

Expectations of Youth Staff at SDFC

A. Context

1. To be a leader you need to live a life above reproach (read 1 Tim 3:1-13).
2. We find our identity in Christ, and in Christ alone (read Romans 5:9-11).
3. In order to be a great youth staff you have to seek more than a friendship relationship with the teens. A youth staff not only comes alongside the teen, but he or she gives guidance. This does not mean always having the “right” answers, but living in a way that gives them a model of what Christ-following looks like. That means in order to be on the youth staff team we need to be a family of people seeking to be like Jesus Christ.
4. The goal is to lift each other up as a like-minded community of Christ followers, who desire to dwell in the presence of the Lord. We are not trying to be perfect, but in grace we want to reflect God’s love at all times.
5. A Youth Staff is a mentor. Mentorship means showing the way to others.
6. Youth Staff Disciple Teens. This means...
 - a. Be in relationship with teens.
 - b. Be faithful to model participation in the Body of Christ to them.
 - c. Invite them to follow Christ as you follow Christ. Invite them into your areas of interest.
 - d. Openly encourage, question, and challenge their faith.
7. Be a follower of The Way (read 1 Timothy 4:12). This means that...
 - a. We love and value all human beings equally.
We use our words to build others up.
We strive to put others’ needs above our own.
We look to be a servant in all situations.
We recognize our calling to be stewards of God’s creation.
8. Be Fully “In”
 - a. Regularly attend youth group and choose it over other events.
 - b. Commit to being at youth group every week from 6:00-8:45pm
 - c. Don’t miss more than 2 youth groups a year.
 - d. Let your leader know if you will be late or cannot make it.

B. Be Growing Spiritually

1. Lift up Christ in all you think, do, say, yearn for, breathe, purchase, and strive to be...
2. Christ says, “Love the Lord your God with all your heart, with all your soul, and with all your mind” (Matthew 22:37).
3. “Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is —his good, pleasing and perfect will.” Romans 12:2
4. Out of your ever-growing love for God, commit to strengthening your relationship with God through devotions, Bible study, and prayer. Understand that by striving to know God, you are opening the door that allows God to direct your path. Know that by joining the Youth Staff team you are willingly committing to accountability in all areas of your life.

C. Transparency & Community

1. Let it be stated from the beginning that to join this team you have to be transparent. The success of the entire team rides on each individual's ability to be honest with themselves before God and each other. The expression of your honest thoughts, feelings, frustrations, joys, opinions and even your struggles will build the foundation for this group. If you want to be a student mentor, you need to be transparent.
2. Encourage other people often.
3. Be a Member of a Christian Community
 - a. Regularly attend and invest. Consider membership...
 - b. Be part of a group that preaches Christ, loves their neighbors, and celebrates the Eucharist.
 - c. Find a place that challenges you to practice Sabbath, tithe, fast, read, & serve.
 - d. Try to find a place that has people who are different than you.
 - e. We love SDFC. Also check out Mission Church of the Nazarene, South East Nazarene, Mid City Nazarene, Mosaic, Flood, The Rock, etc...
 - f. We can help you connect to a group if you do not have one.
4. Be Accountable & Disciplined
 - a. "As iron sharpens iron, so one person sharpens another." Proverbs 27:17 Find a group of your peers or a close friend that will ask you tough questions about spiritual growth on a regular basis.
 - b. If you are not on the "disciplee" end of a relationship then you have very little business being on the "discipler" end of another relationship. Find someone who is farther along in his or her faith journey to meet with you at least every other month.
 - c. Go deep, share life, pray together.
 - d. Seek out profs, RDs, older youth staff, adults/senior adults in our church.
 - e. If you need help connecting with someone we have multiple people who can help (Paige Milgrom, Leader of Mentoring Ministries - Paige@sdfcaz.com)

D. Awareness in Ministry

1. Know the issues that you are wrestling with in your own journey. Don't process those issues with your teens. Use your mentors to talk through those issues.
2. Don't feel like you have to have an answer for every question. Teens will respect an honest "I don't know."
3. Learn the skill of answering a question with a question.
4. You don't ever have to give a "church answer" to a question, but you should also be careful about not undermining the work of the church by your answers.
5. Be aware of triggers that get you really frustrated. If your frustration or anxiety levels get high, ask another Youth Staff for help.
6. If you have a problem with another youth staff, if at all possible deal with it away from the teens.

7. We are here to support the work of the parents, and we need to respect the trust that the parents have placed in us.
8. Though you will need to set boundaries and sometimes implement discipline, remember that you are not their parent.
9. Be aware that some teens may flirt with you. Set appropriate boundaries for yourself and never flirt back. Be aware of your own attractions and speak about them with your mentors.
10. Keep a good balance in your life. You can't help others if you are not faithful to your own spiritual needs.

E. Integrity of Lifestyle

1. Remain above reproach in your media interactions with minors. Please do not engage in extended, substantial, or personal communications via social media. Do not text with minors after 10:00pm. Never send/post material that could be open to misinterpretation.
2. Commit to not be drunk and/or do drugs. (read Ephesians 5:18; Romans 14:21).
For PLNU students: You must commit to abide by the lifestyle agreement signed upon enrolling at PLNU.
3. Commit to being sexually pure. Understand the high purity standards set by the bible. Fight to control your mind, work at avoiding those things that undermine your sexual purity, address lustful thinking, avoid dirty jokes or sexual language, and/or acting lustfully. Commit to faithfully having discussions about physical boundaries. If you are in a dating relationship find a number of peers/elders to discuss their dating journeys and ask their advice for sexual relationship. Understand that your body is God's property and is meant for worshipping God. In your physical life look to build up relationships instead of doing things that would cause heartache later. (read 1 Corinthians 6:18; 1 Peter 1:13-16).
4. If you have any questions about any of these physical expectations talk with your leader. If you are struggling with any of these things, immediately find a mentor or fellow youth staff to talk to.
5. If you feel that your season as a youth staff is coming to an end, please let us know *earlier rather than later*. We understand that life happens in seasons and that sometimes it is healthiest for you and for your students if you end your time as a staff. However, "leave well." Do so in a way that respects your leaders and includes the students who care about you and will be affected by your decision.

F. Nuts & Bolts

1. Joining this team is typically a year-long commitment to the SDFC youth group. Ideally you would commit to one age/gender group and invest in them all year/until the end of each school year.
2. Attend all the youth staff meetings/activities that you can. You need to be at these. We will discuss what we can do better, what is going well, the specific needs of the kids, and the upcoming schedule of events. Being at meetings means being on time to meetings. This also

means trying your best to attend youth staff hangouts, service activities, and retreats when they happen.

3. Attend youth group activities regularly. You have to be around students in order to be in relationship with them. Leading small groups, being honest, helping pull off activities, and looking for ways to help out are always appreciated here. Create spaces for relationship times with teens. There is room to build something around your gifts, so speak up! We are here to support you.
4. Attend youth group trips if at all possible – so much happens on trips! Try to come to the SALT or LITE Retreats, Winter Camp, or Summer Camps.
5. Attend a Sunday morning Christian church service for worship and teaching on a regular basis. We highly recommend attending First Church (we chose it for a reason (:)
6. Be in an accountability group, book study, or bible study of your choosing, and have a mentor. You need to be fed if you are going to provide any substance for the students.

Read Acts 6:1-7. If you are desiring to follow Christ, open to the work of the Holy Spirit in your life, and are willing to follow the guidelines above, then we want you to join us as ministers to the youth through San Diego First Church of the Nazarene. Our mission in this place is to Lift Up Christ. Please join us in that endeavor.

We're excited that you're reading this. If you make yourself available, God will use you in various and exciting ways in the rest of your time here. Our prayer for you is that you will answer that call and follow Christ with your life by participating in the body of Christ. If you would like more information about serving with us, we would LOVE to sit down and talk to you about it.

Youth Staff Questionnaire

The following questions are to be answered openly and honestly, for the purpose of assessment and review. The information on this page will only be shared with those necessary in the evaluation of your volunteer position.

Do you regularly attend a Sunday Church Service? (Please circle) Yes No

Where?

Do you regularly meet with a mentor or accountability partner? (Please circle) Yes No

Who?

In what ministries and/or activities are you currently involved? _____

Tell us why you have chosen to work with the youth at SDFC _____

10 Questions that lead to further discussion:

1. Your choices make a difference in ministry, as do your experiences of the past. If the answer to any of the questions below is "yes," then we need to talk with you about what you are doing to address these issues.
2. Have you used, taken, or abused illegal or prescription drugs within the last 6 months?
3. Have you ever been asked to step away from ministry or step away from working with students or children in any setting, paid or volunteer?
4. Do you struggle with pornography?
5. Do you go attend or throw parties?
6. Do you drink alcohol?
7. Are you sexually active?
8. Do you have any emotional conditions that would affect your work with youth?
9. Has there been alcohol abuse, drug abuse, or physical or sexual abuse in your family background. (If yes, let us know of the steps have you taken to minimize the impact those issues create for you.)
10. Is there anything in your past or current life that may be a problem if we found out about it later?

Answering "yes" to any of these questions does not disqualify you from being Youth Staff. However, it does necessitate further conversation. We want to support you. In addition, we have to make sure none of these issues will hurt your ministry, or create problems for the people we serve.

I would answer yes to one or more of the 10 questions above and need to discuss this with my leader.

(Please circle Yes to set up an appointment) Yes No

By completing and turning in this packet are you committing that all the information turned in is true. You are further committing to being held accountable to the expectations of the youth group; this includes the actions you take in and outside of youth group, including time commitment, attitude and conduct while at church and emulating the character of Christ in all situations.

Signature

Date

San Diego First Church of the Nazarene Children's and Youth Ministry Staff Policy

The following policy is designed to clarify safe interactions between volunteers, ministry leaders, staff and any child under the age of 18. It must be followed by those who work with our teens and children both on and off the church premises. Notably, for purposes of this policy, an adult is defined as a person over the age of 18 who is also 5 years older than the group of children or teens with whom they interact.

I. General Policy Involving SDFC Adult/Child and Youth Interaction

- A. The Two-Adult Policy: There must always be two unrelated adults for supervision of any size group of children/youth. If there is only one child/youth in a classroom or if there are several children/youth in a classroom, two adults must be present at all times. The one exception to this policy is that a child/youth may be one on one with his or her parent or guardian.
- B. There is to be no corporal punishment of any kind for any reason (e.g., spanking, pinching, etc.).
- C. There is to be no physical contact with "private parts" of any child/youth, with the exception of diaper changing. All diaper changing will be done in the nursery/classroom in full view of everyone present.
- D. Parents are to be notified and an "Incident Report" is to be completed as soon as possible in the event that an accident has occurred. Parents should sign the "Incident Report," and a copy is to be given to them. The additional copies of the "Incident Report" are to be turned in to the children's/youth ministry offices at the end of the program.
- F. All staff must have a completed background check on file at the church that has been approved by the director of the Children's or Youth Department or the Administrative Pastor before assuming responsibility for and care of children/youth. A background check includes, but is not limited to, a signed Children's/Youth Ministry Staff Policy, a completed Children's/Youth Ministry Application Form, and a state criminal background check.

II. Children's Department Policy

- A. No person under the age of 14 is allowed to pick up/carry a child in the classroom or take a child out of the classroom.
- B. There must be two adult staff present at all times during the changing of any child's diaper.
- C. When assisting a child who needs to use the restroom, first check to see that the restroom is empty. Then, one adult is to stand at the door of the restroom unless the child asks for help. In that case, one adult is to stand at the door while another adult helps the child.
- D. There can be no outside food or drink brought into the classroom for the adult staff.

III. Child/Youth Wellness Policy

- A. A child/youth with any of the following symptoms will not be allowed to participate with other children/youth at the church. If a child/youth should develop any of these symptoms while in a program, the parent/guardian shall be notified and the child/youth must be picked up in a timely manner.
 - 1. Temperature over 98.6 oral. (*Fever is associated with illness and is not associated with teething.*)
 - 2. Vomiting in the last 24 hours.
 - 3. Diarrhea in the last 24 hours.
 - 4. Skin rashes or eruptions of unknown origin, including but not limited to: impetigo, measles, chicken pox, etc. (*Ask parents to notify Children's Ministry at (619)849-3117 or Youth Ministry at (619)849-3112. if their child/youth contracts any of these or another contagious illness.*)

- 5. Persistent coughing associated with respiratory infection, including cold, bronchitis, etc.
- 6. Runny nose with a yellow or green-colored discharge, or congestion associated with a cough or fever.
- 7. Conjunctivitis (pink eye) that may also have a colored discharge or drainage.
- 8. Parasites, any form of lice, mites, or ringworm.
- 9. SDFC will not dispense medications unless requested by a parent. The request must appear in writing with clear instructions for a responsible adult to administer. Concerns regarding possible misuse of medications will be treated on a case-by-case basis.

IV. Child/Youth Abuse Policy

- A. The church must follow state regulations in the reporting of child/youth abuse. Any suspected or alleged mistreatment/abuse of any kind is to be reported to the director of the Children’s or Youth Department immediately.
- B. In cases where reporting is deemed necessary, the appropriate staff from SDFC will work closely with the family and any agencies involved. Our desire is to protect the child/youth and support the family.
- C. Any suspected or alleged child/youth abuse by a church staff member can result in temporary or permanent removal from ministry, pending the outcome of an investigation. This would be done to protect both the child/youth and the staff member.

V. Off Premises Policy

- A. The director of the Children’s or Youth Department must approve all activities.
- B. Signed parent permission slips must be obtained for all children/youth and kept with the leader of the activity.
- C. All children riding in non-church vehicles must have a separate signed parent permission slip authorizing them to do so.
- D. There are to be at least two unrelated adults at all times in a vehicle providing transportation for child/youth off-site activities.

I have read and understand each provision in the SDFC Children’s/Youth Ministry Staff Policy and Procedures. I agree to comply with each provision and allow SDFC to conduct a Background Check on me (the applicant).

Name _____

Signature _____ **Date** _____

Would you like a copy of the Background Check Report? _____ Yes _____ No

List any gifts, training, education, or other factors that have helped prepare you to work with young people. _____

REFERENCES:

LIST ONE PERSONAL AND ONE PROFESSIONAL, USING ONLY ONE RELATIVE

Name: _____ Phone number: _____
Address: _____ Relationship: _____

Name: _____ Phone number: _____
Address: _____ Relationship: _____

Have you ever been:

Convicted, plead guilty to, or have pending charges of using or selling drugs? _____

Convicted, plead guilty to, or have pending charges for DUI? _____

Convicted, plead guilty to, or have pending charges of child abuse or neglect? _____

Required to register with the state for any criminal or sexual offense? _____

Hospitalized or treated for alcohol or substance abuse? _____

Arrested for a criminal offense other than minor traffic violation? _____

Sexually or physically abused as a minor? (Optional) _____

PLEASE ANSWER THE FOLLOWING (ON A SEPARATE PIECE OF PAPER IF NECESSARY):

1) If you have answered yes to any of the above, please explain or write that you would prefer talking with one of our staff.

2) Are there any reasons involving your lifestyle or in your background that would create doubts that you can be entrusted with the care and leadership of young people?

If yes, please explain.

3) Please describe yourself in two to three sentences.

APPLICANT'S STATEMENT

The information contained is correct to the best of my knowledge. I authorize any references, churches, or organizations listed in this application to give you information they may have regarding my character and fitness for children/youth work. I release all such references from my liability for any damage that may result from furnishing such evaluations to SDFC. I agree to and understand that a criminal background check will be submitted. I release SDFC from all liability and damages that may occur from the results of this information. I understand that personal information will be held confidential by the professional church staff.

Applicant's Signature: _____ Date: _____

Specific to Youth Staff Volunteers