

# Training Covenant



Salem United Church of Christ is committed to providing a safe and secure environment for all children, youth, volunteers and staff who participate in ministries and activities sponsored by the church. The following statements reflect our congregation’s commitment to preserving this church as a holy place of safety and protection for all who enter and as a place in which all people can experience the love of God through relationships with others.

- Any adult who has been convicted of child abuse (sexual, physical, or emotional) or sexual misconduct will not be allowed to volunteer to work with children or youth for any church sponsored activity.
- Any adult working with children or youth must have been an active participant in the life of the congregation for at least six months before beginning a *volunteer* assignment.
- Any adult working with children or youth will attend training and educational events provided by the church to keep him/her informed of the church’s safe church guidelines and state laws regarding child abuse.
- Any adult working with children or youth for any church sponsored activity will abide by the Safe Church Guidelines, including the “Two Adult Rule.”
- Any adult working with children or youth for any church sponsored activity will report any behavior that seems inappropriate or abusive to the Director of Christian Education or the Pastor(s).

**Please answer each of the following questions with a checkmark in the appropriate box:**

As an adult member or friend of the congregation working with children or youth in a church sponsored activity, do you agree to:	Yes	No
Observe and abide by the Safe Church Guidelines of Salem United Church of Christ?		
Participate in training and educational events provided by the church to keep you informed of the church’s safe church guidelines and state laws regarding child abuse?		
Observe the “Two Adult Rule” at all times?		
Promptly complete a Incident Form for an out of the ordinary event?		
Secure signed consent forms for overnight activities or off-site trips?		
Inform the <u>Director of Christian Education or the Pastor(s)</u> if you are ever charged with or convicted of child abuse or sexual misconduct?		

**I have read this Participation Covenant, and I agree to observe and abide by the guidelines set forth.**

**Print Name**

**Signature**

**Date**

*Jesus said, “Whoever welcomes (a) child....welcomes me” (Matthew 18:5).  
Thank you for working with the children and youth at Salem United Church of Christ.*

Rev. Feb 2025

# 3<sup>rd</sup>-party Adult Covenant



Salem UCC is committed to providing a caring and secure environment for children, youth, and adults in all areas of church life, worship, and programming. We strive to educate and train the staff, volunteers, and congregation members in safe and appropriate conduct in adherence with our Safe Church Guidelines. Because other organizations use our facility, we expect the adults in these 3<sup>rd</sup>-party groups to honor and abide by the Guidelines.

As an adult paid staff or volunteer working with infants, children, and youth I understand and agree to the following Covenant:

- 1. Attendance=Participation:** I will be involved, attentive, and have a positive attitude while participating in group activities. As an adult leader/volunteer, I will remain fully engaged with the group and support both the youth and other adults.

I agree
- 2. Respect is Mandatory:** I will respect myself and others. I recognize that the opinions and ideas of others are important. When conflicts arise, I will seek positive problem solving and peaceful solutions. I will respect property: at the church, wherever activities take place, and for the personal property of others. As an adult, I will respect the youth as I would like to be respected. I will also respect and support the other adult leaders and volunteers.

I agree
- 3. High Standards for Language and Behavior:** I will use positive and up-building language and behave in a manner that reflects Christian values.

I agree
- 4. Technology:** Communication takes place face-to-face at youth events. Phone calls, text messaging, and all social media needs to be done before or after meetings, classes, or events.

I agree

# 3<sup>rd</sup>-party Adult Covenant



5. **Substance and Weapon Free Zone:** I understand there is zero tolerance for the use or possession of alcohol, cigarettes, drugs, and weapons at all youth events on church property. Adult programs on church property share the same zero tolerance for use or possession of alcohol, cigarettes, drugs, and weapons.

I agree

6. **Physical Contact Boundaries:** I understand that public displays of intimacy are inappropriate at youth and church events. I also understand that I need to respect the physical space of others.

I agree

7. **Digital Environments:** I consent to follow recommended Safe Church guidelines for digital environments:

I agree

- Staff and volunteers shall conduct any and all communications in a professional manner.
- All communications with youth shall be CC'd to a guardian or other unrelated adult.
- Staff and Volunteers shall set personal accounts privacy settings to limit who can view your profiles.
- Staff and Volunteers may not "friend" or "follow" youth.

8. **I will be responsible for all consequences of my behavior.**

I agree

**As a leader,** I understand that I am a role model for the young people in our community and I will honor this covenant by following these guidelines in my own conduct and leadership role.

**I agree to abide by these conduct guidelines in all gatherings. My digital signature below acknowledges my understanding and commitment of this covenant.**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_