

Zion's Refuge Church Youth Activities Code of Conduct and Agreement

We are pleased to have you as a participant in our ministry! Whether you are a member of Zion's Refuge Church (ZR) or a guest, our Youth Group policy of conduct is based on the expectation that we will conduct ourselves in a Christian manner during all activities (i.e. riding in vehicles, at restaurants, retreats, service projects and all church events.) The following is a statement of conduct that must be read and agreed to and signed by you. If under 18 years of age, both you and a parent must read, agree to, and sign this agreement. Your signature to this agreement is required.

This Code of Conduct must be agreed to and signed annually.

NOTE: The first delivery of this Code of Conduct can be sent home after the first visit granted that we have an emergency contact number. All codes must be adhered to by the first-time visitor. It MUST be returned by the following event, or the parent/legal guardian will be contacted to pick up their child from the event at their own cost forfeiting any costs of the event, etc.

Rules:

Electronic Devices: Use of Electronics is a privilege, not a right, and will only be allowed under certain conditions. If use of devices (phones, i-devices, tablets, computers, etc.) gets in the way of relationships, the spirit of the activity/trip/camp, or sleep/health, it is entirely within the rights of the youth leaders/chaperones to confiscate the device for any amount of time deemed appropriate, including the duration of the trip. The device may be returned to the parents after the event with a conference (consisting of the Youth leader, parent[s], and youth).

Respect of People: Youth must respect, listen to, and cooperate with all adult Youth Leaders and drivers, as well as fellow youth. Bullying, harassment, and intimidation will not be tolerated. Negative talk, put downs, and disrespect are not allowed. Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, social media posts, or other written, oral or physical actions.

Respect of Property: Youth will respect the facility where the activity takes place, others' property and their own. Students involved in breaking something will be expected to repair/replace the damaged item(s) at his/her expense. Any form of stealing or using other's property without their approval or knowledge will not be tolerated.

Safety: Do not leave the group or assigned “buddy” without permission from Youth Leaders. Wear safety belts in vehicles. Modifying, alternating or relocation of any safety device will not be acceptable.

Participation: We expect our youth to come and participate in the spirit of the event, grow in Christ, build Christ-centered friendships with each other, and interact in a Christian manner with adult congregants. We will not accept behavior that interferes with the full participation of others’ education or growth. Students are expected to participate willingly in the planned activities. Your students are here to develop and explore a growing relationship with Christ. There will be times that are fun and crazy, and times that are structured learning environments. This is very intentional and will not be disrupted by any student/group of students.

Special Events: To participate in any special event, youth must attend at least seven consecutive Wednesdays (7 weeks in a row). Special events will include lock-ins, concerts, trips within and outside Mansfield, and any event not part of the normal Wednesday night curriculum. ZR reserves the right to grant exceptions to the 7-week requirement as needed to any participant.

New Student Orientation: New students will attend an orientation class for two weeks. This gives the students a chance to get to know the leaders of the church, be presented with explicit expectations of the church, and to go over the code of conduct. During the orientation, a call may be made to the parent/legal guardian to verify emergency contacts are available. As of September 9, 2022, any new student who has attended during the 2022 year and any new student that would like to attend an event every year after 2022 **must** attend two sessions of **New Student Orientation** to attend any/all youth events. A student that has been dismissed due to not adhering to the code of conduct must attend **New Student Orientation** before rejoining the youth group.

Character: We believe in the Christian standard of character, and expect our youth to avoid profanity, put-downs, stealing, arguing, exhibiting improper behavior, using alcohol or illegal substances, possession of unauthorized drugs, possession of weapons, and dishonesty. **(Note: If you need to take medication, it must be brought in by a parent/guardian and given to the youth leader with a note of permission to dispense.)** We will speak in a kind manner and work out our differences in a peaceful and non-violent manner, involving Youth leaders/adults whenever help is needed. Inappropriate displays of affection (kissing, excessive cuddling, or any action sexual in nature, are NOT permitted during any Zion’s Refuge Church Youth Group activity or event. We expect Youth to dress in appropriate and modest ways and comply with any directive to cover up by Youth leaders.

Student Understanding/Agreement:

On this date _____,
Date

I _____
*Student Printed Name/Student Signature
if under 18 years of age, parent must complete portion
called "Parent Understanding/Agreement"*

understand and will comply with the code of conduct as written and understand that if I act in a way that goes against the code of conduct as written, I will be unable to attend events in the future. If I am 18 years old or older, I also understand that I am liable for any actions and/or damages caused by me to anyone and/or to any property of Zion's Refuge Church. If under 18 years of age, I understand that my parent/legal guardian is responsible for any of my actions and/or damage that I cause to anyone and/or any property of Zion's Refuge Church.

Parent Understanding/Agreement:

On this date _____,
Date

I _____
Parent/Legal Guardian Printed Name/Parent/Legal Guardian Signature

understand and will ensure that my child will comply to the code of conduct as written and understand that if my child acts in a way that goes against the code of conduct as written, my child will be unable to attend events in the future and I am liable for attending quickly to any calls to pick up my child when contacted by a staff member of Zion's Refuge Church. I also understand that I am liable for any damage caused by my child, who is under 18 years of age, to anyone and/or any property of Zion's Refuge Church.

Failure to comply with our Statement of Conduct: Depending on the severity of the behavior, we will follow a 3-step process. If the severity of the offense dictates it, the church leadership reserves the right to send the person(s) home who are intentionally oppositional or repeatedly refuse to follow the Statement of Conduct policy mentioned above for any Zion's Refuge Church Youth event without warnings.

1) Verbally correct the behavior, along with removal from the situation, removal of a device, separation, etc., as appropriate. Youth leaders will be notified if not already involved.

2) If another or the same behavior contrary to our Values Code occurs involving the same person, especially when it is considered to be occurring in a destructive, attention-getting, or belligerent fashion, then a second warning will be given, accompanied by a call to the parent(s) from the youth leader and/or the adult leader.

3) Should there be a third problem behavior contrary to our Code of Conduct, the parent(s)/guardian will be called immediately and asked to come and get their youth. A conference will be scheduled for the Youth leader, a church staff member (if different from the involved Youth leader), parent, and the youth involved to resolve the conflict after the activity/trip is concluded. This conference must take place before the youth will be allowed to return to the weekly Youth Group.

Signature of Student

Printed name of Student

Signature of
Parent/Legal Guardian

Printed name of
Parent/Legal Guardian

Emergency Contact
Phone Number of Parent/Legal Guardian

NOTE: A call will be issued to verify that the phone number is legitimate and/or working. If the phone number is not legitimate or working, the student cannot attend any events without a parent/legal guardian present on premises.