

POLICY ON MINORS

New Covenant Baptist Church purposes to protect and keep safe all children and youth who are entrusted to our care.

We do this by following these general policy guidelines:

1. All individuals who work with children or youth must be church members in good standing. Before a member is allowed to work with youth or children, he/she must be involved in church activities, including worship, for at least six months.
2. Teen workers (under the age of 18) are welcome to serve but must always work with an adult.
3. All individuals who desire to work with children or youth must fill out an application and be approved by the Pastor and Deacons. All individuals who work with children or youth will receive a background check.
4. All individuals who work with children or youth will receive training before they begin their service. This training will encompass procedures for all age groups. Each year individuals will also attend a follow-up training session.
5. Any worker who suspects abuse has occurred must report it to someone in a supervisory role. The supervisor will document the suspicions and take appropriate action. If the supervisor feels that laws have been broken or that a minor is in danger, he/she will contact the Pastor or a Deacon, who will determine if additional steps need to be taken.
6. Corporal punishment (for example, spanking) by any person other than a child's parent is not allowed at any time or under any circumstances.
7. Parents and/or guardians are responsible for their children at all times.
8. Parents will never be denied the right to be with their children. However, parents who are not members will not be viewed as chaperones or workers and will have no authority over any minors but their own.
9. All classrooms will have windows in their doors and the windows will remain unobstructed at all times. The blinds in the preschool / nursery rooms will remain open at all times.
10. A designated person will make random classroom visits during the Sunday School hour and during any other scheduled programs to ensure that all procedures are being followed.

11. Children and youth on church property will be under adult supervision at all times. If an adult supervisor is not physically present in a room, the door will be open and the lights will be on.
12. Children left in the care of the Early Childcare Department will only be released to an individual who has the proper authorization.
13. There will be at least two workers in any room or area that involves children up to 3rd grade. (The Nursery/Preschool is considered one room.) If for some reason there is only one worker, the door will remain open.
14. Any time youth or children are outside the building on church property there will be appropriate adult supervision.
15. Any church-sponsored activities that are overnight or take place away from the church property will have at least two non-related adult supervisors. Any child or youth attending these activities will have a signed permission slip from their parent or guardian. This permission slip will also authorize emergency medical care.
16. Overnight activities that involve male and female minors require at least one male and one female supervisor who are not related.
17. Any children or youth being transported in a car will fall under the church's transportation policy.
18. Exceptions to these policies may be made by the Pastor and Deacon(s).