

# *Aim Commitment Document*

This document's purpose is to communicate the commitment necessary to make Aim possible. All members must commit to the responsibilities and standards of the ministry for the duration of their participation with the team. Aim realizes that the commitment to the ministry will affect the whole family, not just the member. The standards of Aim may, naturally, not match that of each individual home. Aim asks all families to be familiar with this document so that they can support their youth as they carry out this commitment. Grace can, and will, be given regarding these commitments. However, it will be at the sole discretion of the director and leadership. Past demonstration of commitment is the primary consideration when exceptions are requested.

## **Responsibilities:**

### **Parents**

- Parents are expected to help with such things as transportation, chaperoning, prayer, and meals. Aim will email any outreach or service opportunities that arise as well as listing them on the website.
- Parents will sign up to come to at least one practice per session to watch and supervise the team.
- Because this is a family ministry, parents are encouraged to actively participate in practice activities such as sitting in on Bible study. They are encouraged to build relationships with team members.
- Part of the members' commitment is to be at practices, weekly meetings with their Support Partner, and Aim events. Aim asks for commitment from the parents to ensure their children can attend and be on time.
- Each session, parents with their children will work on session goals to help foster growth. These goals should be given to Aim leadership to keep members accountable for them.
- 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.
- Session fees are to be paid at or before the 1<sup>st</sup> team event of the session. Session fees are as follows:
  - 1<sup>st</sup> and 2<sup>nd</sup> student are \$40 each, 3<sup>rd</sup> and 4<sup>th</sup> student are \$25 each, and 5<sup>th</sup> student and after are Free.
- Aim requires parents who volunteer to be drivers for Aim events, such as road trips and missions' trips, to provide a copy of their driver's license and current vehicle insurance policy to Aim Leadership.
- Each family must fill out a release of liability each year for each member and a photo release form.

### **Leadership**

- **Director**
  - The Director will work with the parents concerning session goals for their child. 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 accountable for all actions that take place within Aim and should be open for feedback.
  - The Aim Board may be brought in to hold the director accountable.
- **Assistant Director (AD)**
  - ADs are responsible for assisting the director in managing the team.
  - ADs may lead Aim events independent of the director.
- **Leader**
  - Leaders may be given general charge of Aim activities but not without supervision from a director.
  - Leaders may contact members concerning team affairs and to build relationships

### **Members**

- **All Events**
  - Each team member is required to bring certain materials during events. Please keep your personal belongings orderly and where designated.
  - All events scheduled before the session starts are required attendance.
  - Team members are required to be at each event on location and ready before the call time.
  - 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.
  - Members are not to use phones, gum, iPods, or games during events except for team related purposes.

- Aim uses the buddy system. As an overall guideline, team members are never to be alone.
- Every session, members will be challenged to perform specific jobs such as cleaning up, or tasks which require some preparation work throughout the week.
- Every session, members will work with their parents and leader to make spiritual goals.
- **Equipment** – Each team member will be given the following items:
  - Two Aim presentation shirts: red and turquoise. Members will be told what color to wear for each presentation at practice and through the website. The shirts should be washed on a delicate wash cycle and hung to dry. These shirts need to last a full year without fading in color or creating cracks in the logo.
  - A face paint bag containing white face paint, black liquid eyeliner, lip paint, eyeliner pencil and sharpener, and a mirror. Each member is responsible for keeping their own wipes. Please keep face paint kits clean.
  - Face paint bags are to be turned back to the team upon when stepping out for a full session.
  - Each team member is to provide the following items: Black pants, long black socks, and black shoes.
- **Training Camp** is a mandatory 2-day workshop at the beginning of the session.
- **Weekly Practices** are 4:30pm–8pm every Monday. Each member is expected to attend all weekly practices.
  - The required materials for practice are: Bible, writing utensil, notebook, water bottle (optional), snack (optional), proper attire, and a makeup kit the 1<sup>st</sup> practice of each month for refilling.
  - During song practice shirts will be tucked in.
  - **Practice Leader**
    - Each member will be the Practice Leader at least once. They are to work with the director on what needs done for that week’s practice. They are responsible for making a schedule, keeping track of time, and picking songs to practice. Practice Leaders should arrive 10 minutes early to meet with the leadership.
    - Practice Leaders will stay a few minutes after to debrief the practice.
  - **Bible Study Leader**
    - Each member will have an assigned day to be the Bible Study Leader, starting their 2<sup>nd</sup> session. They will have a leader assigned to them to teach them to prepare their study.
    - Bible Study Leaders will stay a few minutes after to debrief their Bible study.
- **Outreaches**
  - Aim will book no more than two presentations on Sunday mornings per session.
  - There will be an average of 1–3 presentation outreaches per month.
  - There will be 1-3 service projects planned per session.
  - There will be 1 Annual Workshop per year. Members will teach and run it with jobs pre-assigned.
  - There will be 1–2 Fundraisers per year.
  - **Presentation Attire**
    - The required materials for presentations are: Black shoes, long black socks, black pants, presentation shirt, face paint kit, and white gloves. Belts should be black and inconspicuous.
    - Hair is to be done before arriving at a presentation. Beginners are asked to do the best they can, and an experienced person will redo anything as needed. There is a hair tutorial video on the website. If necessary, boys should apply hair gel to keep their hair out of their face.
    - Members are to come to and from presentations in Aim shirts and black pants unless otherwise noted.
    - During presentations, girls are permitted to wear a simple set of stud earrings.
    - No talking in face-paint. Members should be aware of visual communication.
- **Support Partners** (For more information, see Support Partners handout)
  - 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.

## Everyone

- **Bathroom Policy**
  - During practice, Aim 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. 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.

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

- **Communication**

- Email is the primary source of communication from the leadership. Please respond promptly to emails and phone calls. Please do whatever is required to communicate with the director/assistant director(s).
- In addition to Email, information is updated on Aim’s website (AimSanDiego.org) regularly. Parents and their members should know how to login to the members page to get this information.
- Before the session starts, it is extremely important to communicate and clear all absences by email to the director. Leadership will do its best to honor the families’ requests when booking events.
- If a team member must miss an event for any reason not cleared before the session, they must Email the director and ADs what they will miss and the reason why. The sooner Leadership is notified, the better the chance of acceptance, but the bare minimum is two weeks ahead of the event date. An unexcused absence from practice may result in denial from future membership.

**Standards:**

**Proper Dress**

- The goal of having a dress code is to minimize distractions without becoming legalistic. Aim asks families to limit their non-fundamental freedoms for the sake of unity with the other families on the team.
- Loose fitting pants or shorts should be no shorter than mid-thigh. No leggings unless worn with appropriate coverage over them, such as shorts. T-shirts should be loose and 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 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, or excessive jewelry that interfere with practice will be worn.

**Guys and Girls**

- Aim seeks to be a family-like community that encourages healthy interactions between members of the opposite gender. 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.

**Youth Ministry**

- Aim does not shy away from talking about serious issues that arise in youth ministry (such as cutting, suicide, drugs, or eating disorders). Aim encourages students to become honest with each other about issues that they or their family members are going through.

**Music**

- Aim uses a wide variety of music to accompany mime routines such as orchestral, country, contemporary, rap, and many in between. The music selected has been carefully evaluated by the leadership team based on content and clarity. However, should a specific Aim song be found objectionable to a family, Aim may remove the song from our repertoire for the duration of that member’s involvement.

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For the duration of my 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.

\_\_\_\_\_  
Team Member’s Signature and date

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Parent’s Signature and date

\_\_\_\_\_  
Director’s Signature and date