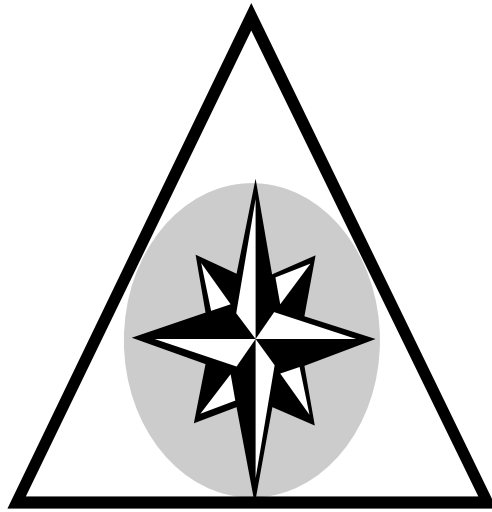


Trinity Baptist Church Student Ministry Policies



**Trinity Baptist Church
4815 Six Forks Road
Raleigh, NC 27609**

Revised February 2012

Operating Policies for Student Ministry

All Trinity Baptist Church Student Ministry activities should be governed by these policies. Students in the Student Ministry are anyone who is in 6th grade through 12th grade. These policies should address leadership, environment, safety, and security issues as an effective method of protecting both our church and our students. These policies are applicable to all areas of ministries that Trinity Baptist Church might offer to students. Workers in Student Ministry are expected to observe these policies and guidelines as well as other Christian standard of moral behavior.

Leadership

- All adult leaders must be high school graduates who are 18 years of age or older. High School Students may assist adults, but they may not take the place of adult workers. In no circumstances should a high school student be the primary leader of other students.
- All potential workers should be interviewed (informal in nature) for suitability for the work they desire to do. Interviews should be conducted by the leader of the ministry in which the applicant will work or by other leaders such as the Nominating Committee, Committee on Committee or minister. Policies should be discussed during the interview.
- Workers of Student Ministry should be a member of Trinity Baptist or a regular attendee of the church for at least six months. Sunday School teachers and regular Bible study leaders should be members of Trinity Baptist Church.
- All workers should complete and sign a worker application giving permission to check references and background information. Criminal background checks MAY be performed on any volunteer or paid worker in the Student Ministry of Trinity Baptist Church. Information received from these background checks will be held in confidence.
- Any applicant who is a survivor of childhood sexual or physical abuse needs the love and acceptance of Trinity Baptist Church family. Applicants who are survivors of abuse should disclose this in confidence with the appropriate minister or pastor.
- Two or more unrelated adults should be present with students as much as possible, understanding that there are situations where only one adult may be present with a group of students. These cases should be limited as much as possible.

- All workers should attend training for their leadership position and are encouraged to know church policies for Student Ministry.
- The recommended ratio of adults to students is dependent of the grade level of students present. The ratio should apply to gender appropriateness.

<u>Age</u>	<u>Adult/Student Ratio</u>
Middle School (6 th -8 th grade)	1:8
High School (9 th -12 th grade)	1:10

Abuse

- Child abuse, sexual abuse or neglect will not be tolerated at Trinity Baptist Church. “Any person or institution who has cause to believe that any juvenile is abused, neglected, or dependent, or has died as the result of maltreatment, shall report the case of the juvenile to the director of the Department of Social Services in the county where the juvenile resides or is found. The report may be made orally, by telephone, or in writing.” (N.C.G.S. 7B-301)
- Should abuse be suspected, Trinity Baptist Church should:
 - ✓ Secure the safety of the student.
 - ✓ Notify the parent or legal guardians if they are not the suspected perpetrator(s).
 - ✓ Notify appropriate church leadership and the county Department of Social Services.
 - ✓ Report the incident to the church trustees.
 - ✓ Document all actions taken to handle the incident.
 - ✓ Any one suspected of child abuse or under the investigation of potential child abuse should be removed from position until the matter is resolved.

Overnight Activities

- At least two adults will supervise overnight activities. If the participants are male and female, then male and female adult leaders must be present.
- An adult who is not a family member may not share the same bed with a student.

Transportation

- During official Student Ministry events, transportation to and from the destination should be provided by Trinity Baptist Church.
- Students should not drive to out of town Student Ministry events.
- Students with a driver’s license may drive locally to Student Ministry events with prior parental consent.
- Students should not ride with other students without prior parental consent.

Informal Interaction

- Informal interaction refers to phone calls, letters, emails, Facebook, or face-to-face interaction between an adult leader and a student that is not connected to an official church activity. This type of interaction is strongly encouraged by the Student Ministry in order to develop healthy relationships that help to disciple and nurture the spiritual growth of the student. When meeting a student face-to-face, parents or guardians should be notified of the nature of the informal interaction.
- All face-to-face informal interaction should be held in public places. Informal interaction should not occur in homes without parents or guardians present.

Individual Counseling

- Team counseling is preferred when possible. When this is not possible, another adult should be notified of the location. Counseling should be done in a public place where private conversations are possible but occur in full view of others.
- Confidentiality is important when counseling. This should be upheld at all cost except when a student discusses harming himself/herself or other individuals, committing a crime or being abused. Any serious issues discussed in confidence should be reviewed with one of the ministers, who will also protect the nature of the discussion. Conferring with a minister on sensitive issues is not considered breaking confidence.
- If deemed necessary, professional counseling resources may be made available.

Behavior Expectation

- All students should be respectful of themselves, their leaders and their peers.
- All students should be in control of and be responsible for their own actions.
- When expectations are not met, disciplinary actions will be taken by adult leaders and/or minister(s).