

KIDS GROW TEAM CONDUCT POLICIES

HONOR CODE

As Christians, the way we present ourselves to others is of vital importance to the way people perceive Christ. Our conduct should never be an embarrassment to Christ. We encourage every team member to refrain from any behavior that would grieve the Holy Spirit or others to stumble.

“Whoever receives one such child in my name receives me, but whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea.”
Matthew 18:5-6 ESV

As a Student Ministries Grow Team member, you have been empowered to lead young people in what it means to follow Jesus and be transformed into His image. This empowerment is a weighty responsibility and should be considered with prayer and humility. None of us are perfect followers of Jesus. We are all still on the path of transformation. Yet, because we are leading others, we must be held accountable for our decisions and actions, ministerial or personal. As a leader, you are committing to remain on the path of transformation and be held accountable by your leaders and peers. By providing a Godly example in both word and deed, we encourage those we are leading to spiritual maturity.

These conduct policies are not designed to be a burden or to set an unattainable standard. They exist to set an example for the young people we lead and their families.

“The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women—same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith.”
1 Timothy 3:8-13 MSG

DRESS CODE

Serving in Student Ministry requires some movement. You may be lifting your hands in worship, playing a group game, or playing on the floor with a child. Your clothing needs to allow you to do these things while being both modest and comfortable.

Do not wear the following while serving:

- Tank tops without an overshirt
- Tights worn with a shirt that doesn't cover your bottom.
- Tops with intentionally exposed cleavage or midriff
- Pants intentionally exposing midriffs, buttocks, or underwear
- Shorts that are inappropriately short or exposing butt cheeks
- Skirts or dresses above the knee
- T-Shirts depicting, advertising, or with innuendoes referencing drugs, alcohol, violence, immodesty, sexual imagery or inappropriate conduct.
- Tattoos depicting innuendoes referencing drugs, alcohol, violence, immodesty, sexual imagery or inappropriate conduct must be covered.
- Facial tattoos, neck tattoos or unusual facial piercings will be handled on a case by case basis by the Campus Lead Pastor.

If you are not sure if your clothing is modest or appropriate, please err on the side of caution and don't wear it!

Social Media Policy

When using social media, bear in mind that certain comments and information may harm the Ministry and the Church. By your association and involvement with the Ministry, people will view you, your comments, your videos, your posts, and other activity online as directly associated with the Ministry. You are agreeing to be a positive representation of Christ, the Church, and the Ministry while online.

Important:

It is illegal to post a minors image on the internet, i.e., Facebook, Instagram, etc., without a parent's written consent. If you do this, you are opening yourself to criminal charges and the church to a lawsuit. Do not assume that you know the family and they are okay with this, or they always post pictures of their child online, and they won't mind. The online consent form is located here: <https://victorylifechurch.churchcenter.com/people/forms/25701> This is a lot of typing. You can email studentss@victorylifechurch.com and we will be happy to send you a link!

ELECTRONIC DEVICES (PHONES)

Children under the age of 12:

Absolutely no electronic device usage in the classroom.

- We cannot control what media a child accesses on his/her phone, and we cannot control what a child may show to other children. To avoid the chance of a child being exposed to pornography or other explicit content, we **do not** allow the use of these devices in class.

Teachers and helpers:

Our focus while serving is on the students, and not our phones. We understand that you have responsibilities outside of the classroom. Please restrict your phone use to no longer than 15 seconds at a time. If you must check your phone or respond to a text, please do so out of sight of the door. If a parent sees you on your phone, the general assumption will be that you have been playing with your phone the entire service. Please do not access social media websites or apps during class. We want to minimize as many distractions from the students as possible. Don't hesitate to use your phone in case of an emergency or if you need your Ministry Leader or Support Leader.

Drug/Alcohol Policy

- Do not serve while under the influence of non-prescribed drugs or alcohol.
- Do not bring Alcohol or non-prescribed drugs on church premises.
- The possession or use of alcohol at a student ministry focused event or life group is not permitted.
- Prescription medicine must be secured, out of reach and view of students.
- Adults: If you choose to consume alcohol (when not engaging in student ministry) please do so with wisdom. You are an example. Please do not consume alcohol in a way that harms your witness, your reputation or the reputation of the church.

We are a ministry that helps people through personal challenges and addictions such as drugs, alcohol, and prescription medications, as well as other addictive behaviors, past and/or present. Because of this, it is important that we maintain integrity as a ministry in our staff and volunteers. The unauthorized possession, use, or abuse of drugs or alcohol poses an unacceptable risk to the safe, healthful, and efficient performance of our job responsibilities and the ministerial environment, and endangers the Church's employees, members, property, equipment and reputation. The Church is committed to providing all employees, volunteers, and members with a drug and alcohol-free environment. By working in the ministry, in a staff or volunteer capacity, you are agreeing to being held accountable, through testing, searching, or other means. All results are held in strict confidence with Administration and Pastoral Staff. If an employee or volunteer is found to be taking illegal substances, or addicted to alcohol, prescription drugs, or any such thing, for the integrity of the ministry and your benefit, disciplinary action with the intended purpose of restoration is necessary.

Hot/Cold Drink Policy

Cold drinks are permitted but must be kept out of reach of the children. Never share your drink with the children to prevent the spread of germs and disease.

Hot drinks pose a burn danger and therefore must be handled in the following way:

Ages 0-5:

Hot drinks must be kept in a non-disposable, sealed container, like a travel mug, and kept above the children's reach. Children at this age are likely to spill the drink on themselves or try to get a drink when you aren't looking and scald themselves.

Ages 5-11:

Hot drinks must be kept in a cup with a lid and out of the way of the students. Do not set your coffee on the table where children are coloring for instance. Even at this age there is a risk of them spilling it on themselves or trying to take a drink while you aren't watching.

AFFECTION: AGES 4-11 YEARS OLD

The following forms of affection are appropriate for minors in class:

- Pats on the shoulder
- High fives or fist bumps
- Verbal praise (*never* referring to a minor's physical development)
- Sitting beside minors
- Hugs - Side hugs *initiated by the minor* are acceptable.

The following forms of affection are inappropriate for minors in class:

- No lengthy hugs (hugs longer than 3 seconds)
- No adult-initiated hugs
- No kissing of any kind
- No sitting in laps
- Never affectionately touch a minor below the shoulders (forearms and hands are ok)
- No wrestling with minors
- No tickling minors
- No piggyback rides
- Do not allow any type of massage
- Never give any form of unwanted affection

- No comments or compliments referring to a minor’s bodily development
- Do not bring gifts to a specific minor. Gifts are for everyone or no one. (Individual gifts are a sign that investigators look for when investigating child abuse because it is a technique commonly used by pedophiles to gain trust.)

AFFECTION: AGES 0-3 YEARS OLD

The following forms of affection are appropriate for children in class:

- Pats on the shoulder or head
- High fives are ok
- Verbal praise
- Sitting beside children
- Children sitting in laps
- Comforting hugs/holding for extended amounts of time.

The following forms of affection are inappropriate for children in class:

- Never kiss babies or children.
- Never affectionately touch a child below the waist or on the breast area.
- Never give any form of unwanted affection – if a child expresses displeasure with affection, it is always inappropriate to continue.
- Never bring gifts to a specific child. Gifts are for everyone in a class or no one. (Individual gifts are a sign that investigators look for when investigating child abuse because it is a technique commonly used by pedophiles to gain trust.)

Grow Team Member Name _____

I have read and understood the Victory Life Kids Grow Team Member Conduct Policy and agree to abide by these guidelines.

- Yes
- No

Grow Team Member Signature _____ Date _____