

verticalyouth ministries

Staff Conduct and Guidelines

Because of who we are in Christ, the organization we represent, and the impressionable age we work with, each of us must be willing to pay the price of leadership in every area of our lives.

The following areas are very important if you are to maintain a good reputation. We need your compliance in each of these areas for you to be a staff member.

1. You must NOT have a lifestyle that is contrary to clear Bible principles.
2. Do NOT plan activities with students without parental approval.
3. Attend church on a regular basis.
4. Never date junior high or senior high aged youth. (you'd be surprised)
5. We must never voice critical opinions about any Christian church, staff, parents, or students in front of students.
6. Do not use illegal drugs.
7. Do not get drunk, and (insert alcohol consumption policy here- a few examples might be 1. Don't drink alcoholic beverages, or 2. Be discerning of your use of alcohol in public areas, etc.)
8. When driving students you must obey all laws and use safe driving habits.
9. Never drive a student of the opposite sex home alone.
10. Male staff are expected to spend time primarily with male students, female staff with female students.
11. Do not initiate touch with the opposite sex (back-rubs, hugs, etc.). If a student initiates a hug, don't refuse, just give them the 'ol one-arm-hug.
12. You must carry personal auto insurance. On your auto insurance we highly recommend that you carry a minimum of (insert insurance preference here, e.g.: 100/300 personal liability and property damage).

Counseling Policies

1. Since counseling appointments are confidential, you should not share details with any person other than a pastor/organization staff for the purpose of gaining wisdom on how to best handle the situation.
2. In all situations, men build relationships with young men, women build relationships with young women. Inappropriate displays of affection should be avoided.
3. You must report to your supervisor any of the following situations within 24 hours:

Physical abuse reported to you.

Sexual abuse of any minor reported to you.

When a student tells you he/she is suicidal (take them seriously).

When a student is in a life threatening situation.

When a student confesses pregnancy to you.

If you become involved in a runaway situation.

When a student confesses a felony to you.

When you have reason to believe a student is going to commit a crime.

I have read and accept the Vertical Youth Ministries of the Tempe Church of the Nazarene STAFF CONDUCT AND GUIDELINES.

Vertical Youth Staff Signature _____

Date _____