



Transforming Kids | Transforming Community

Volunteer Conduct Materials

North Littleton Promise Mission & Priorities

MISSION

North Littleton Promise builds life giving relationships with immigrant kids and their families and mobilizes local partners to transform the northeast Littleton neighborhood through Christ.

PRIORITIES



North Littleton Promise Statement of Faith

Authored by the National Association of Evangelicals

We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.

We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential.

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

We believe in the spiritual unity of believers in our Lord Jesus Christ.

North Littleton Promise Culture

GLORIFYING GOD

We long for God to be glorified in all things (Psalm 86:12): in every program, event, and person involved in this ministry.

PRAYERFUL

Our first and most important activity is prayer, which we engage with by Spirit-led listening and intercession for and with staff, volunteers, kids, and families (Ephesians 6:18).

GOSPEL FOCUSED

We are motivated by the Great Commission (Matthew 28:18-20) to emphasize evangelistic outreach with the goal of making disciples of Christ.

LOVING

We aim for genuine love in response to God's love for us (1 John 4:19). God calls us to respect others, to encourage them, and specifically to love the foreigners residing among us (Hebrews 10:24-25, Leviticus 19:34).

FUN

Joyful, Christ-glorifying relationships are built in the midst of fun, which provides a safe respite from difficult lives and helps strengthen the believer (Nehemiah 8:10).

CULTURALLY INTELLIGENT

In all circumstances, we aim to respect the people and cultures we serve. Our desire is to celebrate and affirm family cultures, teach cultural consciousness, and contextualize the gospel in a way that is relevant to our students and families.

EMPOWERING KIDS AND PARENTS

We strive to empower the people we serve by promoting dignity rather than dependency and by raising up leaders from within their community.

GOOD STEWARDSHIP OF RESOURCES

With thankful hearts and trust in the Lord's provision, we acknowledge that all people, support, resources, and opportunities are provided by God. It is our responsibility and privilege to steward our resources carefully in gratitude and reliance on our faithful God.

North Littleton Promise Code of Conduct

The purpose of our policy is to encourage the healthiest relationships possible between staff, volunteers, and NLP kids and students. It is also designed to keep kids, volunteers, and staff members safe and out of compromising situations. We are a no tolerance organization for child sexual abuse. Our policies were designed to keep all interactions in public, where intentional abuse and misunderstandings could not occur. We take safety and accountability very seriously and expect our volunteers to do the same.

ATTENDANCE

You are expected to be on time and present every week. Not only are we depending on you to be there every week, but also so are the students. If you need to be absent, please contact the director.

SERVANT LEADERSHIP

We expect you to demonstrate servant leadership while serving in our programs.

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions...”
Robert K. Greenleaf

Jesus called them together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” Mark 10:42-45 (NIV)

This position includes you leading a small group, helping to teach a skill, leading Bible study discussion, etc. When we focus on being servant-leaders, all of these activities look differently than when we lead from a power position. At times, you will need to discipline students and get them to calm down, but do this in a loving, caring way, not from a seat of power.

BEHAVIOR

- Be present, attentive, and loving to the students.
- We expect you to speak appropriately (no cussing) and be conscious of the tone you may be using when speaking with students.
- Extend grace to students and other volunteers and staff members.
- Accept each day as a new day.
- Be quick to listen and slow to speak.
- Go in with a plan and be ready to be flexible.
- Have Fun!!!

DRESS CODE

Please dress appropriately. No midriffs should be showing, and shirts should have straps. Skirts and shorts, if worn, should be on the longer side. No offensive, gang related, or drug related clothing (sayings, pictures, symbols, etc.).

CELL PHONE POLICY

Please refrain from using your cell phone to text, update social media, etc. while at programs. Cell phones are to be used in emergency situations. Cell phones should not be taken out around the kids, and no pictures should be taken.

Teenage Volunteers:

Teenage volunteers are not allowed to communicate via text with kids and students. This also applies to other electronic devices, such as iPads, tablets, laptops, etc.

Adult Volunteers:

Sometimes adult volunteers will need to communicate with students via text for special events, etc. In this case, an NLP staff member needs to be included in the text message. No private messages are allowed.

SOCIAL MEDIA

Staff and volunteers are not to use Snapchat or Instagram direct messaging to communicate or exchange pictures with any North Littleton Promise students.

Teenage Volunteers:

Teenage volunteers are prohibited from communicating with kids online or through any app.

Adult Volunteers:

All other volunteers should limit their interaction with students on Facebook and other social media platforms to *public* communication. (“Happy birthday!” “Congratulations!” “Looks like a fun trip!”) If Facebook Instant Messenger is used to communicate with a student, a staff member needs to be included on the message.

PHOTOGRAPHY

Volunteers may not take pictures of program-related activities involving NLP kids. Only North Littleton Promise staff or approved agencies, to which the executive staff has given approval, are allowed to take pictures of NLP kids.

RESTROOM POLICY

If a child needs to use the restroom off-site, the volunteer should take that child and a buddy to the restroom. Depending on the setup of the restroom, the volunteer should stand outside the main door, propping the door if applicable. If it is a one-stall restroom, volunteer is to remain outside the door. In the case of taking students to the recreation center where the restrooms may be in a locker room, two volunteers should be present in the locker room.

CLASSROOM DOOR POLICY

Classroom doors are to remain unlocked anytime one or more students is present in the room. If two volunteers are present in the room, the door may be shut, if the door has a window. Doors should remain open if only one volunteer or staff member is present and/or if the door does not have a window.

ONE-ON-ONE

One-on-one interaction should be kept to a minimum. If a one-on-one interaction does take place, it should be in an area that is visible by other volunteers or staff. No volunteers should be left one-on-one in any area that is closed off. A staff member should approve all one-on-one conversations in advance. In the case of discipline, the staff member should be brought in on the conversation should it require a conversation with the child.

APPROPRIATE VS. INAPPROPRIATE TOUCH

Physical touch should be kept to a minimum, however there are appropriate times to hug a student. Opposite genders should refrain from hugging and personal touch. A side hug could be acceptable. No lap sitting, grabbing, swinging, throwing, or carrying of students should take place. Appropriate touch includes some hugging/side hugging, high fives, a gentle shoulder tap, and occasional holding of

hands (depending on the age of the student). It is appropriate to hold the hand of a five year old to cross the street; it is not appropriate to hold the hand of a middle school student to cross the street. Public display of affection amongst students is not allowed, volunteers who are dating should also refrain from PDA. It is only acceptable for appropriate displays of affection amongst married staff and volunteers.

DRIVING POLICY

For North Littleton Promise events and activities drivers must be at least 21 years old with a good driving record. Proof of Driver's License and car insurance is required in advance. No driver should be one-on-one with a North Littleton Promise student. It is preferred to have two adults present in the car, but should one adult be present, the driver must at least have two or more students in their car. If there is no way around the driver being one-on-one with a student in the car, an NLP staff member must be notified and the student's parents must give verbal approval for the driver to take the student home.