

# ETBU BSM Leadership Team Covenant 2025-2026

After reading this covenant, fill out the application on the ETBU BSM website.

## OUR STRATEGY & MISSION

Baptist Student Ministry exists to help students to become passionate, life-long followers of Jesus Christ. Our mission is to equip college students to reach the campus and the world with the Gospel of Jesus Christ. Evangelism, Discipleship, and Missions are BSM's highest priorities.

We are a student-focused organization depending on university students to accomplish this vital ministry. The BSM staff exists to mentor, encourage, and equip students to serve Jesus. Leadership Team gives you a structured pathway to GROW as a disciple of Jesus and IMPACT the campus for Christ.

PRAYERFULLY CONSIDER SERVING ON THE STUDENT LEADERSHIP TEAM!

## LOOKING FOR PEOPLE OF F.A.I.T.H.

**F – Faithful:** A leader must be willing to make sacrifices to attend ministry events and serve faithfully.

**A – Available:** A leader must make themselves available to serve and be part of a discipleship group.

**I – Initiative:** A leader must assume ownership of their ministry, not doing the minimum, but “working as for the Lord, not for men”.

**T – Teachable:** A leader must be humble, eager to learn, and willing to take advice from their Christian community.

**H – Heart for God:** A leader must be a Christian believer who loves Jesus and wants to know him more deeply. This should be the number one priority of a Christian's life.

## REQUIREMENTS

### SCHOOL

- Must be in your second semester of college and progressing toward a degree.

### CHURCH

- Must be a committed believer in Jesus Christ and active in a Bible-believing church. You do not need to be Baptist.
- “Active” implies – at minimum – weekly attendance & relationships at the church. Preferably serving.
- Becoming a member is strongly encouraged. You must maintain church involvement while you serve as a leader.

## EXPECTATIONS

**You will have “ownership” of your area of ministry.** You are responsible for taking initiative, carrying out the duties of your particular ministry, and, when necessary, enlisting others to help you.

**Bi-Weekly discipleship meeting with the BSM Director or adult mentor** and 1 or 2 other students for encouragement, accountability & support in your ministry.

**Leadership Team meetings** – every first week of the month

Assist with **outreach & connections** especially during the first three weeks of the semester.

Members of the Leadership Team lovingly **hold one another accountable** according to Matthew 18:15-18 as we strive together for Christ-likeness.

- If a fellow team member is engaged in ongoing and unrepentant sin that would harm their reputation as a Christian leader and harm the reputation of BSM, team members should address it lovingly (1) first one-on-one (2) then with two or three, (3) then bring it to the attention of BSM staff.
- The goal is always to love the person and restore them to good fellowship within the ministry.

All Leadership Team members are asked to read the **[BSM's Statement of Faith](#)** and not actively promote doctrine contrary to it.

**Support the overall ministry of BSM** as you are able by attending RESET, socials, Fall Retreat, etc.

## IMPORTANT DATES

First RESET - August 27th

Fall Retreat - September 19-20

Beach Reach - March 6-13, 2026

## HOW DO I APPLY FOR THE BSM LEADERSHIP TEAM?

1. Fill out the application online.
2. Have an interview with the BSM Director.  
Contact [smcneal@etbu.edu](mailto:smcneal@etbu.edu) if you don't hear back within a couple of weeks.

Interviews will be conducted and assignments made by a committee consisting of the BSM Director and selected senior Leadership Team members.

# Leadership Team Opportunities

YOU WILL SERVE ON ONE OF THE FOLLOWING TEAMS.

## **Campus Outreach Team**

Put your creative skills and people skills to work for Jesus. Be part of a committed team that organizes a weekly outreach activity on campus. Each week the team will plan a different outreach: promote BSM events, do white board surveys, give away hot chocolate or Bibles, and offer to pray for people. Help BSM be outward focused and minister to the campus. BSM staff will help encourage, resource and coach you through this process! *You must be available during the day on Tuesday and/or Thursday 10am-1:30pm or be able to take a shift during this time.*

## **Prayer Team**

Use your gift of intercessory prayer to serve students and reach the campus for Christ. Organize BSM Prayer events, coordinate with the BSM Director on ideas and needs, and spearhead prayer efforts around campus such as Prayer Walks, assisting with 24hr Prayer Tents, and being available to students during planned worship nights. Encouraged, but not required is a prayer GroupMe or group message.

## **Kids' Club Team**

Coordinate a time weekly to host a Bible Study and game outreach effort to kids in Marshall at parks or public play areas. Work with the Kids' Club team to ensure that at least 4 students are involved to accommodate for how many kids are present. Create a plan or curriculum for each Kids' Club day per semester.

## **Free Lunch on Wednesdays (RESET) Ministry Team**

Help organize, set-up, serve and clean-up at RESET. Work with the RESET team to make it an effective outreach ministry. Work with the team to pray, plan, and encourage one another to reach out, build friendships, and share the Gospel at RESET. *You must be available from 11:15am-1pm (for setup and cleanup).*

## **Worship, Production / Hospitality Team**

Assist in the planning, preparation and execution of worship nights. Opportunities include leading worship, helping greet and make connections, helping with social media, or any production needs.

SCHEDULE: Groups will meet at various times throughout the week. BSM Director will help you choose a meeting time that is optimal for ministry and fits with your schedule.

## STATEMENT ON CHRISTIAN LIVING & WITNESS

*While we endeavor to encourage and hold one another accountable in every area of the Christian life, two areas merit special attention in the life of college students – alcohol use and sexuality – not because they are worse than other sins, but because they consistently cause harm and confusion. The abuse of alcohol and sexual sin are grounds for removal from leadership. Please ask our staff if you are unsure how to handle a specific situation. Also, if you struggle or fail in these areas, please talk to a staff member. We love you, will be gracious to you, and will always have the goal of helping you be restored to leadership.*

**ALCOHOL & SUBSTANCE ABUSE** – Our ministry includes many under the age of 21 and students at a variety of maturity and experience levels. For these reasons, it is important for us as leaders and representatives of Jesus Christ, to be above reproach in this area. Thus, we state clearly that to consume alcohol:

- You must be 21 or over
- You should not provide or consume alcohol around underage people
- You should not consume alcohol at any BSM event or together with multiple members of your small group
- You should not post pictures of alcohol consumption online

Aside from these clear directives, we encourage you to wrestle with the following questions: Am I likely to cause another believer to stumble? Is my decision to drink wise and God-honoring? What is my motivation to experience this freedom? Am I willing to sacrifice my rights if it will further the Gospel and encourage my brothers and sisters in Christ? You must avoid illegal drug use/drug abuse. Furthermore, the use of narcotics is against US law and Scripture's command to be sober. Therefore, Christians should likewise abstain from use of illegal narcotics.

**SEXUALITY** – Sex is good. God created it and called it good. Like all good gifts from God, sex can be misused and perverted. Your sexual purity is ESSENTIAL to your walk with God. Sexual sin affects your relationship with God more profoundly than most other sins (1 Corinthians 6:18-20). Our bodies belong to GOD, not to ourselves. Since marriage is a metaphor for God's love for the church, sexual sin damages the witness of the church. Sexual immorality is ANY sexual contact outside of man/woman marriage. Additionally, Christians should avoid being in situations rife with temptation for sexual sin or that give the appearance to others of sexual sin (Ephesians 5:3). Additionally, lust and pornography are sexual sins that do much harm and lead to addiction. Christians must fight to avoid these as well.