

# 2020 HYM Summer Staff Packet



Dear HYM Alumni,

We have a unique opportunity this summer to connect with our middle school students in new and creative ways after these long months apart. We are planning a six-week session of small groups (focusing on Paul's Letter to the Philippians) and an adapted weeklong Explore program—and we need your help! All “HYM alumni” who have graduated from high school are encouraged to apply.

Please prayerfully consider serving with us in a “micro-internship” we’re calling **HYM Summer Staff!** You will have the opportunity to co-lead a middle school small group with another adult leader and to help us create both spiritual content and fun activities for Explore! The time commitment for this opportunity would be no more than five hours per week over a seven-week period (with the option to take a week off for family vacation during that time).

Thank you for taking the time to prayerfully consider investing part of your summer in our middle schoolers! We also value this opportunity to further invest in you as young Christian leaders, whether you are preparing for vocational youth ministry or for faithful service in another field. It is our hope that participating in HYM Summer Staff will help to equip you for lifelong ministry in the local church.

If you have any questions, please feel free to contact me in advance of submitting your application.

Because of Christ,

Chelsea Erickson  
Pastor of Youth and Families

## **Vision and Mission of HYM**

The vision of FCC Hamilton Youth Ministry is **to see students connected to *Christ, to the Church, and in the culture***. We seek to accomplish this vision by the power of God's Spirit and through our commitment to the following five values:

### **1. Teaching the Gospel**

The Triune God, particularly the person and work of Jesus Christ, as revealed in Scripture is the foundation for all that we do. We strive to communicate the truth of the gospel in a way students can understand. We want FCCH students to graduate understanding the one-story plot (i.e. metanarrative) of the whole counsel of Scripture—creation, fall, redemption, and restoration. Only the gospel of Christ can alleviate the pressure students feel to conform, perform or create an image—and we want them to understand how to apply this Good News to every part of their lives.

### **2. Fostering Relationships**

Authentic relationships with peers and adult leaders are essential for creating safe community. We recognize that these relationships are the opening to share the gospel, so we will seek discernment about sharing the gospel where we have not taken time to develop relationships. We will also seek to create an environment where each student feels known, one where questions and even doubts are welcome.

### **3. Developing Leaders**

Where there is ownership, students are far more likely to grow in their relationships with each other and with God. We will affirm students' dignity by inviting them to contribute to our community in thought and in action. We will seek to partner with them in ministry, seeing them as equal participants in the gospel, rather than doing for them what they can do themselves.

### **4. Integrating Generations**

A youth ministry is not a church in and of itself. Rather, our goal is to foster students' meaningful involvement in the larger local Body. We will empower them to use their gifts in age-appropriate ways and will affirm their involvement in corporate worship. Whenever possible, we will seek to help them make connections with other adults in the church.

### **5. Partnering with the Global Church**

We long for students to find themselves in God's story as part of His people around the world. By providing exposure and opportunities to various church and ministry partnerships, we will invite students to join God in kingdom work near and far.

# **2020 HYM Summer Staff Program Description**

## **PURPOSE:**

The 2020 Summer Staff program is designed to strengthen our summer middle school ministry, facilitate opportunities to develop in leadership, and enrich each Summer Staff member's walk with Christ.

## **DATES:**

We request that staff commit to seven weeks beginning June 29. A week may be taken for family vacation during this time period.

## **COMMITMENT:**

< 5 hours per week

## **SUMMER STAFF RESPONSIBILITIES:**

### **MIDDLE SCHOOL SMALL GROUPS:**

Each Summer Staff member will be assigned to at least one middle school small group, meeting weekly with an adult co-leader and students. Summer Staff members will help to facilitate games, safety, and small group Bible study in the Letter to the Philippians. Summer Staff members will be assigned to cover for one another on vacation weeks.

### **EXPLORE FOR MIDDLE SCHOOLERS:**

The 2020 Summer Staff will plan and execute at-home and in-person middle school activities throughout the week of VBS/Explore. Some availability is needed for the morning drive-through at 10:00 a.m. (1-2 days), as well as for a couple of (tentative) in-person activities from 10:00-12:00 that week.

### **WEEKLY TEAM MEETING:**

The Summer Staff team will meet on Monday afternoons (time to be mutually agreed upon) for spiritual encouragement and program planning. (If applicants are not available on Monday afternoons, they should let the Pastor of Youth and Families know prior to applying so we can consider another time.)

## **NON-NEGOTIABLE VALUES:**

1. **SPIRITUAL MATURITY:** Summer Staff must model a genuine, transparent walk with Christ. They should demonstrate spiritual and emotional maturity as they lead younger brothers and sisters in the faith. We are not looking for perfect people, but those whose lives are yielded to Christ! (Ephesians 4:1-3, Colossians 1:9-14, Hebrews 13:7)
2. **SERVANT LEADERSHIP:** We ask that our Summer Staff team actively seek to have the heart of spiritual shepherds toward our students, leading them with care and gentleness. (1 Peter 5:2-4, Colossians 3:12)

3. **SAFETY:** Summer Staff must complete CORI and SORI screening (mandated by the Commonwealth of Massachusetts) as well as a national background check, a Safe Church policy form, and online abuse awareness training through Ministry Safe. Summer Staff must also model safe physical distancing and other healthy habits related to COVID, helping to enforce these with our young students.

**COMPENSATION:**

We will provide a \$250 stipend for each Summer Staff member.

If Summer Staff members should not need to do much driving. But if driving is required beyond to and from the church, mileage and personal expenses will be reimbursed.

# 2020 HYM Summer Staff Application

Please complete the following forms, along with the attached CORI. You should retain the program description and FCCH Statement of Faith for your records.

## PERSONAL INFORMATION:

NAME \_\_\_\_\_  
First Middle Last

BIRTHDATE \_\_\_\_\_  
Month Day Year

HOME ADDRESS \_\_\_\_\_  
Street Address City State Zip

PHONE # \_\_\_\_\_ EMAIL \_\_\_\_\_

## EDUCATION:

HIGH SCHOOL \_\_\_\_\_ CITY, STATE (OR COUNTRY) \_\_\_\_\_

COLLEGE \_\_\_\_\_ CITY, STATE (OR COUNTRY) \_\_\_\_\_

GRADE COMPLETED 1 2 3 4 MAJOR (MINOR) \_\_\_\_\_

MASTERS LEVEL DEGREE \_\_\_\_\_ CITY, STATE (OR COUNTRY) \_\_\_\_\_

PROJECTED MASTERS GRADUATION \_\_\_\_\_

## EMPLOYMENT AND EXPERIENCE (Please list the most recent first):

COMPANY/CHURCH/MINISTRY \_\_\_\_\_

PHONE # \_\_\_\_\_ DATES INVOLVED \_\_\_\_\_ TO \_\_\_\_\_

TITLE/RESPONSIBILITIES \_\_\_\_\_

REASON(S) FOR LEAVING \_\_\_\_\_

\_\_\_\_\_

COMPANY/CHURCH/MINISTRY \_\_\_\_\_

PHONE # \_\_\_\_\_ DATES INVOLVED \_\_\_\_\_ TO \_\_\_\_\_

TITLE/RESPONSIBILITIES \_\_\_\_\_

\_\_\_\_\_

REASON(S) FOR LEAVING \_\_\_\_\_

\_\_\_\_\_

COMPANY/CHURCH/MINISTRY \_\_\_\_\_

PHONE # \_\_\_\_\_ DATES INVOLVED \_\_\_\_\_ TO \_\_\_\_\_

TITLE/RESPONSIBILITIES \_\_\_\_\_

\_\_\_\_\_

REASON(S) FOR LEAVING \_\_\_\_\_

\_\_\_\_\_

COMPANY/CHURCH/MINISTRY \_\_\_\_\_

PHONE # \_\_\_\_\_ DATES INVOLVED \_\_\_\_\_ TO \_\_\_\_\_

TITLE/RESPONSIBILITIES \_\_\_\_\_

\_\_\_\_\_

REASON(S) FOR LEAVING \_\_\_\_\_

\_\_\_\_\_

**REFERENCES:**

NAME \_\_\_\_\_ RELATION \_\_\_\_\_

PHONE # \_\_\_\_\_ E-MAIL \_\_\_\_\_

\_\_\_\_\_

NAME \_\_\_\_\_ RELATION \_\_\_\_\_

PHONE # \_\_\_\_\_ E-MAIL \_\_\_\_\_

\_\_\_\_\_

**BIOGRAPHY:**

On a separate page, please answer the following questions.

1. Describe how you came to faith in Christ and tell us about your walk with him over the past 4-6 months.
2. Why are you interested in serving with HYM Summer Staff at FCCH?
3. What do you feel are your spiritual gifts and how can you use them to serve this ministry?
4. What are some of your goals and expectations for personal growth this summer?
5. What is one specific skill set related to ministry that you would like to develop this summer?

**ADDITIONAL INFORMATION:**

Please list any personal commitments that would require you to be away at all during this coming summer (family vacations, weddings, school related events, etc.).

**LEAGAL AND BACKGROUND:**

In order to care for our congregation, it is our responsibility to build a team that provides nurturing Christ-centered relationships and represents the core commitments of First Congregational Church of Hamilton. Please answer the following questions open and honestly.

- 1) Have you read and do you agree with FCC Hamilton's Statement of Faith?  
☐ Yes    ☐ No

(Please contact the Pastor of Youth and Families with any questions or potential points of disagreement related to the Statement of Faith.)

- 2) Have you ever been arrested or convicted of any crime?\*
- 3) Is there anything from your past that could be damaging to the ministry of FCC Hamilton?\*

\*If you answered "yes" to questions 2 or 3, please explain on a separate sheet.

**AGREEMENT:**

- 1) I hereby attest that all the information that I have provided in this application is correct and accurate to the best of my knowledge.
- 2) I hereby give my authorization to First Congregational Church of Hamilton and its representatives to release any and all records or information relating to working with minors. (Please complete attached CORI and Safe Church paperwork.)
- 3) I hereby grant my permission to First Congregational Church of Hamilton and its representatives to contact the appropriate government agencies as deemed necessary in order to verify my suitability as an FCC Hamilton Youth Ministry Summer Staff member.
- 4) I agree to complete the Ministry Safe abuse awareness training required for all FCC Hamilton Youth Ministry leaders.
- 5) I have prayed over this decision and have discussed this opportunity with those it may impact. My family supports my decision.

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

First Congregational Church of Hamilton is an Equal Opportunity Employer. Our employment policies are non-discriminatory regarding age, sex, color, race, national origin, or disability status for qualified applicants.



## **Statement of Faith**

The historic Christian faith forms the mission and vision of the First Congregational Church of Hamilton. Doctrine matters for our preaching and teaching, and therefore for our thinking and living as we take the gospel of Jesus Christ to our broken world. Proclaiming redemption's hope requires understanding the breathtaking nature of redemption's scope.

Therefore...

### **I. We believe**

That God who is one in being exists eternally in three persons, Father, Son, and Holy Spirit (1), each holy and loving. God created everything that exists (2), upholds it by his power, and rules sovereignly over it (3). In relation to the creation, God's knowledge is exhaustive (omniscience) (4), his power unlimited (omnipotence) (5), and he is present everywhere (omnipresence) (6).

(1) II Cor. 13:14; Eph. 4:4-6; I Pet. 1:2. (2) Gen. 1:1; Col. 1:16-7. (3) Ps. 50:10; Prov. 21:1; Dan. 4:3a; Is. 40:6-31; Acts 2:23, 4:27-8; II Thess. 2:11; Heb. 1:3. (4) Ps. 139:1-6, 15-18; Heb. 4:13. (5) Job 42:1-2; Ps. 115:3; Matt. 19:26. (6) Ps. 139:7-10; Jer. 23:23-4.

### **II. We believe**

That Christ was the incarnate second person of the Godhead, conceived by the Holy Ghost and born of the Virgin Mary, fully human (7) and fully divine (8) in one person. He died, rose from the dead, and ascended to heaven (9), from whence he will return bodily and in glory (10).

(7) Matt. 1:18-21; Gal. 4:4; Rom. 1:3-4. (8) Jn. 1:1-2; Phil. 2:6-11; Tit. 2:13 Heb. 1:8-9; (9) Acts 2:33-6; Eph. 1:20-22; Heb. 1:3. (10) Matt. 24:30-31; Acts 1:11; Phil. 3:20-1; I Thess. 3:13, 4:15-6.

### **III. We believe**

That all human life has worth and dignity because all people are made in God's image (11). As such, they have been created to know and serve him, but this image is now marred by sin. In our fallen condition, we are in rebellion against God, his truth, and his law (12). We are alienated from him and under his judgment (13).

(11) Gen. 1:26-7; Jas. 3:9. (12) Rom. 1:18, 3:10-20, 8:7. (13) Acts 17:31; Rom. 2:5-8; Heb. 9:27.

### **IV. We believe**

That God the Holy Spirit inspired the Bible, giving us truth that is entirely free of error in its original autographs. It is an authoritative disclosure of God's character, will, and ways. It is by this Word that he instructs, corrects, guides, and nourishes the Church (14).

(14) Ps. 119:89, 160; Jn. 17:17; II Tim. 3:1; I Pet. 1:19-21.

### **V. We believe**

That in his death, Jesus justified us when he was judged for our sin and we were credited with his righteousness (15). In this way he effected our reconciliation with the Father (16). His death is the only means of salvation (17), provided solely by God's grace (18), and its benefits are received by faith alone (19).

(15) Rom. 3:25; II Cor. 5:21; Gal. 3:1b. (16) II Cor. 5:19; Rom. 5:8-10. (17) Matt. 10:32-33; Jn. 5:24; Acts 4:12, 17:30-31. (18) Rom. 3:24, 4:1-5, 11:6; Eph. 2:8-10. (19) Gal. 2:16; Eph. 2:8; Heb. 11:6.

### **VI. We believe**

That the Holy Spirit imparts to us a saving understanding of Christ's death (20) and regenerates us, giving spiritual life in place of spiritual death (21). This initiates the life of obedience and spiritual growth God

intends for his people. This growth shows itself in a love of the biblical Word, a hunger for righteousness, a desire to serve others, and a commitment to see God glorified as the gospel is taken to the nations (22).

(20) Jn. 15:26, 16:7-11; (21) Jn. 3:3-8; Jas. 1:18; I Pet. 1:3, 23. (22) Ps. 119:11, 18, 24, 27-28, 31-32; Matt. 5:6, 20-26; 28:18-20; Rom. 13:8; Gal. 5: 13, 16-23.

#### **VII. We believe**

That those who belong to Christ should assemble regularly for worship, fellowship, prayer, and teaching (23). They are to seek the Church's purity, preserve its unity, and respect its government (24).

(23) Acts 2:42; Eph. 5:19-20; Heb. 10:25. (24) Eph. 4:1-6; Heb. 12:14; I Pet. 2:9-10.

#### **VIII. We believe**

That the Lord's Supper is a celebration of Christ's finished work on the cross which symbolizes and confirms to his people the benefits of his death (25). We make provision for both infant dedication and infant baptism. Children being baptized enter into the covenant under which at least one parent stands (26) but each child needs to come into a saving relationship with Christ for him or herself in due course. For believers, baptism declares publicly an existing identification with Christ in his burial and resurrection (27)

(25) I Cor. 11:23-6; Heb. 7:27. (26) Acts 16:15; I Cor. 7:13-4; Col. 2:11-12. (27) Acts 8:36-8; Rom. 6:4-5.

#### **IX. We believe**

That the kingdom of God inaugurated at Christ's first coming will be consummated at his second coming (28) when the dead will be raised. At the final judgment, believers and unbelievers will be separated forever. At that time, evil will be eradicated and Satan will be punished (29). Unbelievers will enter into an eternal, conscious separation from God, and the people of God will serve joyfully in his presence forever in the new heavens and earth (30).

(28) Rev. 19:20-1, 20:10, 14-15, 21:4. (29) Matt. 25:34-40; Rom. 14:12; Jude 6. (30) Rev. 22:1-5.

#### **X. We believe**

That the Church is called to love the Lord our God with all our heart, soul, mind and strength and to love our neighbor as ourselves (31). To this end we will act compassionately toward the poor and needy, pursuing justice for the afflicted. (32)

(31) Mark 12:29-31. (32) Deut. 15:11; Ps. 82:3-4; Is. 1:17; 58:6-7; Micah 6:8; James 1:27.

SUBJECT INFORMATION:

\_\_\_\_\_  
Last Name First Name Middle Name Suffix

\_\_\_\_\_  
Maiden Name (or other name(s) by which you have been known)

\_\_\_\_\_  
Date of Birth Place of Birth

\_\_\_\_\_  
Last Six Digits of Your Social Security Number: \_\_\_\_ - \_\_\_\_

Sex: \_\_\_\_ Height: \_\_\_\_ ft. \_\_\_\_ in. Eye Color: \_\_\_\_ Race: \_\_\_\_

Driver's License or ID Number: \_\_\_\_ State of Issue: \_\_\_\_

\_\_\_\_\_  
Mother's Full Maiden Name Father's Full Name

Current and Former Addresses:

\_\_\_\_\_  
Street Number & Name City/Town State Zip

\_\_\_\_\_  
Street Number & Name City/Town State Zip

\_\_\_\_\_  
The above information was verified by reviewing the following form(s) of government issued identification:

\_\_\_\_\_  
\_\_\_\_\_  
| |

VERIFIED BY: \_\_\_\_\_  
Name of Verifying Employee (Please Print)

\_\_\_\_\_  
Signature of Verifying Employee

**CRIMINAL OFFENDER RECORD INFORMATION (CORI)  
ACKNOWLEDGEMENT FORM**

TO BE USED BY ORGANIZATIONS CONDUCTING CORI CHECKS FOR EMPLOYMENT,  
VOLUNTEER, SUBCONTRACTOR, LICENSING, AND HOUSING PURPOSES

The First Congregational Church of Hamilton, MA is registered under the provisions of M.G.L. c. 6, § 172 to receive CORI for the purpose of screening current and otherwise qualified prospective employees, subcontractors, volunteers, license applicants, current licensees, and applicants for the rental or lease of housing.

As a prospective or current employee, subcontractor, volunteer, license applicant, current licensee, or applicant for the rental or lease of housing, I understand that a CORI check will be submitted for my personal information to the DCJIS. I hereby acknowledge and provide permission to the First Congregational Church of Hamilton, MA to submit a CORI check for my information to the DCJIS. This authorization is valid for one year from the date of my signature. I may withdraw this authorization at any time by providing the First Congregational Church of Hamilton, MA with written notice of my intent to withdraw consent to a CORI check.

**FOR EMPLOYMENT, VOLUNTEER, AND LICENSING PURPOSES ONLY:** The First Congregational Church of Hamilton MA may conduct subsequent CORI checks within one year of the date this Form was signed by me provided, however, that the First Congregational Church of Hamilton, MA must first provide me with written notice of this check.

By signing below, I provide my consent to a CORI check and acknowledge that the information provided on Page 2 of this Acknowledgement Form is true and accurate.

SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

## SAFE CHURCH POLICY VOLUNTEER AGREEMENT

I have read and will comply with the Safe Church Policies of First Congregational Church of Hamilton, as stated in this pamphlet. I have not been convicted of a crime involving an offense against a child under any state, federal, local, or foreign law. I have not resigned or been terminated from any position because of any misconduct toward a child or minor, as defined in this Safe Church Policy pamphlet. I give First Congregational Church of Hamilton permission to conduct a background check, including a criminal record search, and will sign all forms necessary for FCCH to conduct the search.

\_\_\_\_\_  
Please Print First and Last Name

\_\_\_\_\_  
Your Signature

\_\_\_\_\_  
Date

*Please sign and tear this portion from the Pamphlet and return to the youth pastor or children's directors.*

*Retain the remainder portion of this Pamphlet for your reference.*

## ABOUT THIS PAMPHLET



First Congregational Church of Hamilton values our ministry to children and youth and their families. We place a high priority on providing and maintaining a safe environment for both children and youth, as well as for staff and volunteers serving Children's and Youth Ministries. This pamphlet articulates our Safe Church Policy and standard of care toward children and youth by our staff and volunteers.

First Congregational Church of Hamilton affirms and promotes healthy, nurturing and God-honoring relationships between volunteers and children or youth, and prohibits misconduct behavior toward a child or youth participant by staff or volunteers as defined in this pamphlet. Further, FCCH Children's and Youth Ministries forbid the placement of a known offender (who has been convicted of an offense against a minor under the law of any jurisdiction) in any leader or teacher role. The purpose of our Safe Church Policy is to protect both children, staff and volunteers involved in Children's or Youth Ministries, and to honor God and His kingdom work here in Hamilton. We commit to provide proper training for teachers, leaders and volunteers and to support and oversee their service among children and youth on an ongoing basis.

# SAFE CHURCH POLICY

FOR  
CHILDREN & YOUTH



FIRST CONGREGATIONAL  
CHURCH  
OF HAMILTON

## IMPLEMENTING THE POLICY

The Safe Church Policy applies to all Children's and Youth staff, teachers, leaders, assistants and childcare volunteers (paid and unpaid) of First Congregational Church of Hamilton (FCCH). Children's and Youth Ministries ensure that the respective Directors will train all volunteer teachers, leaders and caregivers to follow this policy.

Interested staff and volunteers will be subject to a background check as well as screened for previous incidents of misconduct toward a child or minor as defined in this policy.

All Children's leaders, teachers and childcare volunteers involved in FCCH programs must read, sign, and agree with this Policy and affirm that they have not resigned or been terminated from a position or leadership role for misconduct toward a child.

## APPROPRIATE CONDUCT

Children's and Youth workers are responsible for appropriate behavior, both verbally and physically. Common expressions of affection (hugs), affirmation (pats on the back), support (prayer), or physical care-taking (changing diapers, etc.) are appropriate in our community of caring Christians. However, physical expressions of affection must not be excessive or imposed upon another person.

Two adults per classroom are required to be present in the supervision of children or youth. Team teaching is commonplace. If a teacher must be alone with a child for a brief time, s/he must provide visual access into the space (open door or window).

Customarily, Children and Youth are transported in groups only. If the occasion warrants, an unaccompanied adult will not transport an individual child involved in a FCCH-sponsored activity without prior permission from the child's parent or guardian.

## WHAT CONDUCT IS PROHIBITED?

Misconduct toward a child or youth as defined in this Policy is prohibited. "Misconduct toward a child" (child is defined as anyone less than 18 years of age) includes any abuse or neglect of the child, including but not limited to, physical abuse, emotional abuse, unlawful sexual behavior that breaches Christian ethical principles by misusing a trust relationship. Sexual exploitation of a child includes, but is not limited to, any interaction between a child and an adult in which the child is used for the sexual stimulation of an adult. It may or may not involve touching. This conduct by an adult is always considered forced, whether or not the child has consented.

Exploitation of a child - designed to break down the child's inhibitions - may include: sexually demeaning comments, verbal suggestions of sexual activity, comments about sexual behavior, provocative clothing, unwelcome or inappropriate physical contact, graphic or degrading sexual comments about an individual's physical appearance, expressed or implied sexual advances or propositions, display of sexually suggestive objects or pictures, and requests for social involvement after the child refuses.

This Policy also prohibits placing any person convicted of an offense against a child, under the law of any jurisdiction, in any staff or volunteer position in a ministry program of First Congregational Church of Hamilton.

Come, my children,  
listen to me;  
I will teach you the  
fear of the Lord.

Psalms 34:11

