

LEADER CONDUCT + EXPECTATIONS

At Forest Grove Community Church, we desire to have passionate and committed volunteers who realize that working in youth ministry is a privilege. Because we are working with students who are developing their faith, worldview, and life practices, we ask that you consider how your life will influence theirs as they pay attention to the way you live. Here are some of the things we expect if you commit to this team:

life conduct

- Be a committed follower of Jesus, that is seeking to obey the Scriptures and follow God in everything you do.
- Engage with spiritual practices that draw you closer to Jesus (ex. prayer, Scripture reading, etc.)
- Live teachably. We expect that leaders would be willing to have accountability conversations about their life and faith.
- Live an exemplary life. Our youth look up to us and are forming their own worldview and making their own decisions. In this position of influence, we expect that GroveYouth Leaders would value and embody the following things:
 - **Being a person of integrity**
 - We expect that leaders would seek to be living in right standing with the law and their community, living trustworthy lives that are honest and just.
 - **Healthy friendships**
 - We expect that leaders live in friendships that model the body of Christ; a body that forgives and elevates one another. We expect that you work towards having relationships free from gossip and are marked by being welcoming, generous and also embrace healthy conflict resolution.
 - **Dress with good judgement**
 - All leaders are expected to dress in a manner that is appropriate for the activity, avoids being distracting, and sets a positive example for students.
 - A great question to ask is, 'would I wear this while working at Bible camp?'
 - **Healthy expressions of sexuality and dating relationships**
 - Our Mennonite Brethren Confession of Faith expresses that marriage and our sexuality is "a covenant relationship intended to unite a man and a woman for life. At creation, God designed marriage for companionship, sexual union, and the birth and nurture of children. Sexual intimacy rightfully takes place only within marriage." We expect that leaders will reflect these beliefs and live out their expressions of dating relationships and sexuality in a way that honours God, themselves, and others. We expect that these expressions will be free of abuse, objectification, and will be marked by respect.
 - **Limited but responsible interactions with alcohol**
 - We expect that leaders of legal drinking age would interact with alcohol in responsible ways that set an example to other students/leaders and also honours God and themselves (Ex. not getting drunk). We ask that leaders refrain from the use of marijuana. We expect that leaders will act in ways that are legal, responsible, and that they would discern these actions with other believers if helpful.
- If you think there is a situation in your previous or current personal life that may be an issue for our youth, a parent/caregiver, or someone in our church, please discuss this with the youth ministry staff and we will support and guide you in next steps.

LEADER CONDUCT + EXPECTATIONS

what happens if life conduct expectations are not met?

We are all works in progress and there may be times when that work is more evident than others. Because we want to be a caring community that also sets an example for our students, we invite you to consider these things:

- If you find yourself struggling to embody these expectations after you have committed to the team, we invite you to connect with your ministry staff to discuss the situation and discern next steps.
- If a situation is brought to our attention where these expectations are not being embodied, we will pursue conversations with involved parties and listen, pray, and discern next steps. There may be a period of time where a leader needs to step away or serve in a different capacity.
- If it is no longer healthy to serve as a GroveYouth Leader, ministry staff will help create a plan for what it looks like to step away from the program and be supported.

expectations on program nights

- Turn on all notifications for Slack (see communication section for more information).
- Read all communication prior to program nights to understand what is going on and how you can prepare and participate.
- Arrive on time for leader meetings/suppers and participate until clean up/debrief is done unless otherwise discussed with the youth ministry staff.
- Treat anyone who is filling in for youth ministry staff, or taking a prominent leadership role with equal respect.
- Abide by the Safe Place Policy guidelines set out by our church.
- Help out wherever you see a need.
- Participate in all program and relational elements as outlined.

expectations outside of program nights

- Attend leadership training times.
- Attend Forest Grove Community Church or another local church on a regular basis.
- Strive to engage in relational connections which abide by our Safe Place Policy with students outside of program nights.
- Be in regular communication with parents/caregivers of small group students (if applicable).
- Work for unity within our team—working out conflicts with humility and maturity.
- Do not participate with a GroveYouth minor in any activity that is illegal for them (ex. drinking, smoking, etc.).

VALUES + CHARACTER

for Forest Grove Community Church

- Biblical Obedience
- Intergenerational Discipleship
- Spirit-Empowered Prayer
- Redemptive Mission

Leader Character Traits

Deep Love for Jesus

- This is the greatest commandment (Matt. 22:37) and whatever we love will naturally ooze onto others.
- Nothing is more important than our relationship with God (Jn. 15:4-5), as we cannot lead others where we have not gone ourselves.

Servant Attitude

- Jesus said 'the greatest among you shall be my servant.' (Matt. 20:25-28)
- In God's Kingdom anyone can be great if they have the humility and willingness to serve others.

Responsible

- As people of influence we need to be people who are trustworthy and communicate well.
- We are called to be faithful stewards, including our relationships, time, money, and body (Matt. 25:21).