

## **Church of the Nazarene in Mid City**

### **Children's Ministry Staff and Volunteer Policies**

*The following policies are designed to clarify safe interactions between volunteers, ministry leaders, staff, and any child under the age of eighteen.*

- There must always be two unrelated adults in each room for supervision of any size group of children. The nursery ratio of adults to children is 2 : 8. The primary/elementary ratio is 2 : 14.
  - All diaper changing will be done in the nursery on the changing table.
- Children will be escorted to the restroom by an adult. The adult will first enter the restroom to make sure it is vacant. The adult will then stay in the doorway while the child is inside. If a child needs assistance in the restroom, their caregiver will be notified to help.
- High fives, handshakes, and side hugs are appropriate between an adult and child when consensual. There will be no lap sitting for children 5 and older.
- If a child is engaging in behavior that is distracting or unsafe, an adult will give a first and second warning. If the behavior continues, the child will be guided to sit in an isolated chair in the same room. After the number of minutes of the child's age (i.e 3 minutes for a 3 year old), the child will be invited to return to an appropriate activity. If distracting or unsafe behavior continues, the child will be returned to their caregiver and will be able to return to the children's room the following week.
  - There will be no corporal punishment of any kind for any reason.
- The church must follow state regulations in the reporting of child abuse. Any suspected or alleged mistreatment/abuse of any kind is to be reported to both the Children's Pastor (Erin Kane), the English congregation pastor (Becky Modesto), and the multi-congregational chair (Denis Joseph) immediately.
  - Any suspected or alleged child abuse by a church member can result in temporary or permanent removal from ministry, pending the outcome of an investigation. This would be done to protect both the child and the staff member.
- A child with the following symptoms will not be allowed in the children's rooms:

Temperature over 98.6 degrees oral  
Skin rashes  
Yellow or green nasal discharge

Vomiting in last 24 hours  
Persistent cough