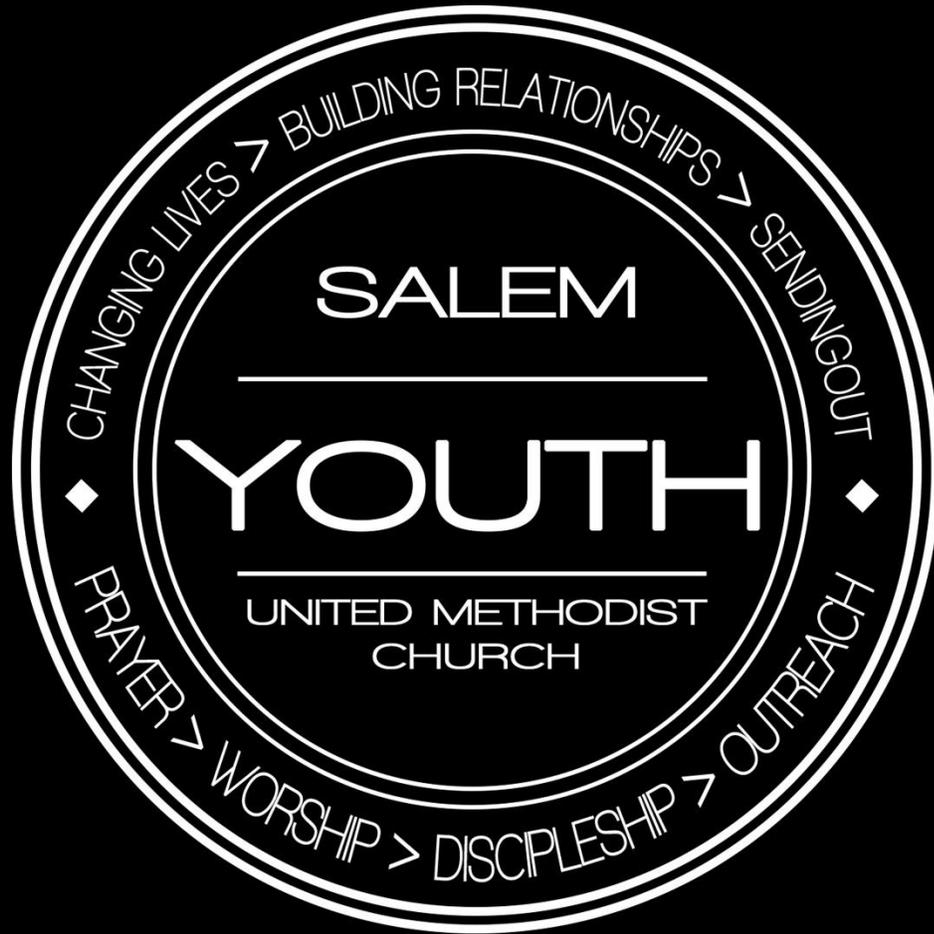


# WELCOME TO





# WHO WE ARE

OUR MISSION

TO BE A LIVING  
PRESENCE FOR JESUS  
CHRIST THROUGH  
PRAYER, WORSHIP,  
DISCIPLESHIP, AND  
OUTREACH TO THE  
COMMUNITY.

HOW?

WE HELP STUDENTS BY...

*Changing Lives*



*Building Relationships*



*Sending out* ★



Jesus  
is  
Greater

All are  
Welcome

Friends  
Become  
Family

We are  
Worship  
Leaders

We  
have  
Fun

L  VE  
Genuinely

We are  
People  
Bringers

We are  
Disciple  
Makers

We are  
Note  
takers

  
Everyone  
Contributes

No one  
Sits  
alone

We  
Be  
Real

OUR VISION

TO HELP STUDENTS

**DEVELOP A**

**RELATIONSHIP WITH**

**JESUS,**

AND TO BECOME

**DISCIPLES WHO MAKE**

**DISCIPLES.**

# LEADERSHIP VALUES

**Intentional Presence** – A committed physical & spiritual presence for the students and leaders. Relationship building takes time. A consistent leader has a better chance.

**Genuine Passion** – A desire to help students become disciple-making followers of Jesus. Desire comes from within. Are you passionate about seeing students genuinely following Jesus?

**Unconditional Love** – Showing Jesus' love for students, as well as leaders. Jesus didn't dismiss people because of their weaknesses. Believe the best and never give up on people.

**Contagious Fun** – Having the ability to take your role seriously while laughing along the way. It's healthy to have fun, let's do it together.

**Respectful Communication** – Team minded interaction with productivity as the goal. A team is only as strong as each one of its members. We work best together when we're communicating well.

**Constant Improvement** – Striving to always be better. Plain and simple, never stop learning and growing.

# WELCOME TO “THE CREW”

“The crew” is the name of our volunteer team. When you join the Salem youth team you become a member of “The Crew”. We like to say that “The Crew” makes it happen. Without our volunteers we couldn’t do it.

- A background check is required for those age 18+. An interview and orientation is completed prior to serving.
- A thorough understanding of “Safe Sanctuary” practices.
- Shadowing is encouraged. We at Salem UMC Youth want to help you “Find your place” on “The Crew”. Through shadowing you work with someone on the team and see how you are serving on “The Crew”.
- Be teachable and relational.
- Serve on Sunday nights - May need to arrive 1 hour prior to start of service and plan to serve until approximately 20 minutes past the end of service.
- Commitment ranges are 3 months, 6 months, and one school year.

## ROLES IN THE CREW

- Worship and Media Teams– Help lead or support the team in worship by being a part of the Worship Team or Media production. Orientation is required.
- Service Crew– Help make the weekly student experience great from start to finish. This includes Hospitality, Greeters, and Safety.
- Small Group Leader– Lead a group of 6-12 students and make sure they are known, learning, and developing a faith of their own. This also includes leading small groups after the lesson on Sunday nights. This is a great opportunity to help lead students, teach and be taught.
- Student Street Team– Help welcome guests on the weekends and get them excited about coming to church by creating a “Full of It” (Faith, Family, Fun) environment.

Hospitality Team – One of our core values here at Salem UMC Youth is that we want to build relationships. One of the best ways we have found to do that is to gather around a table. This team helps make that happen. From preparing food, developing a serving plan, creating an atmosphere, and cleaning up. This team is vital to our vision as a ministry. Fellowship is made so much easier when we gather around a table.

# BOUNDARIES

As a member of “The Crew”, it is absolutely essential that you practice healthy boundaries with students at all times – not only for their safety, but for your own. These guidelines exist to protect students from harm and protect leaders from false allegations.

Please keep in mind that these boundaries should apply to your interactions and relationships with all students, they are absolutely MANDATORY for any interactions and relationships with students of the opposite gender.

**Please go to our website: [Salemfn.org](http://Salemfn.org) and read our policies concerning “Safe Sanctuary” under our visitors tab.**

## NEVER BE ALONE WITH A STUDENT

If you must have a private conversation with a student, make sure it’s held in a public place. NEVER be alone with a student behind closed doors or in a vehicle. This guideline does not apply, of course, if you are the parent or guardian of the student in question.

- Never set up a private meeting with a student without the knowledge and consent of their parent/guardian. Make sure the parents and the Youth Director ( Senior pastor, or his/her designee) know when and where the meeting will take place.
- If possible, have your spouse or another adult present during the meeting.
- Never transport a student anywhere alone. If a student needs a ride, do not agree to drive them if you and the student will be alone. Always arrange to have another adult or student present. If that’s not possible, **do not be afraid to say no.**

## MAINTAIN PHYSICAL BOUNDARIES

The Bible says to avoid even the appearance of evil. In other words – **be wise!** Maintain healthy and safe physical boundaries with students at all times. This not only means setting boundaries for yourself, but it may also mean setting (and enforcing) boundaries with students who push physical limits. If ever you’re not sure, err on the side of caution.

## NEVER SAY NEVER

On occasion, a student may come up to you and say, “I need to tell you something, but you need to promise to never tell anyone else”. Don’t make that promise! Tell them that if they or someone else is being hurt, abused, or may become hurt you will have to report it for the safety of that student. **Remember that North Carolina is a Mandatory Report state.** Never gossip about a youth and what they share with you.

# CODE OF CONDUCT

*Whatever you do, work at it with all your heart, as working for the Lord, not for men.*

*– Colossians 3:23, NIV*

Volunteers are incredibly important to our ministry! We need you, so please show up on time, give it your all, and be faithful with the responsibilities entrusted to you. Students are watching you – your words, choices, and relationship with God will be carefully observed and replicated by the students you influence. We certainly don't expect perfection (Romans 3:23), we do expect wise decisions and Godly choices in order to look more like Jesus every day.

## **Sexual Purity**

- o Leaders must abstain from all forms and degrees of extramarital sex, pornography, and any other kind of sexual impurity. (I Corinthians 6:18-20)

## **Substance Use/Abuse**

- o No leader may participate in the use of age-restricted substances on church campus, at any ministry event, or in the presence of a student.
- o Illegal drug use, of course, is never acceptable.

## **Online Activity**

- o When online, leaders must separate themselves from all questionable photos, language, or content. Maintain an online presence that is above reproach. Think of it this way – if the parent of a 5th grader wouldn't want their child to see something you've posted, it's inappropriate.

## **Attitude**

- o We all have bad days. We all disagree from time to time. All leaders are expected to strive to look like Jesus by exhibiting humble and teachable spirits. Do not voice any disagreements or critical opinions of any church, staff member, parent, volunteer, or student in front of any other students in the ministry.

# COMMITMENT

My name is \_\_\_\_\_ and I want to serve!

I promise to be faithful to my position for a full year, but hopefully for much longer. If something crazy comes up and I can't finish out the year like I planned, I promise to keep the leadership team informed and to give them as much notice as I possibly can, knowing that they'll need to find a replacement for me and that takes time.

I promise that I've read through this handbook, understand everything that I've learned about the mission and strategy of this ministry, and will support the vision and leadership of the staff.

I've read about practicing boundaries and promise to abide by all of the guidelines that I've been given, for my safety and for the safety of the students.

I've read the Code of Conduct and I promise to work hard, be kind, and be like Jesus for the sake of the ministry and the youth that I'm serving. If I mess up, I promise to be honest with the ministry staff about my actions for the well-being of the youth that I am influencing, and will accept whatever consequences are reasonable and necessary.

I also understand that, if I do need to be corrected for my actions, the leadership team is committed to treating me with love and grace throughout the entire process, but must ultimately act in the best interest of the youth and their spiritual growth.

I understand the expectations and requirements for my role as a leader, and I promise to work hard to fulfill all of them.

If I'm having trouble fulfilling any of my expectations or requirements, I promise to communicate with the leadership team to let them know I'm struggling and to enlist their help, knowing that they're here to support me and help me do my best. Likewise, if another leader is having trouble, I will support them and help them to their best.

I promise to work hard, be kind, be like Jesus, and have LOTS OF FUN!

SIGN & DATE: \_\_\_\_\_