

... Abide / Life Together / Kairos

Granada Heights Friends Church Student Ministries (Volunteer Leadership Covenant: June 2026-May 2027)

Reason:

- The student ministry departments exist to direct Christ-centered discipleship programs for students and parents by serving and equipping families to be followers of Jesus Christ in their ministries and homes.
- We believe that “finding our true life by losing our old life to follow the Author of life” is a timeless invitation for every person, but it takes a unique form for students in our culture. In light of this calling, the student ministry departments desire to serve and equip families in their process with Christ by drawing from the Word of God, experience, and godly mentors. We want to show students and parents what it looks like to flourish in the gospel of Jesus Christ and bring this good news to their world.
- The basis for our calling is derived from Galatians 2:20 which states “I have been crucified with Christ; and it is no longer I who live, but Christ lives in me; and the life which I now live in the flesh I live by faith in the Son of God, who loved me and gave Himself up for me.”

Relationships:

- Report to the middle school, high school, or college pastor (depending on area of service) in order to receive direction, support, and encouragement even as they report to the student ministries pastor.
- Work alongside other volunteer leaders and interns within your area of ministry.
 - There is no hierarchy among volunteers and interns.
 - You are called to use your spiritual gifts as the Lord directs.
 - Although the pastoral staff supervises you, his or her job is to support you as you minister.
- Lead students as older, more mature followers of Christ.

Requirements:

- Primarily, you will be expected to keep your relationship with Jesus Christ fervent (through prayer, the Word, healthy friendships, etc.) because we see this as the most important aspect of authentic and effective ministry.
- Keep an open and receptive heart to receive both encouragement and constructive criticism.
- Serve young people with your time, energy, spiritual giftings, and resources.
- Skills and talents take second place to your character and spiritual gifts. However, serve with excellence and passion as you display godly character, spiritual gifts, skills, and talents.
- You must be approved by the presiding pastor and the student ministries pastor in order to serve.

Responsibilities:

- Serve our young people Wednesday nights from 6pm to 8pm.
- Lead a small group on Wednesday nights.
- Contact small group students by phone or personal contact outside of church at least once each month.
- Contact students when they are consistently absent from Wednesday nights or Sunday school.
- Attend regularly scheduled staff meetings after Wednesday night youth group from 8:30 to 9:30pm.
- Remain in community for the purpose of peer accountability (i.e. fellowship group, Bible study, etc.) AND/OR be actively involved in a “soul care” relationship (e.g. mentor, counselor, spiritual director, etc.)
- Partake in youth events so long as personal responsibilities are being adequately attended to.
- Be present at the yearly staff retreat and yearly staff/parent training day.
- The presiding pastor is responsible for evaluating and confronting staff when service is inadequate.

Rewards:

- Fulfillment of God’s calling on your life.
- Witness change in the lives of young disciples of Jesus.
- Mutual support and lasting friendships with other staff members.
- All expenses will always be covered for volunteers on youth events and outings.

Student Ministries Volunteer Staff Standards of Conduct

Social Networking:

- Social media and networking tools (*Facebook, Instagram, Snapchat, TikTok*, etc.) can be used for good or for ill.
- Volunteer staff will challenge students to use means of social media responsibly even as we challenge students to assume God's values while using the internet, listening to music, etc.
- Volunteer staff is permitted to have personal networking and social media accounts in order to connect with students.
- Our staff is asked to model ways in which personal web pages and the like can be used to glorify God and edify others.

Drinking:

- We recognize the act of consuming alcohol to be permissible on Scriptural grounds, however, drinking in excess (drunkenness) is clearly forbidden.
- Due to the ageless and borderless consequences that come with excessive drinking, we have decided to limit drinking while on staff for the sake of honoring our "weaker brothers and sisters" (see Romans, chapter 14).
- We recognize that students and parents may struggle with alcohol for a variety of reasons and in a variety of ways. Thus, the student ministries volunteer staff is committed to living above reproach for the sake of their spiritual edification.
- Therefore, volunteer staff is allowed to drink in the confines of their own homes with their own family and friends.
- Additionally, staff may drink outside the local area (while on vacation, family visits, etc.); drinking on these occasions may be in private or public.
- The student ministries team (volunteers, interns, and pastoral staff) will not drink locally outside of the home in order to respect our students and parents; although a specific boundary will not be defined, staff may only drink outside the area where he or she is confident that students and parents will not be.
- Volunteer and pastoral staff in the student ministry departments may drink together given the guidelines above.

Sexuality:

- Considering Scripture's high and valued view of human sexuality, we will strive to lead pure lives by dressing modestly and abstaining from all forms of immorality.
- As such, couples may date within the same area of ministry only with the approval of the presiding pastor and the student ministries pastor.
- We desire to give our whole-hearted devotion to students while on staff without unnecessary distractions from boyfriends and girlfriends or husbands and wives.
- Therefore, couples are asked to focus on students while serving and not merely on their relationship.
- Naturally, we encourage healthy dating and marriage relationships inside and outside the ministries; students will grow from healthy models of dating and marriage.

Term of Service and Absence Policy:

- In order to provide as much stability as possible for the students at Granada, we require volunteers and interns to commit for one-year while serving on middle school or high school staff.
- This one-year term begins at the beginning of the fall semester and will end at the end of the following spring semester; Volunteers will be asked to serve for one year, beginning in June through the following May.
- Although we desire our volunteers to serve year-round, we understand that many volunteers return home, go on extended family vacations, or serve in other capacities during the summer. As such, volunteers may take a leave of absence during the summer with the presiding pastor's permission.
- For shorter absences (missing youth group on Wednesday or a minor event), we ask volunteers to give at least 24-hour notice so that the presiding pastor can make necessary provisions.
- For a longer leave of absence (summer vacation or Christmas break), we ask volunteers to give at least one-month notice before the date of departure.

By signing below, you acknowledge the terms of and the heart behind the covenant as stated above.

You agree to remain teachable and open to encouragement, input, and correction when needed.

You will serve for one year, seasoned with truth and grace, as you seek to bring Christ to students.

Signature: _____

Date: _____