

# 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 calling that 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, living your life in a way that is evident of an active relationship with Him.
- Engage with spiritual practices that draw you closer to Jesus (ex. prayer, Scripture reading, giving, etc.)
- Seek to be obedient to the instructions of Jesus in Scripture.
- Live teachably. We expect that leaders would be willing to have accountability conversations about their life and faith.
- Live a life above reproach. Since we work with youth who are looking to form their own worldview and are figuring out how to make decisions on many things, 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.
  - **Loving your neighbour**
    - We expect that leaders would seek to live in kindness, compassion, and fairness with their neighbour and care for them through thoughts, words, and actions in both our real life and digital worlds.
  - **Healthy friendships**
    - We expect that leaders would seek to live in friendships that model the body of believers we are invited into when we decide to follow Jesus; a body that forgives and uplifts one another. We expect that these relationships would be free from gossip and slander and would be marked by inclusion, generosity, and healthy conflict resolution.
  - **Healthy expressions of sexuality and dating relationships**
    - The Mennonite Brethren Confession of Faith expresses an understanding of marriage and sexuality as “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 would seek to live out their expressions of dating relationships and sexuality in a way that is honouring to God, themselves, and others around them. We expect that these expressions would be free from abuse, exploitation, objectification, the devaluing of either gender, and other oppressive actions. We would expect these expressions to be marked by dignity, respect, mutual submission, and integrity.
  - **Mature and responsible interactions with substances**
    - We expect that leaders would seek to interact with substances such as tobacco, alcohol, and marijuana in ways that are honouring to God, themselves, and others around them. We expect that leaders would interact in ways that are legal, responsible, and appropriate for the settings they are in. We expect that leaders would maturely 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 or are walking through something that we can support you in in a specific way, please discuss this with the youth ministry staff.

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## 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 community that walks with those who need care while still setting an example for our students, we invite you to consider these things:

- If you cannot embody these values, please consider serving in a way that does not place you in a prominent place of leadership (ask us what that can look like!).
- If you find yourself struggling to embody these values 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 values are not being embodied, we will pursue conversations with the parties involved to listen, learn, pray, discern, and support. There may be a period of time where a leader needs to step away from the ministry while this happens.
- If it is no longer healthy to serve as a GroveYouth Leader while being supported through something in your personal and spiritual life, ministry staff will help create a plan for what it looks like to step away from the program and be supported while you process.

## 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 in it.
- Arrive on time for leader meetings/suppers and stay until clean up/debrief is done unless otherwise discussed with the youth ministry staff.
- Treat anyone who is filling in for the director or youth ministry staff with the same respect as they run a program night.
- 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.
- Do not consume alcohol or marijuana prior to a program event or spending time with a student.
- Complete attendance for small groups after each event for Safe Place and tracking purposes (if applicable).

## expectations outside of program nights

- Attend leadership training times (see dates on website).
- Attend Forest Grove Community Church or another local church for the weekly service regularly.
- Have 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 in drinking, smoking of any kind (including vaping), or the giving or receiving of tattoos with any minor who has not yet graduated high school (unless they are family). This applies to gatherings of Jr. High leaders where high school students who are also leaders are present. Some exceptions may apply for special occasions (ex. weddings).