

Xenia Church of Christ

Youth Policy

The purpose of the Xenia Church of Christ youth ministry is to create a safe environment for children and teens to learn of God and to grow spiritually. To fulfill the youth ministry's purpose, we establish the following policy:

Definitions

Youth ministry is the programs and activities the Xenia Church of Christ offers to teens and children.

Youth Leader shall include any person working in a responsible leadership position in the youth ministry of the Xenia Church of Christ. Youth Leaders include both paid ministers and volunteers.

Youth Support Staff shall be any person assisting a Youth Leader in the youth ministry of the Xenia Church of Christ who has been deemed spiritually and socially mature by the Youth Leader.

Youth are those persons who are eighteen (18) years old or younger.

Adults are those persons who are nineteen (19) years old or older.

Members are persons officially associated with the Xenia Church of Christ (either by baptism or transfer) who have officially notified the Elders of their desire to be members.

Selection of Youth Workers

Our goal is to select the finest men and women possible to serve our youth. We are looking for men and women who will exemplify Christ-like character and provide good, healthy leadership to the youth ministry.

Staff and Youth Leader Screening

- All ministers and Youth Leaders will complete the following procedures before being permitted to work with the youth:
 1. Be a member in good standing of the Xenia Church of Christ for six months, except for the paid ministers, who are eligible to begin working with the youth of the congregation upon being hired
 2. Approved by the Elders
 3. Complete an application form and all releases needed to obtain necessary information
 4. Undergo reference check; a person will not need to undergo a reference check if he or she has been a member, in good standing, of the Xenia church of Christ for two years
 5. Criminal background check

- Information gathered in the screening process will be held in strict confidence and will be reviewed only by the Elders of the Xenia Church of Christ. All information obtained will be kept locked at all times.
- The Elders will contact references for information regarding applicant's church history, prior youth work and suitability of applicant to work with youth.
- The Elders will conduct background checks.
- Anyone choosing not to comply with all the requirements of this policy will be ineligible to work with the youth of the Xenia Church of Christ.
- If the Elders, after reviewing the information gathered from the screening form, reference check and background check, determine the applicant would make a suitable Youth Leader, the applicant will be appointed to work with the youth of the Xenia Church of Christ.

Rules that apply to all youth activities

General Policy

1. All activities require, at a minimum, two adults, one of whom must be a Youth Leader and the other a Youth Leader or a Youth Support Staff. Bible classes are permitted to have only one teacher, if the classroom door remains open or there is an unobstructed view into the classroom through a window.
2. No adult worker may be alone with a child, who is not his or her own child. There are two exceptions to this policy. First, paid ministers or church Elders are permitted to be alone with a child for the purpose of counseling. The location of the counseling is restricted to the Church's Conference Room or in the minister's office. Second, paid ministers or adult Youth Leaders may transport a child to or from an activity with the written consent of the child's parent or guardian.
3. All over-night activities and all activities that may pose a risk for injury require a completed parental release form which will be held by the Youth Leader.
4. All classrooms will have an unobstructed window in the door or wall. If there is no window, the classroom door must be left open at all times. An adult appointed by the Elders will routinely monitor the hall and observe the activities in the classroom.
5. No Youth Leader or Youth Support Staff is permitted to have a romantic relationship with a youth of the Xenia Church of Christ.
6. No youth worker is permitted to demean, strike or otherwise inflict physical pain on a youth of the Xenia Church of Christ. Youth workers are only permitted to use constructive discipline.

Use of the restroom

1. In the event a child needs to use the restroom and the child requires assistance, two adults who are the same gender as the child may offer assistance.

2. Teens are not permitted to escort any minor to the restroom (except in the presence of another adult who is not related to the teen).
3. Female nursery workers are permitted to assist a child of either gender in the use of the restroom within the nursery as long as another nursery worker can see the activity in the restroom.

Nursery

1. The Nursery will always have two adult workers, one of whom must be a Youth Leader.
2. Nursery workers will release children only to the parent(s) of the child or to a responsible adult the parent(s) have identified.

Accusations of inappropriate behavior or touch:

- In the event of an accusation of inappropriate behavior, the accused person is to be immediately segregated from and kept segregated from the youth group. The accused will be not be permitted to work with the youth unless there is compelling evidence to disprove the accusation.
- The Elders will be immediately informed about the accusation. The Elders will make a preliminary check of the accusation to determine if inappropriate behavior or touch has occurred. The Elders will inform the parent of the child about the accusation.
- Any inappropriate touching of a sexual nature will be immediately reported to both the Child Protective Services and local law enforcement. Any unlawful infliction of physical injury or pain will be immediately reported to both the Child Protective Services and local law enforcement. Ohio law requires reporting of any suspected abuse. We will comply.
- In the event the Elders report a person to the civil authorities, they will contact the church's attorney and insurance carrier to notify them of the decision.
- In the event of an substantiated accusation, the Elders will designate one elder as the official spokesman for the congregation. He will be responsible for all official communication with all outside entities and for all communication within the congregation.

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By affixing your signature, you agree with this statement: "I was given a copy of the Xenia Church of Christ Youth Policy. I have read the Xenia Church of Christ Youth Policy. I will, to the best of my ability, live by its provisions."

signature

date

After reading the Xenia Church of Christ Youth Policy, please sign this page and return it to one of the Xenia Church of Christ Elders. Please keep the Xenia Church of Christ Youth Policy and review it periodically.