

## First Presbyterian Church Boulder

1820 15<sup>th</sup> Street                      Boulder, CO 80302  
Office: 303.402.6400                  Fax: 303.402.6390  
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August 2015

Dear Middle School and High School Leader Applicant,

You have no idea how excited we are that this application is in your hands. We believe that God is writing everyone's story and God-willing, this is the beginning of a great chapter for you!

As a Middle or High School Ministry LEADER you will be part of something much greater than yourself, or any of us, and we hope that you are as excited as we are to embark on this journey. That something greater is the work of Jesus. Mother Theresa was quoted as bluntly telling her new recruits in Calcutta, India: "We are called first and foremost to love Jesus. Leave if that's not you. Our vocation is to work amongst the poorest of the poor." Our vocation in youth ministry is to work amongst the broken and messy lives of kids. Our calling is to love Christ. This is foundational.

Our church is looking for volunteer leaders to serve on our team in student ministry. Just as Jesus left heaven and came into our world, we believe in following Jesus' example by going into the world of middle and high school students. This happens primarily through small group relationships between adult leaders and students. Relationships are the medium by which we join the Holy Spirit in His work to awaken hearts to God's story. As students and leaders share life and seek God together, both grow in their faith.

The quality of our leaders is **very important**. Because we place great value on this ministry of all ages, we place great value on our volunteer leaders. We are looking for men and women who have a commitment to Jesus and a desire to care for students. With prayer and consideration, read the enclosed material. It will outline the application process for you. Please read the information before we get together to talk about youth ministry at First Pres. Please email the application to us as soon as possible. Email to [krohan@fpcboulder.org](mailto:krohan@fpcboulder.org) for middle school or [chill@fpcboulder.org](mailto:chill@fpcboulder.org) for high school.

Youth ministry can be a great way to invest your time if the Lord is calling you here. We're looking forward to meeting with you and spending some time talking about your hopes and desires for ministry. If you have any need to reach us, please call.

May the Lord bless you as you seek His voice!  
-Chris and Kyle

Chris Hill  
Director of High School Ministries  
303.402.6430

Kyle Rohan  
Director of Middle School Ministries  
303.402.6419

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## MIDDLE SCHOOL HIGH SCHOOL YOUTH LEADER APPLICATION PROCESS

### 1. Express interest

You may have an interest in serving God by loving students, but are unsure as to where you can help. We will help you with this! Some of the most “unlikely people” make the greatest leaders, so take the next step as you prayerfully consider this ministry.

### 2. Initial Meeting with FPC youth staff

This is an opportunity for us to connect and talk about your desire to be in youth ministry. It gives us a chance to get to know you, and it gives you the chance to get to know us and our ministry vision. An overview of the vision and theology of youth ministry will be discussed as well as expectations of a youth ministry leader. After this “two-sided interview”, we take a few days to pray and let God speak to us about continuing in the process.

### 3. Complete Required Forms and Trainings before leading:

- a. MS HS Leader Application (included in packet)
- b. Signed Youth Ministry Appropriateness Guidelines Agreement (included in packet)
- c. Signed MS HS Leader Leadership Covenant Agreement (included in packet)
- d. Completed Background Check Form
- e. Driver’s License Copy required to drive students around
- f. Auto Insurance Copy required to drive students around
- g. Attend Leader Retreat and Training

### 4. Come to a program for a few weeks – come and see!

If we both feel led to proceed after meeting together, we’ll arrange for you to come to one of our programs. We’ll contact you after our first meeting. This time gives you a chance to see what we do.

### 5. Time to pray

We like to give you and us a little time after you visit some of our events to pray and consider if this is where God would have you minister.

### 6. Start Leading

Welcome to the team!

### 7. Monthly Training (fall semester)

All new leaders will meet with Kyle, Chris and the interns in order to be trained in the theology and vision of this ministry. Meetings also include teaching on understanding and communicating the Gospel, youth culture and adolescent development, keys of building relationships with kids, expectations of a leader, and our own spiritual life. We’ll also begin to understand more of what it looks like to be a disciple and making disciples. You will receive a calendar of all the trainings, as well as the semester’s events for Middle School and High School.

### 8. Commitment to Training and Relationships

We commit to you as a leader our pledge to help you discover how God has gifted you to reach kids in Boulder. You commit to prayerfully becoming the best leader you can be by continuing to learn about kids and benefit from leadership training. Enjoy our Club and Fishy family to the fullest. You matter to us, and we will always be available for your needs. Continue to pray for the Holy Spirit to awaken hearts for life.

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**MIDDLE & HIGH SCHOOL YOUTH LEADER  
APPLICATION FOR 2015-2016**

**PERSONAL INFORMATION**

Last Name	First	Today's Date
Current Street Address		Apt/Unit #
City	State	ZIP
Phone	E-mail Address	

**MS HS LEADER APPLICATION QUESTIONS**

1. Write a brief story about how you came to know Jesus Christ. (You may type all answers in a separate document)

2. Why do you want to be a youth ministry leader at FPC Boulder?

3. Suppose that someone you feel comfortable with and know very well had asked you to explain the Christian faith to him or her. How would you explain it?

4. What role does the Bible play in your life?

5. What gifts do you feel God has given you, and how would you like to use them in youth ministry?

6. Many people are hesitant about becoming a Youth Ministry Leader because of fear. Do you have any fears that we can pray through for you as you step into this role?

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7. Please write out your typical weekly schedule, including significant extracurricular activities you're involved with (class, work schedule, etc.)

8. Please describe one or two places that God is working on struggles in your life.

**PROFESSIONAL REFERENCES**

*Please list three professional references.*

1. Full Name		Relationship	
Company		Phone	
Address		Email	
2. Full Name		Relationship	
Company		Phone	
Address		Email	
3. Full Name		Relationship	
Company		Phone	
Address		Email	

**CHARACTER REFERENCES (three needed)**

Name of Individual (describe relationship)	Yrs. Known	Organization	Email	Phone Number
1.				
2.				
3.				

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# MIDDLE & HIGH SCHOOL YOUTH LEADER YOUTH MINISTRY APPROPRIATENESS GUIDELINES

## Purpose

The purpose of these Guidelines is to promote integrity, safety, and clarity with respect to paid staff ("Staff") and volunteers ("Leaders") of First Presbyterian Church ("FPC") who are involved in any capacity in FPC's Middle School or High School Ministry (collectively "Youth Ministry"). By signing below, you agree that you have read these guidelines and that you will abide by them for the duration of your involvement in any capacity with Youth Ministry at FPC.

## Foundational Principle

In issues of personal choice and ministry objectives, Staff and Leaders are encouraged to maintain an attitude of Christ-like maturity and discernment. As Christian leadership responsibilities increase, personal freedom must decrease. Staff and Leaders understand that their lives are observed and imitated by students who are involved in Youth Ministry.

*Col. 3:23, 24 – Whatever you do, work at it with all your heart, as working for the Lord, not for men . . . It is the Lord Christ you are serving.*

*1 Cor. 4:2 – Now it is required that those who have been given a trust must prove faithful.*

*1 Cor. 8:9 – Be careful, however that the exercise of your freedom does not become a stumbling block to the weak.*

*2 Cor. 6:3 – We put no stumbling block in anyone's path, so that our ministry will not be discredited.*

*1 Timothy 3:1 – Here is a trustworthy saying: if anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach . . .*

## Lifestyle Issues

Dress and Speech. Staff and Leaders' dress and speech will model modesty, sensitivity, and spiritual maturity. Please be aware that how you dress and speak sets an example and sends a message to the students with whom you interact. Nakedness should never be used as a method of relational ministry bonding.

Alcohol. Staff and Leaders will obey all laws concerning underage drinking and excessive alcohol consumption. Staff and Leaders who are 21 or older will not drink before or during Youth Ministry activities. Staff and leaders will exercise wisdom concerning situations where drinking may be a stumbling block to others.

Illegal Drugs. Staff and Leaders will not use, possess or sell illegal drugs at any time.

Tobacco Products. Staff and Leaders will obey all laws concerning tobacco use and will not use tobacco products before or during Youth Ministry activities.

Sexual Misconduct. Staff and Leaders will conform to the highest standards of sexual morality and conduct. In their work with Youth Ministry and in their private lives, Staff and Leaders will not engage in sexual misconduct, including but not limited to (1) sexual intercourse with any person outside of marriage, (2) sexual relations or activities which constitute sexual offenses as defined by law, or (3) any other sexual relations or activities that are contrary to the theological and moral affirmations of FPC. Staff and Leaders will not use touch that is of a sexual nature or is otherwise inappropriate with a student, including but not limited to touching the following areas: chest, genital areas, upper legs and buttocks. In general, Staff and Leaders should avoid one-on-one meetings with students of the opposite sex, unless such meetings are conducted in public, well-lit, well-populated places. For instance, Staff and Leaders will avoid one-on-one interactions with students of the opposite sex in a car or in a child's bedroom or home. Staff and Leaders should also avoid one-on-one meetings with students of the same sex unless the relationship is sufficiently well-established, or the Staff or Leader has a basis for knowledge regarding the character of the student, such that the Staff and/or Leader has confidence that the student will not falsely accuse the Staff/Leader of any sexual impropriety. Staff and Leaders recognize that by avoiding one-on-one meetings with students, Staff and Leaders reduce their exposure

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to the possibility of such false claims by students. In one-on-one interactions with students, Staff and Leaders will not engage in massaging, kissing, tickling or lap-sitting. Staff and leaders will use caution when hugging a student regardless of age or gender. Utilize the side hug.

### Dating

According to the FPC Personnel Manual, if a member of Staff is involved in a dating relationship with a Leader, the supervisor of the ministry of the head of the ministry department must be notified or consulted. Leaders may date other Leaders provided that the dating relationship does not interfere with the performance of ministry and is not a part of the ministry area's activities. Staff and Leaders are strictly prohibited from dating any middle school or high school students.

### Confidentiality/Counseling

Staff and Leaders will use discernment, wisdom and sensitivity when students address private or personal matters with them. Staff and Leaders must never promise to keep information a secret, no matter how important it feels to know what the information is.

Staff and Leaders must immediately report knowledge or suspicion of any of the following to the Director: life-threatening behavior or physically or sexually abusive behavior. Self-harm behaviors (i.e., cutting, burning, etc.) should also be reported to the Director. If self-harm is identified, the student should be asked about suicidal thoughts or intentions. If suicidal thoughts are confirmed by a student (whether or not they are accompanied by self-harm behaviors), the Director should be notified immediately. If the student has a specific suicide plan in mind, the Director is obligated by law to call the student's parents and the police. In all other cases, the Director will advise the student to obtain help as soon as possible and will discuss with the student the importance of informing his/her parents unless, in the Director's opinion, informing the parents would put the student in a more harmful situation. Other behaviors, such as drug or alcohol use or consensual sexual activity which does not violate statutory law, do not constitute behaviors that must be reported to the authorities. However, parents will often perceive these situations as life-threatening and would want to be notified of such behaviors. In such cases, Staff and Leaders will report such behaviors to the Director and will encourage students to be honest with their parents about the choices they are making. In all situations that do not require reporting to local authorities, the Director will determine what action, including whether to notify the student's parents, should be taken.

If a Staff member or Leader is unsure as to the seriousness of a situation or feels unqualified to handle or respond to a situation, the Staff or Leader should immediately refer the matter to the Director. The Director, with the Staff or Leader's input, will determine when the involvement of the Counseling Ministries, the student's parents, or other outside counselors or third parties is recommended. When in doubt about a situation, Staff and Leaders are encouraged to consult with the Director or the Associate Pastor of Counseling.

Staff and Leaders will avoid sharing with students their own past personal experiences involving life-threatening, physically or sexually abusive behavior, or illegal behavior, including but not limited to prior drug use, abortion, sexual promiscuity, etc. When sharing other types of past experiences with students (i.e., mistakes, accidents, other painful experiences, etc.), Staff and Leaders will use discernment, wisdom, sensitivity and self-discipline and discretion and will consider the purpose and necessity of such sharing.

Staff and Leaders are expected to support and work together with families of students. Staff and Leaders should avoid criticizing, ridiculing or showing disrespect for a student's siblings, parents, home situation, or rules.

### Transportation

Staff and Leaders must follow these guidelines when transporting students:

- (1) Must have current and appropriate license for vehicle driven.
- (2) Must observe speed limit and traffic and safety (i.e., seat belt) laws.



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**MIDDLE SCHOOL HIGH SCHOOL YOUTH LEADER LEADERSHIP COVENANT**

*"How great is the love the Father has lavished on us, that we should be called children of God! And that is what we are!" – 1 John 3:1*

*"Therefore, I urge you...in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – which is your spiritual worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – His good, pleasing and perfect will." – Romans 12:1,2*

**We are looking for leaders who:**

- Know, love and trust Jesus Christ with their lives.
- Acknowledge their broken state of Sin and seek God's continual guidance and mercy with their lives.
- Demonstrate a desire to serve Christ by investing time, talents and resources in a ministry of God's leading.

**We are looking for leaders who will:**

- Maintain a growing, consistent relationship with Christ by the power of the Holy Spirit.
- Live out their faith in a mature and healthy manner within the FPC/Christian community by avoiding gossip, slander and judgment of others, by exhibiting a stable emotional life, etc.
- Maintain an approachable and teachable attitude through accountability and honesty.
- Love kids to Jesus Christ with their lives, presenting the Gospel with "gentleness and respect".
- Seek to be "above reproach" in all areas of life, including personal choices like alcohol, drugs, etc.
- Do their very best to live out the expectations and vision of being a youth ministry leader at First Presbyterian Church in Boulder.
- Read, understand and agree to follow the Ministry Appropriateness Guidelines.

\_\_\_\_\_  
Initials of Leader

\_\_\_\_\_  
Initials of Director

I will do my best to be a servant of Christ in Boulder. I will love Christ and kids with the best of my ability, with the hope of seeing kids know, love and trust Jesus with their lives. I understand that in this position, I am under the care and authority of FPC ministry staff and its corresponding committee team. I accept this invitation to serve in this ministry and will strive to fulfill my commitments to the ministry by faithfully and consistently living out the principles stated above and in the expectations of a leader at FPC Boulder.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date