



## Leader Guidelines and Expectations

2018/2019 Ministry Year

The following Guidelines and Expectations apply to every volunteer or leader serving in any capacity in the Student Ministry at Grace Fellowship Church. All volunteers and leaders must understand, agree to and be willing to be held accountable to these guidelines.

### **Appearance**

***"People look on the outward appearance but God looks on the heart."***

The first phrase is not the heart of the verse, but it's the truth. Students and adults will base their impression of our ministry on their impression of us. For this reason we wear appropriate clothing.

(1 Corinthians 9:19-23).

- The activity should dictate the type of clothing worn.
- All of our clothing should be clean, communicating personal discipline and recognition of self-worth, modest, protecting the reputation and image of the Holy Spirit (1 Timothy 2:9, 1 Corinthians 8:27, 1 Thessalonians 4:6a), and avoid masking our inner qualities (1 Peter 3:1-8).

### **Student Relationships**

Discretion in volunteer leader's personal lives is fundamental to both spiritual integrity and to continuing to do spiritual ministry among students and their families (Ephesians 5:1-12, 15-16).

To live wisely and without any hint of sexual misconduct we keep the following standards:

- Any verbal or nonverbal sexual interaction with any student is inappropriate.
- Volunteers/Leaders are prohibited from dating or going out with any middle/high school student
- Discretion must be used in physical contact with any students. Innocent behavior can be misinterpreted. A hug around the shoulders is not sexual abuse, but a full body-to-body hug, stroking, massaging, or affectionate kissing raises questions. Any overt

display of affection, appropriate hugging, for example, should be made in a public setting in front of other people.

- Sexual gestures or overtures to a volunteer leader by a student should be reported to Student Ministry (SM) staff so that a discussion can be held with the student.
- One-on-one counseling with a student should always occur in a public place, never alone in a car or a private place. As a general rule when counseling a student of the opposite gender, invite a member of the same gender as the counselee to be an observer.
- When a situation arises where you are alone with a student of the other gender, quickly move that situation to a public setting. Make the meeting as brief as necessary to accomplish God's purpose.
- Adult volunteer leaders driving alone with a student of the other gender is off limits.
- All suspicions of child or sexual abuse must be reported to the coach /ministry staff who will notify the appropriate agency.
- Any knowledge or suspicion of any Student Ministry leader having an inappropriate relationship with a student must be reported promptly to the ministry staff. If the person in question is the ministry staff, the report should be made to GFC Executive Pastor.

### ☐ **Leader's Dating Relationships**

Acknowledging that one of the most fulfilling relationships in Scripture and life is the one that a man and woman share, we recognize that at times a SM leader may establish a relationship with a leader of the other gender. We also recognize **the greatest visible destroyer of ministries is moral impurity**. The following policies should be understood in that light.

- Volunteer leaders involved in a dating relationship should model appropriate behavior. Particularly during ministry functions, our focus is to be on the Lord as well as students.
- In the case of premarital sex, extramarital sex, or a homosexual incident, immediate suspension from ministry leadership will occur.
- Remember, as you date another member of the SM leadership team or someone GFC that if the relationship ends that person will still be around to testify to your behavior and character.

### ☐ **Character Expectations**

- **To keep our integrity:** the motives, attitude, and actions of leaders should be completely transparent to any observer. **Our honesty** should be testable by Luke 16:10-12.
  1. *Faithfulness in little things*—being on time, keeping our word, filling requests on time, following through with students and other responsibilities.
  2. *Faithfulness in money*—turning in receipts, being very cautious with event cash and petty cash, remembering people have sacrificially given that dollar.
  3. *Faithfulness in that which belongs to another*—treating all the church equipment and property with utmost respect.

- **To be teachable:** None of us must claim to have arrived at infallibility. We must continually attend sessions, conferences, worship services, read, and observe with a teachable spirit, continually seeking to grow.
- **To be an appropriate role model:** volunteer and leadership responsibilities naturally require frequent interaction with students and their families, as well as the community. Volunteer leaders come into Christian ministry from a variety of backgrounds and beliefs—especially in the gray areas of Christianity.

#### SOCIAL MEDIA:

In the times we live, an individual's social media witness is paramount. A GFC Leader's online presence, including comments, photos and other material, not only reflects on Jesus Christ but also on Grace Fellowship Church. Students, parents and others you are leading will see what you post online and it will speak to your character. If the online message or witness from a GFC Student Ministry leader is inconsistent with other character guidelines stated here, ministry staff will discuss the issue with the leader. If it cannot be resolved, a leader may be required to suspend their ministry role.

#### MOVIES:

Because leaders are examples and role models, they must use *careful discretion* when choosing movies, music, etc., for ministry/small group activities.

- Parental permission and SM staff permission must be obtained before using any R-rated movies with students.
- Use PG-13 movies with extreme caution.
- *In all cases, preview a movie that you're considering showing to/watching with students. Seek to err on the conservative side. If you have any doubt whatsoever, first check with parents, your coach or SM Staff.*

#### CONTROLLED SUBSTANCES:

Along with entertainment choices, substances used by leaders model behavior to students.

- Illegal drug use by leaders is prohibited / will result in suspension from the ministry
  - Since the number one substance abused by teenagers is alcohol, leaders should use great caution with any use of alcoholic beverages and should not use them at all in the presence of students.
- **To develop a servant's heart:** *"Let nothing be done through strife or vain glory; but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others. Let this mind be in you, which was also in Christ Jesus...who made Himself of no reputation and took upon Him the form of a servant...He humbled Himself, and became obedient...even the death of the cross." (Phil. 2:3-8).*