

# ***What Parents Can Expect . . .***

## **Recruitment of Adult Volunteers**

- We seek out the most qualified and appropriate adults to work with Kids in our ministry.
- We conduct a very thorough screening process when recruiting for volunteer positions. This process includes AT LEAST:
  - Background Check (Texas and National Sex Offenders Registry).
  - Application
  - Personal References
  - Two Interviews
- We have a strict and comprehensive Child Protection Policy that is enforced by our staff. Volunteers and staff receive training each year in regards to this policy and best practices for working with minors.
- Our staff is trained to be on the lookout for predators and possible injury or abuse. It is not always possible to spot these issues, but know that we are watching.
- Volunteers and staff are not allowed to drive a student to and/or from a ministry event without prior permission from parents, and only with another adult or student.
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- Volunteers and staff are not to be alone in the church OR away from the church with a student of the opposite gender. A volunteer may be alone with a student of the same gender ONLY when given specific permission from parents.
- Volunteers and staff may, within policy limits, contact students (Grade 6 and above) through phone, email, postcard, Facebook, texting, etc. See more info below about communication and contact.

## **Student Behavior and Discipline**

- At no time, will a student be physically disciplined unless their behavior immediately threatens the welfare of another person.
- At no time, will a student be emotionally bullied or abused by an adult in an attempt to correct behavior.

- Any disruptions or problems with behavior will be handled in the following sequence:
  - Students will be asked to correct their behavior.
  - A Department Director or Staff person will talk with the student to discuss the problem behavior.
  - Parents will be notified of discipline or behavior problems.
  - Student will be asked not to attend a ministry event. (This is a final measure which we hope never to enforce.)
- Any damage of property will be reported to parents and parents will be responsible for repairs. This is also true on ministry events away from the church.
- Students unwilling to correct their behavior on an overnight trip will be sent home at their parents' expense.

### **Communication/Contact (Grades 6 and above)**

- Adult volunteers and staff may seek to connect with students through phone, text, email, postcard, Facebook, etc. for ministry purposes.
- Adults contacting students by text should always include another student or adult on that text for accountability. If you see this is not happening, please contact the Next Generations Minister.
- Parents are encouraged to monitor this communication and report any concerns to the Next Generations Minister or another staff member.
- Adult volunteers (Student Ministry only) are encouraged to meet with and spend time with students outside of church in an appropriate manner (ie. public place, more than one student or adult, prior parent knowledge).
- Adult volunteers will not be asked to contact students of the opposite gender except to promote ministry events.
- If, at any time, a parent becomes uncomfortable with the communication or contact between an adult volunteer and their child, they are encouraged to contact the Next Generations Minister immediately.