

# ENDURE



**Community Group Adult Leader  
Application Packet  
For the 2025 Youth Gathering  
in New Orleans, LA  
- July 2025 -**

**PLEASE SEPARATE AND RETURN PAGES 12-14  
TO PASTOR PETER'S MAILBOX AT FAITH  
BY MONDAY, SEPTEMBER 30, 2024**





# Community Group Adult Leader Application Packet for the 2025 Youth Gathering

Thanks for being interested in attending the Youth Gathering! The Gathering is an exciting time for all of the youth and participants. In the last few Gatherings, a stronger emphasis has been on having Community Group Adult Leaders, not just chaperones (*previously called Family Group Leaders*). Relationships are key with any ministry; and youth ministry is no exception. Please realize that your involvement as a Community Group Adult Leader is not just for July 2025 (*actual trip dates will be finalized when plane tickets are purchased this Fall or Winter*) but even in the months ahead and months after the Gathering. Teens need loving, caring, concerned adults in their life even outside of their family. Please prayerfully consider your participation as a leader in Faith Lutheran Youth (FLY).

If you have any questions, comments, or concerns please contact Pastor Peter Johnson at: [flypenfield@gmail.com](mailto:flypenfield@gmail.com) or cell #: (585)773-4475.

## How will Community Group Adult Leaders be selected?

Due to “adult to youth ratio” restrictions from the LCMS Youth Gathering Planning Committee, each congregation is allowed a certain number of Community Group Adult Leaders based on the number of students they will have attending the Gathering. Because of the potential number of adults that want to be a part of FLY’s trip to the Gathering and the limited amount of adult spots available, we have a Youth Gathering Adult Leader Selection Process. The number of youth who sign up for the Gathering will dictate the amount of adult leaders we will take along.

## Adult leaders will be selected for the 2025 LCMS Youth Gathering through an application process that includes:

1. Filling out this application packet (due in Pastor Peter’s church mailbox by Monday, Sept. 30, 2024).
2. Completing the following background check by Monday, Sept. 30:  
[www.ministryopportunities.org/Application.aspx?oid=24184](http://www.ministryopportunities.org/Application.aspx?oid=24184)
3. Pastor Peter will evaluate all adult applications and announce the chosen adult leaders in early October.

*Please note that Pastor Peter Johnson is the Primary Adult Leader from Faith and either he or our potential future DCE will be automatically included as a Community Group Adult Leader.*

# COMMUNITY GROUP ADULT LEADER JOB DESCRIPTION

***“Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith. Jesus Christ is the same yesterday and today and forever.”  
Hebrews 13:7-8 (NIV)***

Being a Community Group Adult Leader is a year-plus ministry commitment. The task may be exhausting, but the sacrifices are well worth it! You are tasked with the high honor of being a spiritual leader that our youth group looks up to. However, you are not in this alone. Jesus Christ is with you, and His love never changes. Other adult leaders are in this with you, too. We all partner together to point youth and each other to Christ. Do not be overwhelmed by the tasks, but focus on the great reward this journey has to offer.

Each Community Group Adult Leader will be assigned to lead a “community group” of FLY youth in the Fall of 2024. All of our youth and adults who will be attending the Gathering will be divided into these Community Groups. These groups will connect throughout the year leading up to the Gathering. At the Gathering itself, the Community Group Adult Leaders will be responsible for their youth and encourage them to grow in their God-given faith in Christ.

## **A Community Group Adult Leader for the Youth Gathering is...**

### **1) A Shepherd, not just a Chaperone**

This means...

- Setting an example of faith in your worship, prayer, Bible study, and service to Christ and His church as you take on this role.
- Intentionally building a personal relationship with each individual youth in your Community Group.
- Meeting with your assigned Community Group outside of normal FLY activities throughout the year.
- Establishing a relationship with the parents of each youth. Working alongside Pastor Peter to keep the parents well-informed of all that is going on with the Gathering and encourage their involvement in the pre-and post-Gathering activities.
- Enabling and empowering each youth in your group to experience the journey to the fullest - spiritually, relationally, emotionally, etc.
- Encouraging each youth to be part of our weekly, monthly, and annual FLY Bible studies, events, retreats, Sunday Night FLYs, etc...
- Actively encouraging each youth to help them carry through with their commitment to the Youth Gathering and to your Community Group.
- Promoting harmony among the teens and adults through trust and love.
- Connecting with other Community Group Adult Leaders throughout the year and building relationships with them, too.

### **2) Giving “first-fruits” time vs. “leftover time**

This means...

- Making the Gathering preparations a priority and investment.

- Taking a leadership role for Gathering planning and FUNdraising.
- Readily sacrificing your own desires and wants in order to do what is best for the group and what is best for the youth, rather than what is best for you.
- Attending FLY events throughout the year for which you are available. If you are unable to attend regularly, be sure to clearly communicate about your absence with Pastor Peter and followup with any youth in your care.
- Go to New Orleans in July 2025 and having fun with the youth!!!
- Taking an active role in post-gathering activities and celebrations back home after the Gathering.

### **3) As a trusted authority yet one that may not have all the answers immediately**

This means...

- Saying “let me look into that” when presented with a difficult question.
- Receiving the support of the Primary Adult Leader (aka Pastor Peter) and fellow Adult Leaders as you work within the body of Christ.
- Taking time to personally rest and grow in Christ before and during the Gathering.
- Making use of resources, such as adult sessions and care services, provided to Adult Leaders before (at [lcmmsgathering.com](http://lcmmsgathering.com)) and during the Gathering.
- Participating in the Gathering with a growth mindset, ready to receive and/or give knowledge and resources.

### **3) As an adult leader on this trip, you will be served by our church in these ways:**

- Consistent prayer as you serve before, during, and after the Gathering.
- Pastor Peter will connect with you to provide encouragement and counsel throughout this Gathering experience.
- A portion of the cost of your trip will be financially covered by FLY as a thank you for serving our youth in this way. The exact amount you will be required to pay to FLY will be communicated with you by Pastor Peter this Winter.

### **About the role of the Primary Adult Leader (PAL)...**

- 1) As the Primary Adult Leader, Pastor Peter will lead the Adult Leaders in accomplishing these things as well as being the ‘link’ between Youth Gathering planning and the other leaders, youth, parents, and congregation.
- 2) The Primary Adult Leader is responsible for registering the group, creating the trip itinerary, organizing planning meetings, and making reservations for lodging, travel, etc.
- 3) Pastor Peter will delegate many PAL responsibilities to other Gathering Adult Leaders while Faith searches for a new Director of Christian Education (DCE). Be prepared to assist Pastor Peter in PAL tasks. Thank you!

### **About the role of Young Adult Leaders (YAL)...**

- 1) There may also be FLY Young Adult Leaders on this trip (aka college students or other young adults under the age of 23). They will be given some responsibilities, too, under your leadership in the Community Group.

## **FLY One-on-One Policy**

**(from pg. 4 of the FLY Policy Manual)**

### **FLY Adults**

- Adults can't be alone with someone (regardless of gender) without expressed permission by the youth's parent.
- If you have permission to take a youth in your car, notify their parents of your plans/ETA. (Driving with a youth (who isn't related to you) alone in your car should be a last resort option.)
- Two-armed hugs (bear hugs), kissing, groping, and other sexual contact are not allowed in private or public settings.
- One-armed side hugs are allowed only with the youth's consent. (Ask the youth if they want a hug).
- High-fives, fist bumps, and handshakes are a great "go-to." Always be mindful of the youth's safety and well-being.
- If alone at church with a youth, be in view of a security camera (main office, hallways, Concourse, and FLY Room).

### **FLY Youth**

- Before, during, or after a FLY event: youth should never be alone with someone of the opposite sex.
- Adults are to create safe environments for all youth – creating the "3 person rule." There should always be 3 people in a group – especially when away from immediate adult supervision (aka Youth Gathering).
- If for some reason there are two people alone, they are to move to a public location (if at church – move to the Concourse in view of the security cameras) or prop open the door (if in a classroom or hotel).

## **FLY Adult Driver Policy**

**(from pg. 5 of the FLY Policy Manual)**

### **Driver Screening Form**

- Every FLY adult driver for any FLY event that requires driving – will need to have a Brotherhood Mutual Driver Screening form on file with the Youth Minister AND a copy of their current Car Insurance Card. (See the Youth Minister for screening forms).

### **Adult Driver Age Minimum**

- FLY Adult Drivers must be 21 years old or older.

\*The Faith Youth Minister has the final say on who is able to serve as a FLY driver.

# **FLY Chaperone Policy**

## **(from pg. 6 of the FLY Policy Manual)**

### **Chaperone Job Description**

-FLY adult chaperones assist the Youth Minister in the faith development and security of our youth. They also assist in the behind-the-scenes planning, fundraising, and other important details associated with the FLY trip. The adult chaperone must be at least 23 years old to be considered an official “FLY Adult Chaperone.”

### **Chaperone Expectations**

- Have an active and evident faith in Jesus Christ.
- Love youth and enjoy pointing them to Christ.
- Enjoy doing new things.
- Is genuine and real with people of all ages.
- Be an active participant and leader in weekly and monthly FLY activities. It's important for youth to develop relationships with adults before, during, and after a FLY trip. It helps develop rapport and trust.
- Build friendships with other adult chaperones.
- Assist the Youth Minister in behind-the-scenes trip details.
- Fully complete, submit, and pass a background check through Faith Lutheran Church's "Protect My Ministry" account at the time of signing up for the FLY trip: <https://www.ministryopportunities.org/FaithLutheran123>

### **Out-of-state Chaperone Expectations**

- Help with the annual FLY fundraisers (Craft Sale, Coffee House, & Spaghetti Dinner).
- Attend the info meetings regarding the out-of-state trip.
- If by the Spaghetti Dinner, the adult chaperone hasn't been actively involved in FLY (building relationships, helping at events, etc...) their name will be taken off the trip list and a back-up adult (at the Youth Minister's discretion) will take their place.

### **Chaperone Fees**

- The Youth Minister will inform the chaperones what and when they are required to pay.

\*All chaperones are required to read this FLY Chaperone Policy before signing up to chaperone a FLY trip. Please contact Pastor Peter Johnson if you have any questions: (585)773-4475.

# 2025 Youth Gathering



## ESTIMATED Youth Budget (Based on 8 days, 7 nights)

Gathering Registration	\$395
Gathering Housing	\$340 (Estimated on \$180/room night + tax/room a night, 7 nights, 4 ppl per room.)
Travel to New Orleans	\$525 (Includes 2 baggage fees of \$35 each)
Travel in New Orleans	\$20 (Public transportation fees)
Food	\$180 (\$20 per meal/6 meals on your own/\$60 for groceries)
Group's Special Items	\$50 (T-shirt & group activity or dinner)
<b>TOTAL</b>	<b>\$1,510</b>

<b>*NYG Payment Schedule</b>	<b>Amount</b>	<b>Due Date</b>	<b>Total in Your Account</b>
Commitment Payment #1	\$150	Monday, Sept. 30, 2024	<b>\$150</b>
Payment #2	\$150	Sunday, Oct. 27, 2024	<b>\$300</b>
Payment #3	\$150	Sunday, Nov. 24, 2024	<b>\$450</b>
Payment #4	\$150	Sunday, Jan. 26, 2025	<b>\$600</b>
Payment #5	\$150	Sunday, Feb. 23, 2025	<b>\$750</b>
Payment #6	\$150	Sunday, Mar. 30, 2025	<b>\$900</b>
Payment #7	\$150	Sunday, Apr. 27, 2025	<b>\$1,050</b>
Payment #8	\$150	Sunday, May 25, 2025	<b>\$1,200</b>
**Remaining Balance Payment	\$310	Sunday, June 29, 2025	<b>\$1,510</b>

*(Checks made to "Faith Lutheran Youth")*

**\*All payments are non-refundable.** If for any reason you need to back out of the Gathering, you may choose a substitute before April 30th (talk to Pastor Peter Johnson immediately).

**\*\*In early June, Gathering youth participants will receive a letter from FLY which will include information about the amount of money they earned through our 2024-25 FUNdraisers. Participants may or may not have a remaining balance due on June 29, based on their FUNdraised amounts. Read page 8 for more info about our volunteer fundraising policy.**

### 2024-25 FLY FUNdraisers

- Hot Dog/Burger FUNdraiser - Sept. 8, 2024
- Bake Sale - Nov. 3, 2024
- Ornament FUNdraiser - Dec. 1 & 8, 2024
- Coffee House Stage/Lights Setup - Jan. 29, 2025
- Coffee House/Placemat FUNdraiser - Jan. 31, 2025
- Spaghetti Dinner/Placemat FUNdraiser – Mar. 5, 2025
- Cinnamon Roll Sunday – Apr. 27, 2025
- Sponsorships – Summer 2025 (**\$ will help pay for additional hotel & travel fees not covered by you**)
- Letter-writing FUNdraiser - Anytime

# 2025

## Youth Gathering

### FLY Group Covenant

*A covenant is an agreement made between a group of people. It helps define the expectations we have of one another and the consequences for failing to meet those expectations. The purpose of making a Group Covenant is to aid harmonious living and provide a good experience to everyone involved.*

Below is the Group Covenant for the members of Faith Lutheran Youth (FLY) attending the 2025 LCMS Youth Gathering in New Orleans, LA. Each youth and their parent/guardian must read the Group Covenant.

All FLY Gathering Youth & Adults will be assigned to “Community Groups” in the Fall of 2024. Each Community Group will be led by an Adult Leader. Your Community Group will connect throughout the year leading up to the Gathering. Your group will build relationships with each other while preparing for what God has in store at the Gathering.

#### **BEFORE THE GATHERING**

**1. We will continue to *Grow* in our relationship with Christ and others in these ways:**

- Actively participate in weekly worship services and Bible studies.
- Attend Youth Gathering meetings and Community Group hang outs.

**2. We will continue to *Connect* with God and other Christians in these ways:**

- Talk with our loving God every day through prayer.
- Participate and invite friends to Sunday Night FLY, retreats, and other FLY activities.

**3. We will continue to *Serve* God and serve others in these ways:**

- Volunteer at our FLY FUNdraisers.
- Serve God by serving Faith Lutheran Church and our community.

**4. We will respect our Community Groups attending the Gathering in these ways:**

- Being supportive of our Community Group Adult Leader’s decisions, even if we don’t always agree.
- Reflect Christ’s love to other youth and adults.
- Regularly communicate with other Gathering participants and Community Group members in order to build friendships.

**5. We will honor our church members and Gathering leaders in these ways:**

- Sharing Christ through our words and actions before, during, and after the Gathering.



- Regularly thanking other church members for supporting our trip and praying for us.
- Making our Gathering payments on time so we are able to reserve flights, lodging, food, etc...

## **DURING THE GATHERING**

### **1. We will keep in mind that we represent God and the Church and will do so in the following ways:**

- Having a positive attitude and being flexible when things go wrong or schedules change.
- Being supportive of Adult Leaders' decisions, even if we don't always agree.
- Being respectful, obedient, and considerate to the adult leaders and other Gathering participants. This includes telling the truth, being where I say I'm going to be, and doing what we've agreed to do.
- Treating one another in a loving, Christian manner by respecting and caring for each other. When disagreements or problems do come up, we will talk to that person first and then, if necessary, bring the issue to the attention of an Adult Leader instead of gossiping or venting to others. (*see Matthew 18*)

### **2. We agree to care for each other by helping each other in these ways:**

- Being on time for meetings, flights, and other scheduled activities so we don't hold everyone up.
- Being tidy in hotel rooms and considerate of others' sleep needs.
- Offering to carry luggage, open doors or assist with any job.
- To help one another by encouraging a Christian atmosphere, including others (being inclusive), using Christ-like language, staying away from cliques, and praying for one other.

### **3. In addition, we expect our Adult Leaders to:**

- Show patience and try to get the 'whole story' before reacting.
- Be flexible when a change of plans or rules is needed.
- Consult us in decision making as much as possible.
- Follow this covenant fairly in dealing with problems.

### **4. For safety and consideration, we will agree:**

- To stay in groups at all times. We will only leave the direct supervision of a Community Group Adult Leader with their **expressed permission**. We will never go anywhere by myself. We will always be with a partner or a group of three and will not leave anyone by themselves.
- To report any illness or personal emergency to an Adult Leader. If we cannot find an Adult Leader or need additional help, we will go to an Event Administrator or the hotel's front desk for assistance.
- To refrain from the use of cell phones and other electronic devices during Gathering Programming (Bible Study, Mass Events, Interest Centers, etc.) which could cause a distraction to us and those around us and also during times when it could pose a safety issue or hinder interaction with the rest of the group (airport, streets of New Orleans, etc.).

- To keep a copy of our personal emergency form with us at all times in our backpack. (Community Group Adult Leaders will also have copies of all forms.)
- To remain in communication with our Community Group Adult Leaders.

**5. We willingly agree to abide by these rules and expectations:**

- To fully participate in Gathering events – including attending all required sessions.
- We will “step out of our box” and try new things to enrich our overall experience of the Youth Gathering.
- Feeling free to voice our opinion in a respectful manner and to stand up for one’s values and opinions. When we don’t feel like going to a specific Interest Center or group activity, we will talk to an Adult Leader to share our opinion.
- To treat the hotel property with respect – not stealing anything or destroying any part of the hotel’s property. We understand that we are financially responsible (not Faith Lutheran) for anything that we break.
- To be in our hotel room, lights out and quiet at the designated time each night.
- We understand that being outside of our hotel room and/or allowing others into our hotel room after the designated time will result in being sent home.
- To not participate in any of the following behaviors: Use or possession of alcohol, drugs (including tobacco), or weapons (including pocket knives); new body piercings or tattoos; sexual behavior of any type (*aka “No Purpling”*); sexting; bullying; violence/fighting, etc. We understand that these are behaviors that can get us sent home.
- To never be in the room of a member of the opposite sex without the **expressed permission** of an Adult Leader and the door completely open.
- To abide by the following dress code:
  - Girls:** Clothing must be better than school dress codes and appropriate for a Christian gathering. No short shorts and visible bra/bra-straps.
  - Boys:** You must wear shirts at all times (other than at the pool, beach or showers) and no baggy pants or shorts (we don’t want to see your underwear).
  - Both:** The content (pictures/text) on your clothing must be consistent with a Christian worldview. Keep in mind that people not associated with our Group Work Camp will be in our midst.
- We understand that if we are in violation of the dress code we will be asked to change clothes and may lose privileges such as swimming or a fun group activity.

**6. When something in this covenant is not followed, an Adult Leader will discuss the problem with me and I will have knowledge of the possible consequences listed below. All consequences will be at the discretion of the Adult Leader.**

- An Adult Leader will be assigned as a “shadow” to stay with me until trust is restored.
- Certain privileges like swimming or fun group activities may be taken away by an Adult Leader. My parents will be called.
- I will be confined to my hotel room with supervision for an appropriate period of time.
- I will be sent home at my parents’ expense.

## **AFTER THE GATHERING**

**1. We will continue to live faithfully with God and “Endure” in our faith in Him.**

**2. We will share all that God did in and through us at the Gathering in these ways:**

- Participate in the youth-led worship services at Faith (Date TBD).
- Share stories from the Gathering at our annual Sponsorship Picnic (Date TBD).
- Tell friends and family members why we went to the Gathering and what we learned about God and His church.

**3. We will continue to live as members of the Church in these ways:**

- Worship our loving and gracious God on Sundays and throughout the week.
- Dig into Scripture and talk to God on a daily basis.
- Actively grow in community with other Christians through FLY and other Christian groups.
- Humbly serve others outside the walls of Faith Lutheran Church.
- Share the Gospel of Jesus Christ through words and actions!

# 2025 Youth Gathering Community Group Adult Leader Application Form



## Part 1 - GENERAL INFORMATION

Name \_\_\_\_\_

Birthdate \_\_\_\_/\_\_\_\_/\_\_\_\_ Male/Female \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Phone \_\_\_\_\_ T-Shirt Size: \_\_\_\_\_

E-mail \_\_\_\_\_

## Part 2 - EXPERIENCE AND EXPECTATIONS

1. Why do you want to be involved in leading a Community Group at the Youth Gathering in 2025?

2. What do you most enjoy about working with youth?

3. What special gifts and/or talents would you bring to our Gathering team?

**4. List any past experiences you have with leading or working with youth.**

(Youth Advisor, Bible classes, work camps, retreats, Youth Gatherings, FUNdraisers, etc...)

**5. Describe your present relationship with Jesus Christ.**

(Where are you on your faith journey?)

**6. What do you hope to come away with from the Gathering next summer?**

(Learnings, experience, faith growth, etc...)

**7. Are there any issues or concerns in your life right now that would have an impact in your involvement in an adult leadership role?** (Including health issues that could impact your ability to comfortably walk 2-3 miles daily in New Orleans heat & humidity or require you to enjoy more than 6 hours of sleep each night. *Note: You do not need to share particulars of health & wellness issues.*)

**8. If you have a teen(s) or another relative who is attending the Gathering, have you talked with them and are they OK with you possibly being a Community Group Leader?**

**A. What are your teen(s)/relative(s) names who will be attending the Gathering?**

**B. If you're selected to attend the Gathering, is there a reason you need to be in the same Community Group with a relative? If so, please explain.**

**9. Will you be willing and able to support and enforce FLY's rules & our Youth Gathering Covenant?**

**10. Will you be willing and able to support and carry out the mission of Faith Lutheran Church?** (Connect, Grow, and Serve in the name of Jesus Christ.)

**11. How long have you been a member of Faith Lutheran Church?**

**12. How many LCMS Youth Gatherings have you attended as:**

An adult chaperone: \_\_\_\_\_ A youth participant: \_\_\_\_\_

**13. Is there any other information about you that would be helpful to know?**

### **Part 3 - MAKING THE COMMITMENT**

As stated earlier in the FLY Chaperone Policy, you will be asked to pay a portion of the cost of your trip to the Gathering. Pastor Peter Johnson will inform you what you owe and when it'll be due.

Your commitment to be a Community Group Adult Leader will require you to follow the responsibilities mentioned in this application packet, and to participate in FUNdraisers, Bible Studies, Sunday Night FLYs, and other FLY events to build relationships with the youth and other leaders.

Sign below as verification that you have read through this packet, understand the commitments, and want to serve as a Community Group Adult Leader for FLY's participation in the 2025 Youth Gathering in New Orleans, LA.

**Community Group Adult Leader Candidate:** \_\_\_\_\_

**Date:** \_\_\_\_\_

***Thank you for being willing to serve in this special way! You will be notified in early Oct. by Pastor Peter if you've been chosen to attend the 2025 Youth Gathering in New Orleans, LA.***

*\*THIS APPLICATION WILL REMAIN CONFIDENTIAL AND WILL ONLY BE SEEN BY PASTOR PETER JOHNSON.*

**PLEASE SEPARATE AND  
RETURN PAGES 12-14 to  
PASTOR PETER'S CHURCH  
MAILBOX BY 9/30/24.**