



Children's Ministry Behavior Expectations and Conflict Resolution Covenant Statement 2012-2013

As a church, we are committed to making our place of worship a place where all people feel safe, welcome, loved, and encouraged. We are committed to raising our children to know, love, and accept Christ, and to serve Him with the gifts and talents that He has given to them. In order to foster this atmosphere for all of our children, we must have some guidelines that we ask all children and parents to agree to. We anticipate that each child will meet these expectations while on church grounds, and we pray that they will meet them in every aspect of their lives. The behavior expectations for our children are:

- Be Kind
- Be Safe
- Be Responsible (for grades K-6)

As parents or guardians, we will do our best to ensure our child understands these expectations and we will encourage and guide our child to meet them while at church. We understand that in life there are always consequences to our choices, and we understand that when our child chooses to forgo these behavior expectations, there will be consequences as well. Our church is a place of grace and love, but also justice, just as God is a God of grace, love, and justice. The consequences for not meeting behavior expectations are simple and age appropriate:

- 1st offense: verbal warning
- 2nd offense (same issue) nursery- K ONLY: timeout
- 2nd offense (same issue) grades K-6: talk with leader or Director of Nurture and parent informed of the issue at the end of class.
- 3rd offense: Child removed from the remainder of class. Conference with Director of Nurture. Parent called/conferenced as needed (either at that exact moment or at the end of class depending on the severity of the issue).

Since teachers and volunteers cannot always keep an eye on every child at every moment of the day, we understand that some incidents may go unnoticed at the time. If a child reports an incident to you, or you witness an incident, the following conflict resolution steps are encouraged from each child, parent, volunteer, and staff member.

- Teachers and or staff will mediate all children/youth conflicts if they occur during church related functions.
- An incident report will need to be created, filled out, and/or sent home (parent notification of incident while maintaining student privacy by not using names on the report, etc.) A copy will be kept by the staff responsible for the program or event.
- Parent concerns related to incidents that happen during church approved events should be addressed to the staff or adult volunteers in charge to the event or function. (Parents should not confront other children or youth)
- It is highly recommended that parent concerns about incidents involving children or youth that occur on church grounds unrelated to church functions be mediated between all parents involved.
- Conflict resolution between adults regarding children/youth behavior will occur as needed within the presence of a neutral third party witness (such as a staff member or other responsible adult)

We (parent/guardian and child) understand the behavior expectations and conflict resolution guidelines, and agree to abide by them.

We also understand that there are age or grade guidelines for many programs and events and agree to attend only those programs or events which are age/grade appropriate, and to do our best to attend appropriate events and programming on the church campus if we are present.

In addition, I (parent or guardian) will ensure my child understands and abides by both the behavior expectations and the conflict resolutions to the best of my ability.

Parent Name:

Parent Signature:

Child Name:

Child Signature:

Date: