

Staff Conduct and Guidelines: Because of who we are in Christ, the organization we represent, and the impressionable age we work with, each of us must be willing to pay the price of leadership in every area of our lives.

The following areas are very important if you are to maintain a good reputation. We need your compliance in each of these areas for you to be a staff member.

As a youth leader in the Emerge Student Ministry of FUMC Union City, I commit to:

- 1) Focus first on my personal relationship with Jesus Christ, seeking to honor God with my life above all else;
- 2) Support, encourage and pray for our church leadership, my fellow youth leaders, youth and parents;
- 3) Fulfill the ministry responsibilities assigned to me to the best of my ability and to the glory of God;
- 4) As much as possible and reasonable, attend, participate in and support the events and ministry activities of Emerge;
- 5) Recognize my role in supporting the authority of parents over their youth;
- 6) Enforce all rules and requirements established by church and/or Emerge leaders;
- 7) Provide input and constructive criticism when and where appropriate, while respecting the authority and responsibility of those with whom I minister and those whom God has placed in positions of leadership;
- 8) Seek to build relationships with my fellow youth leaders, parents and youth, as vehicles to share the love of Christ;
- 9) Love unconditionally;
- 10) Require spiritual accountability of myself, my fellow youth leaders and youth; and
- 11) Actively work to promote an environment and spirit of belonging, fellowship and worship within my life, my area of responsibility within the Emerge ministry and within the ministry as a whole.
- 12) Do NOT plan activities with students without parental approval and that of the youth pastor.
- 13) Never date junior high or senior high aged youth. (you'd be surprised)
- 14) We must never voice critical opinions about any Christian church, staff, parents, or students in front of students.
- 15) Do not use illegal drugs.
- 16) Do not get drunk, and be discerning of your use of alcohol in public areas, etc. Impressionable eyes watch you.
- 17) When driving students you must obey all laws and use safe driving habits, including everyone buckled up.

- 18) Never drive a student of the opposite sex home alone.
- 19) Male staff are expected to spend time primarily with male students, female staff with female students.
- 20) Do not initiate touch with the opposite sex (back-rubs, hugs, etc.). If a student initiates a hug, don't refuse; just give them the 'ol one-arm-hug.
- 21) You should carry personal auto insurance. On your auto insurance we highly recommend that you carry a minimum of 100/300 personal liability and property damage.

Counseling Policies

- 1. Since counseling sessions are confidential, you should not share details with any person other than the youth pastor for the purpose of gaining wisdom on how to best handle the situation.
- 2. In all situations, men build relationships with young men, women build relationships with young women. Inappropriate displays of affection should be avoided.
- 3. You must report to your youth pastor any of the following situations within 24 hours:

- Physical abuse reported to you.
- Sexual abuse of any minor reported to you.
- When a student tells you he/she is suicidal (take them seriously).
- When a student is in a life threatening situation.
- When a student confesses pregnancy to you.
- If you become involved in a runaway situation.
- When a student confesses a felony to you.
- When you have reason to believe a student is going to commit a crime.

I have read the above and accept the YOUTH LEADER CONDUCT AND GUIDELINES.

Prospective Staff Signature _____

Date _____