

Pilgrim Lutheran Brethren Church - Grace In Action Policy

Here at PLBC we seek to provide a safe and fun environment for children of all ages. We understand that some events can be exciting for children yet overwhelming for some. It is our mission to preserve all children's emotional & physical wellness in all PLBC activities. In order to maintain a fun but secure atmosphere during our activities, we all must abide by certain rules. It is expected that parents/guardians read the below with their children and agree to follow the standards and action plan set forth in our Grace in Action Policy.

Student Behavior Standards:

1. Follow directions given by an adult volunteer.
2. Show respect to teachers and other student by listening to what they have to say and participating when it's your turn.
3. Be kind to others, respecting their feelings and belongings.
4. There is a zero tolerance of physical activity which harms another such as kicking, hitting, or name calling.
5. Stay with your group leaders at all times.

If the any of the above rules are not followed:

- **Step one:** (verbal) warning
- **Step two:** 10 minute "Think Time" in a separate room so the child may have time to calm down, with a conference between the event director and parent.
- **Step three:** Parents are contacted to pick up their child. If the event lasts more than one day, the child is encouraged to come back the next evening for another positive try!

PILGRIM LUTHERAN BRETHREN CHURCH

Excerpt from Policy on Child Protection

Recognizing that children are a blessing from the Lord (Psalm 127:3) and that Jesus Himself said, "Whoever welcomes one of these little children in my name welcomes me; and whoever welcomes me does not welcome me but the one who sent me" (Mark 9:37), and "Let the little children come to me" (Mark 10:14), we, at Pilgrim Lutheran Brethren Church (the "Church"), desire to love and welcome children as Jesus does and provide a place where they are loved and safe and free from abuse in its many forms.

I. General Policy

Realizing that child abuse has become prevalent in our society, we have established the following policies to protect the children at our Church and to protect our adult teachers and anyone else at the Church who has frequent contact with children (collectively referred to hereinafter as a "Teacher") from false accusations:

- 1) A minimum of two adult Teachers are to be present in every children's class and on outings with the children.
- 2) No less than once each calendar year, the Board of Parish Education shall provide the Church's Teachers with annual training on the recognition, reporting, and prevention of child abuse, and on constructive discipline, meaning discipline without corporal punishment.
- 3) The calling of Teachers is to be done prayerfully and with knowledge of their backgrounds. Background checks will be conducted biennially. Refusal to submit to a background check will automatically disqualify the individual from serving as a volunteer.
- 4) Any one-on-one contact (personal conferences) between an adult and a child is to occur in full view of other adults and children.
- 5) Adult leaders are to respect the privacy of children in bathroom situations and will intrude only for the sake of health and safety.
- 6) An adult is to monitor activities where high school students are directing activities for younger children.