



THE CHURCH OF CHRIST AT
WHITE STATION

**Church of Christ at White Station
Behavior Covenant**

As a volunteer in the children's/youth ministry I realize this is a position of leadership and that my lifestyle should be a consistent representation of the heart of Christ. Therefore I will abide by the following behavior covenant:

- I will strive to lead a life that honors the Lord in every area.
- I will conduct myself in a manner that exhibits the highest Christian ethical standards including developing and maintaining the level of skill required to be a competent volunteer.
- I will treat everyone with respect, loyalty, patience, integrity, courtesy, dignity and consideration.
- I will be responsible/accountable for stewardship of all resources entrusted to my care.
- I will not smoke or use tobacco products in the presence of children and/or youth.
- I will not use, possess or be under the influence of alcohol at any time while volunteering.
- I will not use, possess, or be under the influence of illegal drugs at any time.
- I will not talk about personal tobacco, alcohol or drug use in a positive light with children/youth.
- I will avoid situations where I am alone with children and/or youth while volunteering, always following the two adult rule.
- I will avoid any form of over familiarity, inappropriate language, or any situation and conduct that exploits another.
- I will not use physical discipline in any way for behavior management of minors. No form of physical discipline is acceptable. This includes spanking, slapping, pinching, shaking, hitting or any other physical force as retaliation or correction for inappropriate behavior of a minor.
- I will not touch a child and/or youth in a sexual or other inappropriate manner. In order to maintain the safest possible environment for minors, the following are examples of affection that are inappropriate and are not to be used: Lengthy embraces, kisses on the mouth, touching bottoms, chests or genital areas, showing affection in isolated areas (bedroom, bathroom, etc.), tickling minors, a massage from adult to minor and vice versa), any form of unwanted affection.
- I will not sleep in the same room or tent with a single child (without observing the two-adult rule), unless the adult is the parent of the child.
- I will report suspected abuse to the children's/youth ministers or appropriate elder and the local Child Protection Services agency as required by TN state law. I understand that failure to report suspected abuse to civil authorities is, according to the law, a misdemeanor.
- I will cooperate fully in any investigation of abuse of children and/or youth.

Consequences

Consequences for violation of Volunteer Behavior Covenant

- Per the Response Plan of the COCWS Children and Youth Protection Policy:
 - Any person who is the object of an allegation will be required to refrain from all children's/youth activities until the incident report is resolved.
 - If an allegation is against a ministry volunteer or helper, the risk management review board consisting of the lead minister, administrative minister, elder of the children's ministry and the elder of the youth ministry, will be contacted and immediately review the allegation.
- The risk management review board will make the decision to terminate, suspend or place the volunteer on probation in partnership with outside counsel and /or legal advice when needed.
- Counseling will be made available to all persons involved, including referral to appropriate community resources and pastoral care by one of the elders.