

YOUTH WORKER'S SUPERVISORY POLICIES

Revised 10/14/18

The following policies apply to all workers, volunteers and staff, who may be involved in serving children under 18 years old. This includes, but is not limited to: nursery workers, Sunday School teachers, youth group helpers and sponsors, and chaperones. The term “**children**” refers to anyone under 18 years old, including infants. The term “**youth worker**” refers to adults (volunteer or paid staff) who work with children.

1. Qualifications

Anyone with a criminal history of abusing or molesting children will not be qualified to serve as a youth worker. All youth workers must be members of the church, in good standing. References must be provided by two church members.

2. Adequate Supervision

Any program involving children should always include adequate supervisory personnel. As a general rule, two adults should be present during any church function involving children. See below for Sunday School exceptions. Under no circumstances should one male adult ever be alone with one female child unless they are blood relatives or a legal guardian.

3. Sunday School

Security cameras are installed in each classroom and are scheduled to record Sunday School sessions. It is not uncommon for a class to have only one adult teacher; this is permissible under the following conditions: 1) Neither the window in the classroom door nor the security camera are obstructed; 2) There must be at least two children in the classroom; 3) The door must be kept ajar if the teacher is male and all students are female; 4) All ceiling lights must be on while the room is occupied. In a Sunday School setting, a male teacher shall never be alone with one child, whether male or female, unless the adult is a blood relative or legal guardian.

4. Parental Permission

The church encourages all youth workers to avoid situations in which an adult is alone with a child. However, there may be some situations where it is permitted. Examples would include a youth sponsor taking a teen out for a Coke in a public place, or an adult providing transportation for a child. In such situations, the following requirements must be met: 1) The child must be the same sex as the adult; 2) Permission from the child's parent must first be obtained.

5. Report Suspicious Behavior

Any suspicious behavior between an adult and a child should be reported to the pastor or one of the elders. If the safety of a child appears to be at risk, intervene immediately and investigate the situation.

6. Application

All youth workers must fill out and sign the *Youth Worker's Screening Form*, obtain 2 references, and be approved by the eldership to serve in this capacity.

YOUTH WORKER'S SCREENING FORM

If you plan to work with children, including staffing the nursery or helping Sunday school teachers:

1. Are you a member of good standing of Trinity Evangelical Church, and have been a member for at least 6 months? _____
2. Have you ever been arrested for any crime involving physical abuse, sexual harassment, or molestation of a minor? _____
3. Have you ever been sued in civil court for abusing or molesting a minor? _____
4. Have you read, and do you agree to abide by, the *Youth Worker's Supervisory Policies*? (see other side) _____
5. Do you give Trinity Evangelical Church your consent to run background checks, including local and national databases that list felons and sexual offenders? _____

Please obtain 2 references.

I am a member of Trinity Evangelical Church. I have known the applicant for at least 18 months, am not a blood relative, and can vouch for their responsible treatment of minors. I am not aware of any character issue, past situation, criminal activity, or anything else that would prevent me from recommending the applicant in the supervising, teaching, serving, or interacting of minors.

Reference #1 _____
Print Name Signature Date

Reference #2 _____
Print Name Signature Date

If you also plan to teach Sunday school, the youth group, or provide instruction to either children or adults (either now or possibly at some point in the future):

6. Do you subscribe, without any reservations, to all creeds and statements of faith that are included the member's handbook? _____
7. Do you promise to uphold the truths of the above creeds and statements in all your teachings, being careful not to contradict them? _____
8. Do you recognize your teaching role at Trinity Evangelical Church as being under the elders, and that you will therefore welcome their input and agree to follow their policies, and will give them permission to correct any errors necessary? _____

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Print Name Signature Date

OFFICE

Approved	Date
Notes	