

Intergenerational Arctic Ministries Listening Way Leader's Covenant



Type and Term of Employment

This Covenant between, _____ Employee # _____ and Intergenerational Arctic Ministries (IAM) is for the purpose of providing services as a Listening Way Team Leader (LWL) within their local community of _____, Alaska. As an IAM employee the LWL works with the Listening Way Director to help implement the Listening Way (LW) Program and fulfill its goals and objectives.

The LWLs are responsible for the duties listed below and other duties as assigned:

Duties: *(By doing these duties you will go from the “Listener” of your communities to the “Voice” of IAM in your community.)*

1. Attend annual Listening Way training in Utqiagvik when it is scheduled.
2. Meet with your coach monthly for your own support, to report on progress with IAM efforts in your community, and to strategize next steps in your work.
3. Attend monthly Listening Way Support meetings via Zoom, both for mutual support and for continuing education in Listening Way work.
4. Coordinate with Churches in your community. This is how we will supply the “Faith Based Component” and connect God’s healing Power with our communities.
 - a. Attend weekly church services as often as possible.
 - b. Work with local church leaders to advertise and organize *Healing and Renewal Events* sponsored by IAM, both when such events are held locally and when such events are made available through internet participation.
 - Work with Healing and Renewal Coordinator, Dorothy Bekoalok, in organizing and advertising IAM events in your community.
 - Check with local church leaders regarding plans for locally sponsored *Healing and Renewal Events*
 - Attend regional *Healing and Renewal Events*.
 - *Invite others to attend with you.*

5. Coordinate and collaborate with churches, local and regional businesses, schools, local governmental agencies (health dept., etc.), community members and youth to help facilitate health and healing as a community effort.
 - a. Recruit members from these agencies to serve on local *Steering Committee (SC)*, which will help IAM in determining major needs within their community, and will strategize to address those needs. IAM envisions that a steering committee may have as many as 10 members, but may operate with as few as three. An example of committee membership might include the following:
 - a. 1. Youth – Under 18 years of age
 - b. 2. Parent representative
 - c. 3. Local tribal governmental representative- ICAS representative
 - d. 4. Local NSB representative
 - e. 5. School representative
 - f. 6. ASRC representative
 - g. 7. Religious – church faith-based organization representative
 - h. 8. Healthcare professional organization
 - b. Serve as staff members on the *Steering Committees*, helping facilitate their efforts.
 - c. Report Steering Committee efforts to IAM, to help IAM understand what is going on region-wide.
6. The LWL will seek to be prayer partners and soul friends to people in need.
 - a. The LWL will serve any asking for help.
 - b. The LWL will pay attention and offer support to any needing help, when appropriate.

Examples:

 - Calling, or visiting someone asking for prayer at church.
 - Reaching out to someone after substance abuse treatment.
 - Other opportunities as God brings them to the LWL’s awareness.

- c. If the need grows, the LWL may recruit others to join as Listening Way Volunteers, to work under the supervision of the LWL. If volunteers are deemed advisable, the LWL will work with his/her coach to strategize on how to do this.
7. The LWLs along with the SC members will **fill out and submit the data forms, at least two per week (more is preferred)**, with all concerns and needs expressed throughout their communities.
8. Support the IAM Faith based 12 step program, referring individuals needing this support system to address crises from a faith perspective or to stay sober from drugs and alcohol, and attending with them when your supportive presence would be welcome.
9. Other duties as Assigned

Term of Service:

This relationship shall begin on the first day of the Listening Way Training Sessions. Termination of employment for cause may happen immediately. Otherwise, IAM covenants to give at least 30 days' notice before termination.

Accountability:

It is understood that the Listening Way Listener is accountable to the Listening Way Supervisor (or equivalent position) and will provide written reports about his/her work monthly indicating the following:

- The general health of the LW program within their local community, being sure to include at least the following:
 - An ongoing strategy that will sustain the health and viability of the LW program within your community.
 - Progress in the recruitment of there SC members, their names and contact information.
 - Report how the LWLs are working closely with these new SC members concerning the future plans for reaching out to their community and individuals to find out what is needed to produce healthy individuals, healthy marriages, and a healthier community overall.
- Meetings with the SC members to include the goals set and the ongoing strategies being pursued to accomplished these goals.
- Homes visited, community meetings attended, SC meetings completed and progress made as a LWL.

Evaluation: The evaluation of the LWL's performance will be based on successfully fulfilling and participation in the list of procedures, and achieving the desired outcomes listed within the Duties and Accountability sections of this covenant.

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The compensation for this agreement shall be as follows:

Compensation: The Listening Way Leaders position is a paid position based on a 12 hour workweek. The monthly gross pay before taxes are withheld is \$1,300, One thousand three hundred dollars per month. Workman’s Comp insurance will be provided. This position is considered an average of 1/4 FTE position. Pension and Medical Insurance is not a part of this compensation package.

Other Compensation: Workman’s Comp Insurance- Provided, Vacation- One week paid per quarter

Contact information and Signature:

By signing this document you certify that you have read and agree to the terms of this job covenant.

LW Leader Signature

Date

Email Address

Cell Number

Mailing Address

LW Supervisor Signature

Date

IAM Co-Executive Signature

Date

LW Leader Start Date: _____