○ **Everyone**

● **Respect for authority figures**

- The leadership team is responsible to ensure the ministry and its members behave above reproach. They have authority to make judgments in areas not specifically covered by pre-stated standards, as well as confront members in violation of set standards. In both cases, members must respect and obey the leadership team as God-ordained authority over them for their betterment.

● **Bathroom Policy**

- During practice, we will be following the Grace Brethren Child Protective Policy which is as follows: all persons age 13 and over will use the office bathroom or the single bathroom located in room #4 (if room #4 is not in use). All those under the age of 13 must use the main bathroom. Those that have taken the Grace Brethren Child Protective Training are permitted to escort younger children to the restroom. If parents need to assist their own younger children, they must take them to the bathrooms open to adults. This will be the policy anytime for our youth oriented events such as workshops and conferences held at Grace Brethren Church.

- During practice, anyone under the age of 13 will take a buddy also under the age of 13.

- As an overall guideline, team members are never to be alone. At presentations and outings, we will use the buddy system.

● **Communication**

- It is nearly impossible for the director to make individual phone calls to each family therefore email is the primary source of communication. However, please respond promptly to emails and phone calls. Please do whatever is required to communicate with the director/assistant director.

- Before the session starts, it is extremely important to communicate and clear all family vacations and absences from practice in writing by email to the director (Samuel: Samuel@AimSanDiego.org). We will do our best to honor your families as we book events which is why we ask for your schedule at the beginning of the session.

- During the session, you will receive weekly email updates regarding practices, upcoming presentations, event information, etc.

- If a team member must miss an event for any reason not cleared before the session, they must Email the director and AD the time they will miss and the reason why. The sooner we are notified, the better the chance of acceptance, but the bare minimum is two weeks ahead of the event date. It is both the students' and the parents' responsibility to make sure the directors receive this information. An unexcused absence from practice may result in denial from future membership.

- If a problem ever arises with one of the students, a leader will first give one warning and clearly state the expectations of the student. If the problem with the team member continues, the AD or the Director will step in. The goal will always be reconciliation.

● **Timeliness**

- If team members are running late, they are required to call or text the director/assistant director(s) and notify them of how late it appears they will be.

- If a student is late, they should run from the car to the room to show they are holding up their part of the responsibility to be on time.

● **General Conduct**

- Clean up after yourself.

- Stay above reproach. No unruly conduct.

Standards:

o **Proper Dress**

Please understand that our goal in having a dress code is to minimize distractions among the families without becoming legalistic. We ask you to limit your freedoms for the sake of unity with the other families on the team.

- Each team member will be required to wear an Aim t-shirt to and from all presentations, outreaches, and fundraisers. Service projects will be the exception if your clothes could get stained.
- Standard dress for Aim activities, except when otherwise noted, is loose fitting pants or shorts no shorter than mid thigh. No leggings unless worn with appropriate coverage over (such as shorts). Additionally, members are expected to wear loose T-shirts that are long enough to be tucked in and can stay tucked even when fully bent over. These shirts are not to be sleeveless, tank-tops, sheer, or see through. If there is a question on any article of clothing, please err on the side of length and looseness. The leadership team has full discretion concerning the appropriateness of a particular piece of clothing.
- Hair should be tied back and out of the face during practices.
- No hats, sunglasses, wristbands, excessive jewelry, or gloves will be worn at practice. A simple necklace and earrings that do not interfere with practice are fine.
- During presentations, girls are permitted to wear a simple set of stud earrings. “Simple studs” are defined as very plain earrings that are not dangles and have no flashy colors.

o **Guys and Girls**

- Aim seeks to be a family-like community that encourages healthy interactions between members of the opposite gender. We ask members to treat their team members as brothers and sister in Christ. Members are to refrain from attracting unnecessary guy/girl attention while involved in any Aim activities. The goal is to present a professional appearance and to facilitate unity within the team.

o **Youth Ministry**

- In youth ministry, there are many issues that members need to work through. For some this is a chance for them to step up on their own faith and not their parents, while for others this will be their only safe haven to be open and grow in a healthy environment. As such, we encourage students to become open and vulnerable with each other. Therefore, we do not shy away from talking about serious issues that they or their family are going through (such as cutting, suicide, drugs, or eating disorders).

o **Music**

- Aim uses a wide variety of music to accompany our mime routines. Songs ranging from orchestral to country, contemporary, or rap have been used. The music selected has been carefully evaluated by the leadership team based on content and clarity. However, Aim seeks to honor parents and their authority over their youth. Therefore, should a specific Aim song be found objectionable to a family, Aim will hear out their objection and possibly remove the song from our repertoire for the duration of that member’s involvement.

o **Support What We Are Doing**

- As Aim seeks to build a family, cultivate growth and present the gospel, it is imperative that the parents and team members work together, not against each other. Aim realizes that the commitment to the ministry will affect the whole family, not just the member. We also realize that our standards may not match that of each individual home. We know that we are asking a lot of your youth; thus, it is important that the parents are aware of the commitment their child is making and be mutually committed to seeing it through. Please be familiar with this document so that you can support and encourage your youth as they carry out the commitment they are making. Your help in each area makes a huge difference to the youth's success.
- Grace can and will be exercised regarding these commitments; however, it will be at the sole discretion of the director and leadership. Past demonstration of commitment will be the primary consideration when exceptions are requested.

For the duration of your participation with the Aim San Diego team, I will adhere to the rules and standards set forth by Aim and the director. I promise to give my full effort at all times and will be pushed to do so with a good attitude.

Team Member's Signature and date

Parent's Signature and date

Director's Signature and date