



CHILDREN'S MINISTRY POLICY

Appropriate Staffing

- Subject to the Session's oversight, the church staff shall decide where, in what capacity, and how frequently, to place volunteers in Children's Ministry and whether to decline, suspend, remove, or reassign volunteers in Children's Ministry.
- Following a best practice known as a "rule of 3," children and volunteers must always be in groups of at least three unrelated people. "Unrelated" people are those who are not from the same family and are not a dating couple. An activity or classroom which requires multiple volunteers cannot have either (i) only volunteers from the same family or (ii) a dating couple.
- Unless exigent circumstances require, one-on-one interactions must take place in a public setting.
- Older children who want to serve must have completed the 5th grade and must attend appropriate volunteer training. Trained volunteers under the age of 16 will not count towards the adult to child ratios.
- Children should not be left unattended.

Adult to Child Ratios

Res Pres Madison has the goal of maintaining the following ratios of ministry workers to children whenever feasible. These ratios are goals. The church recognizes that in some circumstances, achieving these ratios may not be feasible, such as when an unexpected number of children show up for Sunday morning or an event. If an unexpected number of children show up for an event, reasonable efforts should be undertaken to achieve the goal ratios by adding additional ministry workers in a classroom.

Program (Age)	Adults	Children
Nursery (0-2)	2	6-8
Children's Church (3-4)	2	8-12
Children's Church (5-10)	2	12-14

Ratios for mixed age groups will be based on the age of the youngest child in the group.

Touching Policy

Children want and need physical affection, but for the safety of all, touching should:

- Always be done in the presence of other adults. It should be in public.
- Be initiated by the child for the benefit of the child.
- Be non-demanding. Gentle touch of shoulders, arms, back is OK.
- Not give the appearance of wrongdoing; it should be above reproach.
- Not be forced on a reluctant child; a child's preference not to be touched should be respected.

Bathroom Policy

We advise parents and guardians to take their children to the bathroom before dropping them off for the Nursery. For Children's Church, we advise parents to make sure their child uses the restroom during the giving of the peace, before going down to the Children's Church program.

- Diaper changes are only done by the child's parent or guardian or the Head Caregiver.
- A volunteer will escort the child to and from the bathroom.
- A volunteer will wait outside the bathroom until the child is finished.
- If the child needs assistance in the bathroom, the parent or guardian will be notified.
- The following precautions will be utilized where possible on limitations of available facilities for Children's Ministry:
 - Use of individual-stall bathroom facilities will be prioritized.
 - Multi-stall bathroom facilities will have the outer door to public spaces propped open during the hours of children's programming.
 - Before allowing the child to enter the bathroom, a volunteer will confirm the bathroom is unoccupied.

Check-In/Check-Out and Parent or Guardian Involvement

- All children entering a room must have been checked in by a parent or guardian at an electronic check-in station and must be wearing a name tag.
- When someone comes to pick up a child, they will be asked to show a claim tag that corresponds to the child's name tag.
- Following each Children's Ministry event, the event spaces will be checked by at least two volunteers and/or staff members.
- A parent or guardian, with or without notice, may check on a child during a Children's Ministry event.
- If a parent or guardian would like to be involved in Children's Ministry, the parent or guardian must meet with the Children's Ministry team lead, complete a background check, and must read and sign the Safeguarding Policy.

Communications with Children

- Communications should be age-appropriate and support our mission of creating a space where children develop lifelong bonds with Jesus and his Church.
- Verbal interactions with children should be positive, encouraging and constructive, and mindful of their mission of aiding parents in the spiritual growth and development of children.

- Avoid communications that may seem harsh, threatening, intimidating, derogatory, shaming or sexual. Avoid profanity (i.e. swearing or curse words).

Discipline

- No form of physical discipline is permitted.
- Parents or guardians will be contacted if, during a ministry event, their child has a severe disciplinary problem.

Sickness

Children participating in Children's Ministry must be free from communicable disease and free of fever, unexplained rash, upset stomach, diarrhea, vomiting, crusty or oozing eyes, and respiratory infections for at least twenty-four (24) hours.

Symptoms of respiratory infection include but are not limited to: a sore throat, nasal congestion, earache, cough, and white, yellow or green drainage.

Children's Ministry reserves the right to refuse children who may pose a health risk to others.

Medical and First Aid

- Parents or guardians will be contacted immediately if, during a ministry event, their child becomes ill or incurs any non-trivial accident or injury.
- Parents or guardians will be alerted of any accident or injury during a Children's Ministry event. Staff members and volunteers may apply first aid to minor bumps or scrapes.
- Staff members and volunteers must report to the Children's Ministry lead or the Senior Pastor any accident or injury incurred by a child during a Children's Ministry event. The Children's Ministry lead or Senior Pastor, as applicable, will complete an incident report.
- Accommodations for medical needs (including severe allergies) may be made on a case-by-case basis after discussion with the Children's Ministry lead.

Photography/Videography

- The church will not post or publicly display photos or videos of a child without permission from the child's parent or guardian.

Gun Safety

Leaders and volunteers working with Children's Ministry may not carry a weapon and may not have a weapon in any location potentially accessible to children, while serving our children.

Agreement

I have read and will comply with the Child Safeguarding Policy of Resurrection Madison.

Name

Date