

FIRST LUTHERAN CHURCH OF RICHMOND BEACH

Children, Youth, & Family

Covenant of Conduct Form 2016/2017

The following guidelines are intended to serve as standards for leaders of children and youth at FLRB. By establishing these expectations, we hope to protect the heart of each leader as well as the heart of this ministry to kids. This covenant is in place to help you reach your full potential as a leader!

Mission: To live, love and serve as Jesus did so that all may know him.

Faith & Spirituality:

As a leader and member of this church and community, I will...

1. Strive towards growth in the grace and knowledge of the Lord and His Word.
2. Have self-reflection times, attend church on a regularly basis, and pray consistently, all in order to promote spiritual growth. We want you to be filled so you may pour out Christ's love to others!
3. Attend Sunday worship regularly and invite the youth and children to attend as well.

Personal Conduct:

Remember you are modeling Christ to the children and youth. They learn how to be faithful by watching how you react in situations, how you talk to them and others, and how you live your life.

If they see you having fun with a smile on your face, then they will have fun!

As a leader I will...

1. Dress appropriately for the activity that I am doing and keep in mind that I am working with children and youth. Skirts, dresses, and shorts should be at least finger length, tops should not be too revealing, and for times when appropriate women must wear one pieces that do not have cut-outs in them.
2. Watch the appropriateness of the language I use both in words and content.
3. Not be in a promiscuous sexual relationship with anyone.
4. Avoid dating or becoming romantically involved with minors.
5. Give side hugs, only hold hands with children while escorting them to a location, give high-fives, and demonstrate correct behavior.
6. Avoid discussing or involving minors in personal matters.
7. Avoid secrets with minors.
8. Avoid drawing attention to a minor's body. Focus instead on their behavior.
9. Not consume alcohol unless I am of legal drinking age, and even then will be responsible by being aware of who is watching me. I also understand that alcohol should never be consumed during youth events.
10. Not possess or consume illegal drugs.
11. Use my phone appropriately.
12. Insure that my Facebook, Twitter, Instagram or any other website listing reflects positively on the ministry I represent.

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General Safety:

Whenever dealing with a major safety concerns when possible send someone to find Terry Baird (Faith Formation Director) or Cathy Thomas (Parish Nurse).

Most injuries can be treated with care, a cool cloth and the designated first aid kit. Administer first aid in the presence of another adult and while wearing gloves.

You should periodically account for all your children and youth that you are responsible for. Know the names of each your participants and your leaders as well!

- Encourage parents/guardians to take their children to the bathroom beforehand.
- Encourage children Nursery - 3rd grade to use preschool bathrooms. Children 4th grade and above can go to bathroom on own but have them go to the closest bathroom to the class. For example if your class is upstairs children/ youth should not be going downstairs.

Children with illness symptoms are not permitted to participate in ministry activities.

Volunteers should likewise not serve if they are sick.

Illness symptoms include: green runny nose, fever, visible rash, runny or pink eye, complains of stomachache, lethargic, behavior that is unusual for that child.

Only ministry staff can dispense prescription medications including an Epinephrine Pen when a Guardian Consent Form has been signed and on file.

- If you see suspicious activity, talk to another volunteer or supervisor
- If you see what could be abuse interrupt the behavior, stay calm, reassure the child, repeat your report back to the supervisor, avoid commenting the suspect
- If you see or discuss with a child or youth on harming themselves or someone else, please take further actions:
 - Stay calm
 - Interrupt the situation and/or bring in another leader
 - Reassure the individual(s)
 - Thoroughly discuss with the participants of what is happening at the time and be ready to report back to your supervisor
 - Report as much as the story you can to your supervisor
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As a leader, I will be prepared for my class/ group in...

1. Organizing all arrangements in materials and resources as needed for my session.
2. Having regular and punctual attendance; and in case of unavoidable absence, give notice as far in advance as possible and work towards finding my own replacement.
3. Reporting any injuries, conflicts, abuse situations, or any health or harming observations/incidents

The children and youth:

I will let the church (Terry) know if I have any concerns about one of my students, or have had a conflict with a parent.

I will attend leader meetings.

I will support the programs of the ministry with a positive attitude of my words and actions.

As followers of Christ, and because we represent HIM to a community and the world, we need to be responsible with our decisions. If we choose to be leaders, we are also choosing to be viewed, and in turn must live up to higher standards. Our behavior reflects the integrity of the ministry. It is necessary to have discipline in this regard when we are working with preschoolers, elementary age, middle and high school students in a community.

I _____ (print name) agree to abide by these expectations. I agree to be mutually accountable to God, my team, and the staff of FLRB to uphold this covenant in Christian community.

_____ (signature) _____ (date)