



## **Leader Handbook**

**2017 – 2018**

**[www.centraltolife.com/students](http://www.centraltolife.com/students)**





Dear Potential Central Student Ministries Leader:

**WE ARE SO HAPPY YOU ARE INTERESTED IN WORKING WITH STUDENTS!**

At Central, we believe that God has equipped the entire Body of Christ with gifts and talents to serve others. As Christians, we are ALL called to serve within that Body to help build one another up. Ministering is not just a “staff thing,” or a “pastor thing,” but is for all who are followers of Jesus. We are always looking for people who love Christ and have a heart for students. If this is you, consider saying, “YES” to being a volunteer at Central Student Ministries.

The quality of our volunteer staff is one of the keys to reaching this generation for Christ. We are looking for men and women who have a solid commitment to Christ and a growing desire and sense of calling to serve students – middle school, junior high or senior high.

Please take time to read through this handbook and fill out the application with much prayer and consideration. Once we receive the application, we will contact you to schedule an appointment so we can discuss how you can become involved as a volunteer with Central Student Ministries. In the meantime, please feel free to contact us regarding coming and observing one of our programs.

This is a great ministry in which to serve. We look forward to getting to know you and explore with you the possibility of serving in ministry with Central Student Ministries. If you have questions or need to reach us, feel free to contact us.

In Christ’s Service,

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# Belief Statement

1. We believe in the Triune God – That God is Father, Son, and Holy Spirit (Matthew 28:19).
2. We believe that Jesus Christ:
  - is the Son of God, the Savior of the world
  - was born of the Virgin Mary
  - lived a sinless life – the only sinless life ever lived
  - Willingly died on the cross for the sins of the world to restore to fellowship with God those who turn from their sins and put their faith in Him (Matthew 1:18-25, John 3:16, 2<sup>nd</sup> Corinthians 5:21).
3. We believe that the Holy Spirit draws people to God and enlightens believers in their understanding of God's Word, the Bible (John 6:63, 16:5-14).
4. We believe that the Bible is the inspired Word of God. We believe the Bible contains all things necessary for salvation and that it is useful for teaching, reproof, correction, and training of the people of God for a life of righteousness. In all matters of faith and practice, we acknowledge with other Christians the authority and infallibility of Holy Scripture as our primary source of truth as it is illumined by tradition, made vivid in personal experience, and confirmed by reason (2<sup>nd</sup> Timothy 3:16; 2<sup>nd</sup> Peter 1:20, 21).
5. We believe that Jesus rose from the dead and that all Christians will one day be raised to join Him in heaven (1<sup>st</sup> Thessalonians 4:14-18).
6. We believe that all persons will one day be judged by God and that those who have received God's gift of salvation in Jesus Christ will be shown mercy before God (John 3:17-21).
7. We believe that Jesus will one day return to the world as He promised (Mark 13:26).

8. We believe that humanity was originally created in the image of God, but that now all are born with a sinful nature due to the first sin of Adam. Sin causes separation from God (Genesis 3).
9. We believe that a new relationship with God comes by grace through faith only when we confess that we have sinned against God and receive Jesus Christ, through the Holy Spirit, into our hearts, understanding that Jesus took upon Himself the punishment for our sins (Romans 10:9,10).
10. We believe that God has a purpose and plan for all people. We believe that acceptance of Jesus Christ and obedience to God results in spiritual blessing and joy (Jeremiah 29:11, Luke 11:28, John 15:9-11).
11. We believe that God's redemptive action manifests itself in good works that are the fruit of a true and lively faith. In turn, these works identify us as Christians and bring glory to God (Matthew 5:16, Galatians 5:22-23, and James 2:27).

# Mission & Values

We desire for our students to be connected to the larger church body at Central United Methodist. Therefore, it is vital that our mission and values line up with those of the church.



**MAKING CHRIST CENTRAL TO LIFE**  
for the people of Northwest Arkansas  
and around the world.

# Central Student Ministries

## Mission

**Making Christ Central to Life  
for Students in Northwest Arkansas**

## Strategy

**Reach → Connect → Grow → Serve**

## Core Values

### Teaching Truth

Jesus is Truth. We are committed to teaching God's unchanging Word in a relevant way so that students come to passionately pursue and apply Truth in their lives.

**Key Scripture:** John 14:6, 2 Timothy 2:15

### Building Relationships

True Life begins with a relationship with Jesus Christ and leads to real relationships with others. We are committed to building intentional relationships between students and leaders for the purpose of discipleship.

**Key Scripture:** John 10:7-10, 15:12-17

### Creating Community

Authentic community comes from unity within the Body of Christ. We are committed to creating an environment where students and their families are welcomed, loved and feel safe to grow in their faith.

**Key Scripture:** Hebrews 10:23-25

### Worship Together

Worship is a fundamental act of our student ministry. We encourage the student's to join together and celebrate our loving and compassionate God.

**Key Scripture:** Deuteronomy 6:13, Psalms 99:5,9, John 4:24

### Serving Others

The foundation of faith begins at home. We are committed to support parents as the primary spiritual leaders for their children.

**Key Scripture:** Galatians 5:136

# Expectations of CSM Leaders

## **Students need adults who will:**

- Love the Lord and live for Him by their words, actions, and lifestyle
- View service to students as a MINISTRY
- Like students and be interested in their lives
- Remember students' names and care for them
- Pray for them
- Take the initiative to spend time with them (sometimes, even going to "their world")
- Encourage and believe in the them
- Be consistent and prepared in the programs to which they have committed
- Be patient and flexible



# Leadership Covenant

Leaders serving with Central Student Ministries are asked each year to read and agree to this leadership covenant, which outlines standards of conduct we believe to be important. Scripture clearly holds leaders to a high standard of conduct, and this covenant provides direction, support and accountability as we seek to serve Christ and students together.

## **As a leader of students at Central Student Ministries,**

### **1. I agree to...**

- a. Seek first the kingdom of God (Matthew 6:33)
  - Actively pursue a personal relationship with Christ through: fellowship with other believers; consistent prayer and study of Scripture; regular worship attendance; unselfish service; generous giving; and openly sharing your faith.
- b. Teach Biblical truth consistent with the views of Central United Methodist Church (Galatians 1:8-9, Matthew 18:6)
- c. Set an example (1 Timothy 4:12)
  - In speech, life, love, faith and purity
- d. Seek to live a life characterized by the fruits of the Spirit (Galatians 5:22-23)
  - Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control
- e. Meet weekly CSM commitments
  - Pray for students, leaders and the ministry to students at Central
  - Be present and on time for leader meetings and ministry responsibilities
  - Communicate absences well-ahead of time
  - Prepare for lessons in advance with excellence as the goal

- Seek to deepen relationships with students and other leaders/teachers

## 2. I agree NOT to ...

- a. Indulge in intentional impurity
  - *“The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies, and the like.”*  
- Galatians 5:19-21a (NIV)
- b. Damage my witness by behaving in a way that causes others to stumble (Romans 14:19-21)
  - Not drinking alcohol if you are under the age of 21; if you are over 21 years old, knowing the sensitivity of this issue, using discretion, especially in public settings.
  - Self-destructive behavior that may compromise your witness, such as: drug abuse and other addictions
  - Be involved in any kind of inappropriate or unhealthy friendship or romantic relationship with any middle/junior/high school student.

Our hope is that, as a group of people seeking to serve students, our lives and ministry would remain above reproach (1 Timothy 3). Thank you for joining us on this journey in leading students to Christ!

# Leader Job Descriptions

## **Jr. High Life Group Leader (7<sup>th</sup>-8<sup>th</sup> Grade Students)**

- Work in partnership with Student Ministries staff to lead weekly small group reflection groups (Approx. 2 hours each Wednesday evening during the school year)
- Work in partnership with Student Ministries staff to mentor and train high school assistant small group leaders.
- Pray for students and families regularly
- Model the same Christian faith and witness that you teach
- Set a model for leadership; attend worship at CUMC each Sunday; participate in all leader meetings (15 minutes before meeting time).
- Be intentional in developing relationships with students, be an encouragement to them, and include all students. Make contact with students outside of small group meeting times for the purpose of discipleship
- Commit to the same life applications and truths we are teaching in small group
- Maintain discipline and order in small/large group meetings

## **Sr. High Life Group Leader (9<sup>th</sup>-12<sup>th</sup> Grade Students)**

- Work in partnership with Student Ministries staff to lead weekly small group reflection groups (Approx. 2 hours each Sunday evening during the school year)
- Pray for students and families regularly
- Model the same Christian faith and witness that you teach
- Set a model for leadership; attend worship at CUMC each Sunday; participate in all leader meetings (15 minutes before meeting time).
- Be intentional in developing relationships with students, be an encouragement to them, and include all students. Make contact with students outside of small group meeting times for the purpose of discipleship
- Commit to the same life applications and truths we are teaching in small group
- Maintain discipline and order in small/large group meetings

### **Confirmation Mentor (8th Grade Students)**

- Work in partnership with the pastors and Director of Student Ministries to teach and carry out confirmation class programming for 1 hour each Sunday morning during the school year
- Pray for Confirmation students and families regularly
- Model the same Christian faith and witness that you teach
- Attend worship at CUMC each Sunday while teaching; and participate in service days, parent meetings, social gatherings and Confirmation/Baptism services
- Be intentional in developing relationships with students, be an encouragement to them, and include all students
- Commit to the same vows and creeds taught in class
- Maintain discipline and order in the classroom and meetings

### **Sunday School Teacher (7<sup>th</sup>-12<sup>th</sup> Grade Students)**

- Work in partnership with Student Ministries staff to teach Sunday School class for 1 hour each Sunday morning you are scheduled
- Pray for Sunday Morning students and families regularly
- Be intentional in developing relationships with students and make contact with them (notes, calls, activities) weekly
- Model the same Christian faith and witness that you teach
- Prepare/Teach regularly on Sundays you are assigned
- Regularly attend worship at CUMC even on Sundays you teach
- Be intentional in developing relationships with students, be an encouragement to them, and include all students
- Commit to the same applications and truths taught
- Maintain discipline and order in the classroom

# Relationships- a CORE Value

Central Student Ministries is a relational ministry—it is one of our core values. We believe that God created us to be in relationship with Him and one another. We believe that true life begins with our relationship to God through Jesus Christ. Jesus modeled that perfect relationship to his disciples, and we believe that model is the most effective way to impact students. At CSM, we are committed to building intentional relationships between healthy, spiritually committed leaders and students for the purpose of discipleship.

More than any other time in their lives, students crave solid, stable relationships. They need to know that somebody loves them, cares for them, and is willing to show them how to make it through adolescence. Jesus is all those things. And you can be, too! The way in which you show your love and care to each of these kids models Jesus' love and care for them. When you invest in their lives in a way that lets them know you want to have a relationship with them, it models the way Jesus seeks after them.

# Setting Boundaries with Students

CSM is committed to providing a community of love and care for every student. We want our ministry to be a safe place where they can be open and trusting so that we may show them the redeeming love of Christ. No form of child abuse, whether physical, emotional, or sexual, will be permitted under any circumstance. We have a zero tolerance stance on this.

So we must have boundaries that keep our relationships with students healthy and God-honoring. These boundaries create a safe and nurturing environment for students that promote growth in their faith, and ensure the health and welfare of all those that God has put in our care. These boundaries also help to protect leaders from accusations and damage to his or her reputation. Finally, these boundaries help us to set a Godly example, to minister with spiritual integrity, and to live wisely.

If our relationships with students are outside of these boundaries, they can have the potential to harm our witness of Christ Jesus and our ministry among students and their families. Therefore, all CSM team members must be committed to the following guidelines.

## Hanging out with Students

1. Good relational ministry requires frequent interaction with students. Hanging out with kids can take many forms—coordinated group events, one-on-one meetings over a coke (in a public place), going to the park to play games, a ballgame, or just getting together over the phone to name a few. In all situations, it is the CSM leader's obligation to ensure the safety, health and welfare of the student. You are to act as a responsible adult at all times.
2. Because parents entrust us with their children, it is the CSM leader's obligation to make sure that parents are informed about time and place of events. As a general rule, the younger

the student... the more time you should spend talking to their parent.

3. A CSM leader is never allowed to drive a student to and from hang out times without prior approval of a parent and a CSM Staff Member. An exception is if you are driving an approved church vehicle. It is best, if possible, not to be one-on-one with a student in your car. When possible, travel in groups or have another adult in the car with you. While driving, never text and only make/receive calls in emergency situations.
4. As a general rule, it is best for a CSM leader to never be alone with a student. A CSM leader should never be alone with a student of the opposite sex. When possible, hang out times should be with groups, or in a public or common area setting. If it is a one-on-one or counseling session with a student, the CSM leader should make sure that you are not behind a closed door or in an isolated place. A CSM leader should never visit a child alone at home or in a secluded place.
5. Calls, texts, and online communications with students are encouraged. Please follow the CSM social media policy in regards to these forms of communication.
6. Inform a CSM staff person if you are having a meeting, event, or hanging out with students. Because it will be perceived as being under the CSM banner, staff should be kept “in the loop” to help promote, answer questions, provide accountability to leaders, and pray for your time together.

### **Guidelines for lifestyle and maintaining moral integrity**

1. The use of drugs and alcohol is a sensitive subject and can easily damage a leader’s witness, and misconduct can be grounds for dismissal from CSM leadership. Illegal use of drugs, or the abuse of drugs or alcohol by CSM leaders, is prohibited. Alcohol use is prohibited by leaders under 21 or by any leaders when involved in a CSM function (trip, retreat, or event of any kind). Leaders

over 21 must use good judgment and drink responsibly, especially when in public.

2. In the case of a CSM leader being involved in—promiscuity, premarital sex, extramarital affairs, or homosexual activity—the leader will be immediately suspended. All other struggles with sexual issues (struggles with pornography, sexual feelings toward a student, etc...) should be brought to a CSM staff member's attention and discussed before further action is taken. All teaching, sharing, and discussion of sexuality issues by CSM leaders must be recognized as compatible with Christian teachings, the United Methodist Church, and CUMC.
3. When discussing the personal use of controlled substances, or personal sexual issues/struggles with students, CSM leaders should use discretion and discernment. These topics should only be discussed for discipleship purposes. When in doubt about when and how to share, talk to a CSM staff member!
4. All CSM leaders should monitor any online profiles. There should be no public photos, videos, or other electronic mediums that may be seen as "questionable" content. Follow all guidelines in the CSM social media policy.
5. CSM leaders should be above reproach in all areas. Therefore, you must use discretion when sharing music, movies, games, and other forms of electronic media. CSM leaders should follow all media age ratings. When R-rated movies (or PG-13 with younger students) are used for the purposes of discipleship, parental permission is required. Always preview media that you're considering showing at any CSM activity.



## Relationship Guidelines

1. CSM leaders are role models and should be an example of Christ in their living to all those around them. CSM leaders should be respectful in speech and action to other team members and staff, especially in front of students. Demeaning speech, bullying, racism, or other discouraging actions towards students or fellow team members will not be tolerated by CSM staff.
2. We believe that the unique roles of male and female are clearly defined in Scripture. Therefore, you should take every precaution in how you act toward members of the opposite sex in all relationships. CSM leaders should strive to treat the opposite sex with the utmost dignity and honor. Comments of a sexual nature, crude sexual humor, conversation about physical appearance and weight, coarse language or cussing, and derogatory comments (including sexual preferences) should be avoided as they violate the requirements of a role model. Flirting between CSM leaders and students is forbidden and will not be tolerated. Leaders agree to dress conservatively and avoid wearing provocative attire.
3. Relational ministry within CSM will be gender specific, for the most part. Guys will relate to guys; girls will relate to girls. Appropriate physical contact and horseplay between leaders and same-gender students is acceptable when using caution and discernment.
4. In certain settings (camp retreats, mission trips, etc.), leaders may be required to share sleeping accommodations with students. CSM leaders should avoid and prevent any nudity from or around students. Leaders agree to dress and undress in a modest way at all times in the presence of students.
5. Dating or “going out” with any student is strictly forbidden. Romantic or sexual attraction for a student by a leader should be immediately brought to the attention of the CSM staff.

6. CSM leaders involved in dating relationships with other team members should model appropriate behavior, particularly during CSM functions. Displays of affection should be limited.
7. CSM leaders are prohibited from using physical punishment in any way. No form of physical discipline is acceptable, including, but not limited to—spanking, slapping, pinching, hitting, or any other physical force. CSM leaders are prohibited from participating in or allowing others to conduct any “hazing” activities.
8. CSM leaders should never ask students to keep any secrets. Nor should you agree to keep any secrets told you by a student. As a general rule, never promise complete confidentiality or secrecy. As adult leaders in ministry, there are certain things we must report. Follow all guidelines in the CSM confidentiality policy.

# Sexual Harassment Policy

It is critical to Central Student Ministries' mission that all CSM leaders, paid and unpaid, conform to the highest standards of sexual morality and conduct. It is the intention of CSM to provide a safe environment for both students and adults, free from verbal, physical or visual forms of sexual pressure or harassment of any kind. Sexual harassment will not be tolerated and will result in immediate dismissal from the program and possibly legal recourse.

Sexual harassment refers to "any non-accidental, unwanted look, remark or advance of a sexual nature."

This policy applies to all relationships: adult-to-adult, adult to student and student to student. Sexual contact between an adult and child (student) is always considered unwanted and forced; therefore, it is harassment, whether or not the child has consented.

## **Procedures:**

It is important that incidents of harassment be reported and addressed, while keeping in mind that reporting harassment can precipitate severe consequences to an individual or family. Therefore, it should never be done casually or thoughtlessly, and certainly not for malicious purposes.

1. If you experience or witness what you consider to be sexual harassment, keep a written record of your experiences including dates, times, places and other witnesses.
2. In the case where the recipient of the harassment may be in immediate danger, you may wish to confront the person with the harassment and demand that it cease.

3. Report the incident to a CSM staff person immediately. In the case where a CSM staff person may be involved in the harassment, report the incident to a Central UMC clergy person. When reporting, all involved must be sensitive to the need for confidentiality in handling this information. Therefore, in reporting any incident of harassment, until a course of action is developed, do not investigate or reveal details of this incident with any third party persons (including the media, social media, other volunteers, students or staff).
4. The CUMC staff person receiving this information must listen seriously and objectively, and then as quickly as possible, take corrective and preventative action. The CUMC staff person will develop a course of action to deal with the reported harassment, possibly with the help of other CUMC staff persons or possibly legal counsel.

# Keeping Information Confidential

**CONFIDENTIALITY** – *“told in confidence; imparted in secret; Of or showing trust in another; confiding; Entrusted with private or secret matters” (Webster’s)*

## Keeping Confidences

Your small group needs to be a safe place for students to share what’s really going on in their lives. There needs to be an atmosphere of trust. You want to be a safe person for your students to come to, and your group needs to grow into a place of trust, where students can share openly their joys and struggles. Talk to your students about keeping what is said in your small group confidential. Make sure your students know that you are a person who will keep the information they tell you or the group confidential.

And then keep it confidential! Don’t tell other leaders, parents or students. Keep it confidential!

But...there are \*exceptions!

### **\*Exceptions:**

Assure your students that you will keep their information confidential unless they share something that is a danger to themselves or to others. These dangers include:

- Abuse of any kind (physical, emotional, sexual, neglect)
- Threats of suicide
- Threats to harm themselves or others
- Significant struggles with eating disorders or drug or alcohol dependence
- Other significant destructive behaviors

If you are ever in question about how to respond to such situations, please contact a CSM Staff Member. We will keep such information confidential unless we feel it is necessary to report.

When a student approaches you and asks you not to tell anyone what they are about to tell you, let the student know up front that if it is something that is a danger to themselves or others, you may need to break their confidence. We have a responsibility to the child, but also to the families of these students.

In the case where a parent may need to be informed, please follow the guidelines below:

- Share this information with the appropriate CSM staff person(s), pray together, and decide on the best course of action. The staff person may be the one that needs to go to the parents.
- It may be best for you to offer to go with the student to talk to their parents. Talk with the student about the best way to approach the situation.
- Assure the student that you care for them and want the very best for them.

**In suspected child abuse or endangerment**, we must inform the state Department of Human Services. In this case, contact Central Student Ministries staff immediately.

\*In some cases, you may be asked to fill out a Counseling Report, which will be made available to you when needed.

# Social Media Policy

Social Networking Sites & Media are a constant reality in the lives of most of our students. It is essential for Central Student Ministries leaders to actively engage in this arena. The technological advancements in today's communication have largely diminished traditional thoughts on privacy - it is now a matter of reputation and integrity.

We view Social Networking Sites & Media as extremely effective tools in our ministry to students when used correctly. We strongly encourage our leaders to be present and active in their use of social media and use these tools in such a way that their ministry to students is beyond reproach.

## Expectations of Leaders

- Be Authentic. Through your online activity, students can learn from you and see life through your eyes. Let them see what a life of faith looks like first hand. Just like in a small group setting, there is such a thing as too much information; be cautious about sharing personal and intimate details.
- Unfortunately, "perception" is reality for some students (and adults) these days. Students will accept and mimic the things they see you do. Central Student Ministries Leaders should remove or make private any photos, videos, status updates, tweets, etc. in which the appearance of questionable conduct occurs. Questionable conduct includes, but is not limited to, visual displays of alcohol, drugs, and/or tobacco, as well as videos, Facebook updates, Instagram posts, tweets, or updates to any other social media containing vulgar language or nudity.
- Implement privacy settings and personal boundaries that are consistent with all students across all platforms.
- Review all content accessible by students frequently.

## Interactions with Students

- Don't initiate online relationships. Allow students to decide for themselves if they want to friend/follow you. In all circumstances, only confirm students you know personally (through your small group, other Central Student Ministries events, etc.)
- Use prudent judgment in the times you contact students through social media. The "home phone rule" is a basic rule of thumb to use - in most circumstances, do not participate in back-and-forth communication (text, chat, direct message, etc.) at a time you would not normally call their home phone line, i.e. before 8:00 AM or after 9:00 PM.
- If at all possible, limit your online communications with students to public settings (especially when communicating with the opposite sex).
- Do not police conversations. If a student says something you feel they need to be held accountable for, address that in private. Addressing such matters in public, even in a joking manner, can embarrass a student and undermine your role as both a friend and mentor.
- Use caution when posting images or pictures of students. Respect the dignity of every person depicted. It is strongly discouraged to attach students' names with their images.



# CSM::

## Central Student Ministries

### Central United Methodist Church

#### Belief Statement

1. We believe in the Triune God – That God is Father, Son, and Holy Spirit (Matthew 28:19).
2. We believe that Jesus Christ:
  - is the Son of God, the Savior of the world
  - was born of the Virgin Mary
  - lived a sinless life – the only sinless life ever lived
  - Willingly died on the cross for the sins of the world to restore to fellowship with God those who turn from their sins and put their faith in Him (Matthew 1:18-25, John 3:16, 2<sup>nd</sup> Corinthians 5:21).
3. We believe that the Holy Spirit draws people to God and enlightens believers in their understanding of God's Word, the Bible (John 6:63, 16:5-14).
4. We believe that the Bible is the inspired Word of God. We believe the Bible contains all things necessary for salvation and that it is useful for teaching, reproof, correction, and training of the people of God for a life of righteousness. In all matters of faith and practice, we acknowledge with other Christians the authority and infallibility of Holy Scripture as our primary source of truth as it is illumined by tradition, made vivid in personal experience, and confirmed by reason (2<sup>nd</sup> Timothy 3:16; 2<sup>nd</sup> Peter 1:20, 21).
5. We believe that Jesus rose from the dead and that all Christians will one day be raised to join Him in heaven (1<sup>st</sup> Thessalonians 4:14-18).
6. We believe that all persons will one day be judged by God and that those who have received God's gift of salvation in Jesus Christ will be shown mercy before God (John 3:17-21).
7. We believe that Jesus will one day return to the world as He promised (Mark 13:26).
8. We believe that humanity was originally created in the image of God, but that now all are born with a sinful nature due to the first sin of Adam. Sin causes separation from God (Genesis 3).
9. We believe that a new relationship with God comes by grace through faith only when we confess that we have sinned against God and receive Jesus Christ, through the Holy Spirit, into our hearts, understanding that Jesus took upon Himself the punishment for our sins (Romans 10:9,10).
10. We believe that God has a purpose and plan for all people. We believe that acceptance of Jesus Christ and obedience to God results in spiritual blessing and joy (Jeremiah 29:11, Luke 11:28, John 15:9-11).
11. We believe that God's redemptive action manifests itself in good works that are the fruit of a true and lively faith. In turn, these works identify us as Christians and bring glory to God (Matthew 5:16, Galatians 5:22-23, and James 2:27).

# Central Student Ministries Leadership Covenant

Thank you for your willingness to serve students at Central. This covenant is to help guide you in your life and in your ministry to students, and to also guide our life together as a team of leaders and teachers. We use these standards to hold each other, and ourselves, accountable to pursuing the Christian life. Scripture clearly states that our role as leaders and teachers requires a higher standard of conduct. In order to set this standard, we are asking all CSM leaders and teachers to prayerfully commit to the following covenant.

## As a leader of students at Central Student Ministries,

### 1. I agree to...

- a. Seek first the kingdom of God (Matthew 6:33)
  - Actively pursue a personal relationship with Christ through: fellowship with other believers; consistent prayer and study of Scripture; regular worship attendance; unselfish service; generous giving; and openly sharing your faith.
- b. Set an example (1 Timothy 4:12)
  - In speech, life, love, faith and purity
- c. Seek to live a life characterized by the fruits of the Spirit (Galatians 5:22-23)
  - Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control
- d. Meet weekly CSM commitments
  - Pray for students, leaders and the ministry to students at Central
  - Be present and on time for leader meetings and ministry responsibilities
  - Communicate absences well-ahead of time
  - Prepare for lessons in advance with excellence as the goal
  - Seek to deepen relationships with students and other leaders/teachers

### 2. I agree NOT to ...

- a. Indulge in intentional impurity
  - *The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies, and the like.* – Galatians 5:19-21a (NIV)
- b. Damage my witness by behaving in a way that causes others to stumble (Romans 14:19-21)
  - Not drinking alcohol if you are under the age of 21; if you are over 21 years old, knowing the sensitivity of this issue, using discretion, especially in public settings.
  - Self-destructive behavior that may compromise your witness, such as: drug abuse and other addictions
- c. Be involved in any kind of inappropriate or unhealthy friendship or romantic relationship with any middle/junior/high school student.

I have read and agree to the following CSM documents

_____ Sexual Harassment Policy	_____ Setting Boundaries with Students
_____ Social Media Policy	_____ Keeping Information Confidential
_____ I give permission to allow members of CSM staff to view my full personal profile on all social media sites (ie – “friend me” on facebook, follow me on Twitter, etc.)	

Our hope is that, as a group of people seeking to serve students, our lives and ministry would remain above reproach (1 Timothy 3). Thank you for joining us on this journey in leading students to Christ!

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

# CSM:::

**Central Student Ministries**  
**Incident Report**

Today's Date: \_\_\_\_\_

Reporters' Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Person(s) involved in incident: \_\_\_\_\_

Date of Incident: \_\_\_\_\_

Please describe the incident (use as much detail as is necessary; use back if needed)

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Was anyone injured? If so, please name the persons and describe the injuries: \_\_\_\_\_

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What action was taken as a result of the incident (medical, parental, police, etc.)? \_\_\_\_\_

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Were there adults present? If so, who? (Please provide names and contact info, if available) \_\_\_\_\_

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What, if anything, could you or others do to prevent this incident in the future? \_\_\_\_\_

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Additional comments or information that pertains to this incident: \_\_\_\_\_

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For Office Use Only:
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**CONFIDENTIAL**

# CSM::

**Central Student Ministries  
Counseling Report**

Date of Counseling: \_\_\_\_\_

Reporter's Name: \_\_\_\_\_ Relationship to Student: \_\_\_\_\_

Name of student(s): \_\_\_\_\_

Age of student(s): \_\_\_\_\_ Grade: \_\_\_\_\_ School: \_\_\_\_\_

Location of Meeting: \_\_\_\_\_ Time of Meeting: \_\_\_\_\_

Names and contact info of others present (if applicable): \_\_\_\_\_

Comments (use back of page if necessary): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

In your opinion, what additional action or follow up is needed, if any? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature \_\_\_\_\_

Today's Date: \_\_\_\_\_

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