

Shine Agreement & Code of Conduct for Shine Theatre Participation

Introduction:

Shine Theatre (Shine) is a ministry of Highlands Church (Church), and operates under guidelines set by the Church. Participants in Shine Theatre are not required to be members of the Church, or agree with its religious beliefs. However, participants understand and agree that they must follow the Church code of conduct. Additionally, while participating in Shine events of any sort, participants may not express views to third parties that contradict or undermine the Church's beliefs.

Agreement:

We, the undersigned, understand the importance of maintaining a positive and respectful environment while representing Highlands and Shine during the production. We further understand that Highlands Church is a religious institution with distinct religious beliefs, and that those beliefs are reflected in the Code of Conduct.

Further, we understand that this Code of Conduct applies at all times in the production process, including, but not limited to: rehearsals, communications, including all forms of social media, travel time, competition times, and any other times or forms of expression in connection with this event.

The undersigned further acknowledges that violating the Code of Conduct, or instructions of Church or Shine staff, will be grounds for reprimand, up to and including dismissal from a Shine production.

Terms of Agreement:

I(we), the undersigned, hereby agree and acknowledge as follows:

1. I(we), agree to read and be familiar with the Church Code of Conduct. By signing this, I(we) represent that we have read and are familiar with the expectations for Shine participants.
2. I(we) have read the Church Statement of Faith, and agree to not act in any way contrary to the statement; I(we) further agree to obey and follow all reasonable guidelines and instructions from Shine or Church staff, and recognize that a violation of this agreement may result in my(our) participation from the program.
3. I(we) agree to represent both Highlands and Shine with the highest level of character and leadership. This includes, but is not limited to, the following qualities:
 - Exemplary Leadership Skills: Demonstrating responsibility, maturity, and initiative.
 - Positivity: Maintaining a positive attitude and fostering a supportive environment.
 - Teamwork: Working collaboratively with all students and staff.
 - Integrity: Being honest, trustworthy, and respectful in all actions and interactions.

- Respect for Authority: Following directions from leaders, mentors, and staff at all times.
- Not cause drama or division: We will avoid gossip, negative behaviors, or any form behavior that can create tension within the team.
- Not engage in or encourage outbursts or inappropriate reactions: We commit to maintaining composure and professionalism in all circumstances, both within the group and with others.
- Avoid disruptive behaviors: We will respect others and not say or do things solely for attention, including shocking comments or actions that may distract or cause disruption within the group.

I(we) agree to abide by all the qualities itemized here, and to make our best efforts to comply and serve in the spirit of this Agreement and Code of Conduct.

Initial: _____

In addition to the foregoing, I(we) also agree to behave and conduct ourselves in a manner consistent with the following standards:

4. Kindness, Support, and Encouragement

I(we) agree to be kind, supportive, and encouraging in all our actions and words toward all Shine’s creative team leaders and castmates. We commit to creating a positive and inclusive atmosphere where everyone feels valued and respected.

Initial: _____

5. Avoiding Inappropriate Subjects

I(we) understand the importance of creating a respectful and inclusive environment and agree to avoid discussing or engaging in conversations about inappropriate or sensitive subjects, including topics such as sexuality, smoking, drinking, or any other matters that could make others uncomfortable. If there are any questions about what may be considered inappropriate, please refer to Highlands’ Statement of Faith.

Initial: _____

6. Behavior Expectations

I(we) understand that we are representing Highlands and Shine at all times during the production season. We agree to:

- Follow the guidelines set by the Shine leadership.

Initial: _____

7. Parent/Guardian Commitment

As parents/guardians of participants, we agree to support the guidelines and values laid out in this contract, including encouraging our child to uphold the standards of behavior, respect, and leadership outlined above.

Initial: _____

Parent/Guardian Discussion Acknowledgment

As the parent/guardian of the participant, I confirm that I have discussed the entirety of this contract with my child and have reviewed each section at length to ensure their understanding of the commitment they are making.

Parent/Guardian Initial: _____

Adult Participant Acknowledgment

As an adult participant, I confirm that I have reviewed each section at length to ensure my understanding of the commitment I am making.

Adult Participant Initial: _____

Acknowledgment

By signing below, we, the student and the parent/guardian, confirm that we have read, understand, and agree to uphold the terms outlined in this contract.

Student/Adult Participant Name: _____

Student/Adult Participant Signature: _____

Date: _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____