

Note to Parents:

We have operated on general common sense guidelines up to this point. **At this time, we have deemed it appropriate to provide a detailed conduct code for all Local Youth Ministry Activities, on and offsite.** Please review this form with your student and return signed to Pastor Danny. This Code of Conduct Form is posted online at renewcarroll.com/local-youth

Thank you for all you do.

Danny Bruggeman, Associate Pastor of Youth and Families, Renew Covenant Church.

Conduct Code for Local Student Ministries

Renew Covenant Church Carroll, IA 4/1/2023

We are pleased to have you as a participant in our ministry! Our youth group policy of conduct is based on the expectation that we will conduct ourselves in a Christian manner during all activities. The following is a statement of conduct to be read and agreed to by your signature. Your parent(s) are also to read and verify that you understand these policies of conduct. Specifically, students are to:

1. Respect, listen to, and cooperate with the youth leader(s) and all adult leaders or drivers at all times.
2. Participate willingly in the planned activities. There will be times that are fun and crazy, and times that are structured learning environments. This is very intentional and **will not** be disrupted by any student/group of students that are seeking attention for themselves.
3. Respect each person and all property. **Bullying will NOT be tolerated under any circumstances.** We are committed to a safe and civil environment for **ALL** students and adult volunteers, free from harassment, intimidation or bullying. This means any intentional written, verbal, or physical act such as:

Slurs, rumors, jokes, innuendo's, demeaning comments, drawing, pranks, gestures, physical attacks, or threats.

4. Abstain from inappropriate Public Displays of Affection (PDA) such as kissing, cuddling, or any action sexual in nature, etc.
5. Refrain from using profanity, exhibiting improper behavior, using alcohol or illegal substances and possessing drugs and/or weapons. (**Note: If you need to take a medication, it must be brought in by a parent/guardian and given to the youth leader with a note of permission to dispense.**)
6. Remain in the supervisory presence of the youth ministry staff. Students are not to leave the youth meeting, church building, or the group during a trip earlier without parental permission.

Failure to comply with our Code of Conduct:

STEP ONE:

When behavior contrary to our code of conduct first occurs, the adult observing the behavior, or to whom the behavior is reported, shall address the person(s) responsible with a **clear request that the behavior be stopped, changed, or avoided**. The adult must use judgment as to whether or not the individual(s) knowingly behaved in a manner inconsistent with our code of conduct. The severity of the problem behavior may require that this step be bypassed and the next step be applied.

STEP TWO:

If another or the same behavior contrary to our code occurs involving the same person(s) above, *especially when it is considered to be occurring in a destructive, attention-getting or belligerent fashion*, then a **second warning will be given and the parent(s) will be notified** by the youth leader and advised of the situation regarding their child. **Parent(s) will be notified by text or phone call at end of the ministry program or event.** Parents are strongly encouraged to call Pastor Danny if they have further questions or concerns.

NOTE: Even if the youth(s) agrees to change the behavior at this point, the youth(s) **may be asked to leave the room for a “cooling off period” if we have enough leaders to supervise them.** The youth leader has the discretion as to whether to proceed in this way or to move to the third step of action immediately.

STEP THREE:

Should there be a third problem behavior contrary to our Code of Conduct, **the parent(s) will be called immediately and asked to come and get their youth.** The church leadership reserves the right to send home person(s) who are intentionally oppositional or repeatedly refuse to follow the Code of Conduct policy mentioned above for any Local Student Ministry program or event. **The goal is NOT to punish but help set boundaries for growth. We ALWAYS want them to come back.**

CONTACT US:

If there is question/conflict about the implementation of the Code of Conduct, please contact Pastor Danny directly at 630-418-8030 or email dsbruggeman@gmail.com.

SIGNATURES REQUIRED:

With my signature I acknowledge that I have read these policies and agree to carefully abide and follow all processes outlined above.

Printed name of youth participant: _____

Signature of youth participant: _____

Signature of parent or legal guardian: _____

Phone Number for Parent/(s): _____ Date: _____