YOUTH MINISTRY POLICY

Definitions

The term “youth” used throughout this document is defined as any person under the age of 18. Other terms such as “youth”, “children”, or “kids” are used synonymously with the term “youth”.

The term “parent” used throughout this document is defined as the parent or legal guardian of the youth.

Appendices:

All Appendices can be obtained electronically by clicking on the link and on Breeze by clicking on “Forms” at the top of the page. Hard copies can be made available upon request.

Policy Explanation

1. The purpose of this policy manual is to provide information about what is expected of parents, youth and youth leaders in youth ministry programs at Watermarke Church. All parents, youth, and youth leaders are required to review this policy and sign an agreement verifying receipt of the policy.
   APPENDIX A: Parent/Youth Policy Notification Form

2. Policy Specifics
   A. This policy applies to all individuals involved in Watermarke sponsored youth activities. This includes guests or friends attending youth meetings, events or outings.
   B. This policy manual will be provided to all families with youth in all Watermarke Church youth programs.
   C. This policy outlines the screening, education, and evaluation of youth leaders and volunteers.

Vision Statement

Helping youth to Find Jesus, Know Jesus, and Show Jesus.

Mission Statement

To provide a safe and loving environment where youth learn about Jesus, develop friendships, and reach out to the community to share the love of Jesus in service.

Parent Expectations

- Parents are responsible for their children until the time the activity begins and after the activity's end time.
- Parents are expected to provide or arrange for transportation to all Watermarke sponsored youth activities.
- Parents are welcome to observe Watermarke sponsored youth activities at any time and may directly supervise their child(ren), if so desired. Unless the parent is an approved volunteer and is scheduled to volunteer at that time, the parent will not be responsible for the supervision of other youth during Watermarke sponsored activities.
- Parents are responsible for following the established check-in/out procedures for youth in the Nursery or Splash classes.
- Parents are responsible for ensuring youth meet all registration deadlines and follow the dress code. See Page 3.

Watermarke Church may take photos of youth ministry events. The images may be used on the church website or other media to promote the church. It is the parent's responsibility to inform us, in writing, if a specific youth's photo cannot be used for promotional purposes.

Check in/check out Procedures for Sunday morning youth activities

A standardized check in/check out procedure will be utilized to keep track of the youth participating in the nursery and splash classes, and for the safety of youth, parents, and volunteers. Parents, youth, and volunteers are expected to comply with the check-in/check-out procedure.

YOUTH PARTICIPANT EXPECTATIONS

General Behavior

Youth are expected to conduct themselves in a way that would be pleasing to God.

1. Youth are expected to refrain from using offensive language.
2. Youth are expected to refrain from using all illegal substances.
3. Youth are expected to encourage others instead of tear them down (gossip).
4. Youth are expected to show respect for others.

Deadlines

Holding older youth (Jr & Sr. High Youth) accountable and giving them

deadlines fosters responsibility, helping them to be better equipped for high school, college, and adult life.

1. Deadlines for registration materials are in place to ensure that materials are received by the leaders in time to register the group for events and to increase the likelihood that the group will be able to attend, receive hotel preferences, receive early registration discounts etc.

2. While the youth has primary responsibility, parents should ensure that all registration deadlines are met.

Dress Code

This policy is to ensure that all youth dress in a modest and appropriate way for all youth activities. We expect the parent/guardian to provide guidance to ensure that youth make good decisions in their dress and appearance while engaged in youth activities and outings. For example, no spaghetti strap/Camis, no clothing with suggestive or offensive pictures and/or text, no low-cut tank tops, etc.

If a youth leader determines a youth is inappropriately dressed, a same gender youth leader will inconspicuously pull aside the youth in order to review the expectations for clothing worn to youth activities and provide suggestions for appropriate attire. If there is a second instance of a dress code violation, the youth will again be pulled aside to discuss the dress code and will be offered suggestions for appropriate attire, and the parent/guardian will be notified. If subsequent dress code violations occur, a parent/guardian will be called and asked to bring appropriate attire or pick up the youth if none can be provided.

Only same gender leaders will discuss dress code concerns with youth. In other words, no male youth leader will discuss dress code concerns with a female youth. Likewise, no female youth leader will discuss dress code concerns with a male youth.

Youth Discipline Policy

In our church environment, discipline is defined as training provided to develop or improve a skill or behavior. The focus of discipline is on the future and growth of the youth. It is done in love and concern and is not designed to create fear or guilt. The number one rule in ministry with youth is that everyone should be treated with the kind of respect, love, and support to which Scripture calls us. Clear rules, expectations and consistent messages about behavior are the key to effective discipline procedures. Occasionally, youth have trouble following the rules or display disruptive behavior. In these cases, the following steps are taken.

Consequences for minor offenses

1. The leader talks with the youth, defines the problem behavior, and communicates the desired behavior.

2. If the youth continues to exhibit problem behavior, the leader gives a warning to the youth.

3. If problem behavior continues, the youth is removed from the activity (but remains visible to the leaders). Sometimes a short break is all that is needed. The youth is warned at this point that further disruptive or inappropriate behavior will result in contact with the youth's parent(s).

4. The final step with problem behavior is contacting parents to inform them the youth may not continue participation in the event and determine how supervision will be transferred back to the parent. In most cases, the youth is welcomed back at the next ministry activity.

Zero Tolerance

There is zero tolerance for severe or illegal behavior such as assaults, possession of weapons, theft, destruction of property, sexual activity, or any other behavior that could put youth or others in danger. For these types of offenses, the procedures are:

1. Immediate removal of the youth from the ministry activity and personal family contact by the Nursery, Splash, or Wave Director or Youth Minister.

2. If the offense is an illegal activity, the police are contacted and parent/guardian is notified.

3. The youth will be removed from ministry activities for an amount of time determined by the Nursery, Splash, or Wave Director in consultation with the Youth Minister or elders.

4. The youth and family will be treated with respect and love, and the youth is welcomed back to ministry activities when it is determined that he/she is ready to respect the rules of the ministry.

LEADER PARTICIPANT EXPECTATIONS

Supervision of Youth

The youth ministry staff and volunteers are responsible for the supervision of youth during ministry activities, including observing the environment and equipment for unsafe situations, removing youth from potentially dangerous

conditions, and reporting problems immediately. Ministry staff and volunteers will complete mandatory screenings as per the Child Protection Policy (see pages 13-15) included in this document. Ministry staff and volunteers will ensure that anyone who has not been screened and approved for ministry service will only have supervised access to youth. Watermarke Church will not permit any member to volunteer with youth until they have attended Watermarke for at least six months and have been vetted by the Youth and Family Minister and/or leadership of Watermarke Church.

Parents are responsible for their children until the time the activity is scheduled to begin and after the activity's scheduled ending time. Activity leaders are responsible for publicizing activity times. When youth arrive at any church ministry or program, they are expected to remain in that program until the program ends and supervision is transferred back to parents. Youth may not leave the program early unless consent from the parent is directly communicated to youth ministry staff and/or volunteers. A youth's failure to follow this policy will be considered unacceptable behavior, and discipline policies will be enforced (see separate section on youth discipline, page 4).

Youth ministry leaders are not responsible for youth who do not show up at a ministry activity, even if a parent believes they are at the activity. Parents are welcome to ask youth ministry staff about the attendance of their child at ministry activities, including one-on-one mentoring meetings. Providing attendance information to parents is not considered a breach of confidentiality.

When participating in on-campus activities, which occur in Watermarke owned or rented locations, junior and senior high youth may use the restrooms without an escort, if they inform an adult leader where they are going. That leader will watch to ensure they return. Nursery and Splash youth will be escorted to the restroom by the volunteer, Splash teacher, or Safety Officer.

Child to Adult Ratios

Watermarke Church considers the following child-to-adult ratios in the Nursery, Splash, and Wave groups to be best practice and will try to always adhere to these ratios:

- Nursery for ages 6 weeks generally until the child is potty-trained; no more than 4 children to one adult.
- Splash Pre-K class for potty-trained children until the child enters kindergarten; no more than 5 children to one adult.
- Splash Elementary class for children in Kindergarten to 2nd grade; no more than 8 children to one adult.
- Splash Elementary class for children in 3rd through 5th grades; no more than 10 children to one adult.

- Wave youth group for children in 6th grade through 12th grade; no more than 15 children to one adult.

Watermarke Church also considers best practice to have two adults in the nursery and each Splash classroom.

Unplanned Situations with Only One Adult

Occasionally, leaders will find themselves without another adult present due to unforeseen circumstances. The following procedures should be followed.

- ***Notify the Safety Monitor*--** the adult leader should inform the Safety Monitor or the Nursery, Splash, or Wave supervisor. The Safety Monitor, supervisor or designee will advise the adult leader about what to do (e.g., cancel the activity, proceed with the activity, notify parents).

- ***Visible location*--**Any time there is only one adult present, the group must be in a visible public location with an unobstructed window or an open door if indoors, unless the interior door is fitted with an unobstructed window

- ***Multiple youth present*—**A leader should not be alone with one youth (except in prearranged mentoring meetings described below). If a leader finds him/herself alone with a youth for a ministry activity, the activity should be canceled and the parent notified.

Safety Monitor

A safety monitor is "on duty" during the Sunday morning services and is posted on the Splash Teacher Board at the check-in table.

The safety monitor is responsible for:

1. Maintaining safety in the Nursery, Splash classrooms, and Wave meeting areas as well as all hallways between these locations.

2. Respond to emergency situations and contact the parents/legal guardians and 911 or the police as needed.

3. Assist in locating additional volunteers when there are not sufficient volunteers to meet the child to adult ratios listed above.

4. Assist in escorting children from the Nursery and Splash classes to the restroom as needed.

Youth Serving as Leaders

We encourage junior and senior high school youth to serve in the church and be models to the younger youth. Youth, 12+ years of age, serving as assistant leaders for younger youth will do so only under the supervision of adult leaders.

Breakout Rooms

Some ministries use breakout rooms for small group times. There may be times when a room will only accommodate one small group at a time. When this occurs, windows should be unobstructed (curtains or blinds open) AND the door left open, unless the interior door is fitted with an unobstructed window. The small group leader should place him/herself in visible sight of the hallway/entrance so that they may be seen from outside the room. An adult leader (including but not limited to the Safety Officer) should periodically walk by the breakout rooms to ensure these policies are in effect.

Communication Outside of Ministry Activities

Our best practice is for leaders initiating communication with youth to include another leader in their communication. Only individuals who are approved advisors for Youth Ministry should be communicating with youth outside of ministry activities. Individuals not approved for this specific role should limit communication to sharing program information through phone calls to the parent's phone (not the youth's cell phone), emails to youth and parents, and written information sent to the home.

As part of developing caring relationships with youth, screened youth advisors are encouraged to contact youth outside of ministry activities. An advisor's primary role in relational ministry is as spiritual caregiver, the one who listens and supports.

Accordingly, communications with youth should primarily be about listening, supporting, and encouraging youth in their faith, life, and participation in youth ministry activities. Advisors will use discretion in determining communication with a youth that needs to be brought to the attention of the Wave Director. Any communication that reveals the potential for harm to the youth, harm to others, or any illegal activity, parents and the Wave Director will be notified as soon as possible and informed of the conversation. The Wave Director will notify church leadership of any communication that raises concern.

In cases when inappropriate communication is suspected, the youth leader will be asked to cease communication with youth and any further action will be determined by the Youth Minister and Eldership upon review of the communication.

If a parent suspects that inappropriate communication has taken place, they are to report that to the Wave Director so that the incident can be investigated and appropriate action can be taken.

One-on-One Mentoring Meetings

One-on-one meetings between youth and screened advisors are an important part of ministries with junior and senior high youth. The following guidelines should be followed:

Parent permission

***Youth in Junior High (Grades 6-8)*:** The Wave advisor must complete the Parent Permission form for 1:1 mentoring meetings for Junior High Youth. The parent must sign and indicate permission on this form at least 24 hours prior to the proposed one-on-one meeting. The parent must provide written permission for each 1:1 mentoring meeting. See APPENDIX I. (APPENDIX I: Parent Permission Form, 1:1 Mentoring Meetings with Junior High Wave Participants)

***Youth in Senior High (Grades 9-12)*:** At the beginning of each school year and when youth enter the program mid-year, parents will be informed that advisors may occasionally meet with youth one-on-one. Parent will be asked to sign the Parent Permission Form for 1:1 mentoring meetings for Senior High Youth. If the parent requests notification prior to each 1:1 mentoring meeting, the Wave advisor must notify the parent at least 24 hours prior to the scheduled 1:1 mentoring meeting via phone or e-mail.
See APPENDIX H. (APPENDIX H: Parent Permission form, 1:1 Mentoring Meetings with Senior High Wave Participants.)

Visible Location: Meetings should take place in a visible area in a public place (e.g., coffee shop, restaurant, visible park area). Adult leaders should never meet with a youth in a private home unless the youth's parent or another screened adult is in the home and can view the adult and youth at all times. The location should be within a reasonable distance of the church, the youth's home, or school (i.e., advisors should not be planning one-on-one meetings at the beach or other destinations outside the local community).

Driving Youth: Adult leaders may drive youth to and from meetings if they inform the Ministry Leader of this arrangement in advance and they adhere to the guidelines listed in "Driving Youth" (see page 10).

***Inform supervisor of meetings*:** Before meeting with a youth, the following information should be provided by the advisor to the Wave Director (or designee):

- Name of youth
- Date and time of meeting
- Location

- Whether the youth will be driven by the adult leader
- Names of any other youth or adults who will be attending

Physical Contact between Leaders and Youth

Respect, safety, and appropriate boundaries are the guiding principles for physical contact between youth ministry leaders and youth. The guidelines below are intended to avoid contact that is or may appear threatening or inappropriate. Ministry leaders and volunteers should avoid even the appearance of impropriety.

Some **positive** and **appropriate** forms of affection for youth are listed below:

- Brief hugs or side hugs
- Pats on the shoulder or back
- Handshakes, high-fives, hand slapping, fist bumps
- Verbal praise
- Touching hands, shoulders or arms of youth.
- Arm around shoulders
- Holding hands during group prayer

The following forms of affection are considered **inappropriate** with youth in a ministry setting. It should be noted that many of these behaviors are used by offenders to groom youth and their parents for later molestation and can be construed as sexual abuse.

- Inappropriate or lengthy embraces
- Kisses
- Sitting on laps, except when feeding an infant in the nursery or consoling upset children
- Touching, other than noted above
- Showing affection in isolated areas such as bedrooms, closets, or other private rooms
- Occupying a bed with a youth
- Wrestling or Tickling
- Piggyback rides
- Any type of massage given by a youth to an adult or adult to a youth
- Any form of unwanted affection
- Comments or compliments (spoken, written, or electronic) that relate to physique or body development. Examples: “You sure are developing,” or “You look really hot in those jeans.”
- Snapping bras or giving wedgies or similar touch of underwear whether or not it is covered by other clothing
- Giving gifts or money to individual youth
- Private meals with individual youth (outside mentoring relationships described on pages 7-8).

Off Campus Trips or Activities

Any activity that does not occur in a Watermarke owned or rented locations is considered an "Off Campus" activity. It is best practice to have two adults supervising youth at off campus trips/activities. While this is not always possible, Watermarke Church will attempt to always abide by this best practice. One exception is when youth are being transported in vehicles (see procedures under Driving Youth). For unplanned situations where only one adult is present with youth, the procedures outlined under "Unplanned Situations with Only One Adult" are followed, see pages 5-6. For example, during off campus trips, sometimes a youth or advisor needs to break off from the main group for some need. If only one adult can break from the main group, he/she should take several youth, not one, even if it's only one youth who has the need to leave the main group.

The nature of some off campus activities requires youth to be without direct adult supervision for some time (e.g., ski trips). In these cases, youth should never be alone (at least in pairs), they should be told how to reach a ministry leader, and they should be given clear instructions about geographic boundaries and time limits.

Driving Youth

Watermarke youth ministry volunteers will not transport youth that participate in the Nursery or Splash classes unless prior arrangements are made with the child's parent/legal guardian.

Anyone driving youth for ministry activities, including one-on-one mentoring meetings, must be a screened volunteer, at least 18 years old and have had a driver's license for at least 1 year. In no circumstance is a car to be used for transportation that has more occupants than seatbelts in the car. Youth may not be transported by a volunteer on a motorcycle. In the event there are not enough drivers available, parents must be notified.

All volunteers that may drive youth to activities must provide a copy of their driver's license, insurance and vehicle information to the Wave Director, who will maintain this documentation at the church office. This information will be updated yearly at the beginning of each school year. Wave Director must be notified in advance of all transportation arrangements involving Wave youth.

Overnight Events

Parents/legal guardians must provide written permission for youth to participate in specific overnight and/or off campus trips. The permission form is attached to this policy, (see APPENDIX F). Whether an on-campus sleepover or an off-campus trip, male and female youth must sleep in separate rooms with adult leaders of the same gender, or separate sides of one large room with adult leaders between

the two sides. Ministry leaders will make sure that youth do not enter the sleeping quarters of youth from the opposite gender. Youth and adults are required to wear modest sleep attire.
APPENDIX F: Youth Permission Form

Relationships

A leader may not date a youth under any circumstances, with one exception. If a leader is a high school youth, this leader may date another high school youth. A high school leader of junior high activities may not date a junior high youth. When the leader becomes a non-high school youth (through graduation or other means) either the dating relationship is to be put on hold or the leader shall step down from the leadership role until such time that both members of the couple are no longer high school youth.

Emergencies and Injuries

Emergency Forms

The parent or legal guardian is required to fill out the **Youth Health Information and Release Form** and the **Assumptions of Risk and Release of Liability Form** for each youth at the beginning of the school year if the youth plans to participate in Youth Ministry programs at Watermarke Church. These forms must be completed by the parent or legal guardian of any youth who joins Watermarke Church in the middle of a school year prior to that youth participating in any Watermarke Youth Ministry Programs.
APPENDIX D: Health Information and Release Form
APPENDIX E: Assumptions of Risk and Release of Liability Form

Medical Care and Emergencies

During Sunday services, if a medical emergency occurs in the Nursery, Splash, or Wave programs, one adult volunteer will care for the child while another volunteer notifies the Safety Officer. If only one volunteer is present, they will use the emergency whistle to alert the Safety Officer. The Safety Officer will contact the parent/guardian and arrange emergency services (911 or police) if necessary.

For non-emergency medical situations during Sunday services, parents/guardians will be notified as soon as possible and asked to pick up their child so appropriate medical care can be obtained.

During youth group meetings and off-campus activities, adult volunteers will secure any necessary, emergency medical treatment, including calling 911 or transporting the child to urgent care or an emergency room if needed. Parents/guardians will be informed of the situation and treatment as soon as possible.

For non-emergency medical issues during off-campus activities, parents/guardians will be contacted and asked to pick up their child when possible. If they are unable to do so before the activity ends, they will be asked to provide instructions regarding the child's medical care.

Threats of Violence against Others or Harm to Self

Youth ministry leaders may receive information that a youth or other person has thoughts or desires to harm themselves or others. This information should be taken seriously and should be reported **immediately** to the Nursery, Splash, or Wave Director or Youth Minister. If the youth seems to have the imminent intent to do harm, a leader or volunteer should stay with the youth, and call the mental health crisis line (CAN HELP) at 1-800-643-5432 or 911.

Criminal or Potentially Dangerous Activity

911 or local emergency number should be called immediately in cases of suspected criminal or dangerous activities on the church campus or near ministry activities.

Documentation of all medical treatment, other emergencies, and other events

Upon the conclusion of the emergency or non-emergency medical treatment, conclusion of reporting alleged child abuse to Childline, or any other event in which Watermarke could potentially be held financially liable, the adult volunteer involved is required to complete and sign an incident form. The incident form will be reviewed by the Wave, Splash, or Nursery Director, the Youth Minister, and the parent. Each will sign the form to indicate that he/she reviewed the form. The incident form will be filed at the church office.
See APPENDIX J. (APPENDIX J: Incident Reporting Form)

YOUTH MINISTRY LEADERSHIP ROLES

The Youth Leadership Team consists of the Nursery Director, Splash Director, Wave Director, and the Youth Minister. The Nursery Director, Splash Director, and Wave Director each report to the Youth Minister. Each of these leaders is responsible to recruit and train new volunteers to assist in these youth ministry programs. Additional associates, volunteers, and helpers will be added by the Youth Leadership Team as determined for events and as the ministry develops. Youth Leaders have a tremendous responsibility when working with young people. Parents are encouraged to share any information that may help the leaders better understand and mentor their child. Events such as death, divorce, problems in school, etc. are very stressful to children and young adults. Providing this information can assist youth leadership providing appropriate care and support. All shared information is kept confidential.

Watermarke Church Child Protection Policy

Mandated Reporting

According to the Pennsylvania Child Protective Services Law updated in December 2014, the following adults are among the list of considered mandated reporters and are required to report suspected child abuse if they have reasonable cause to suspect that a child is a victim of child abuse:

- A clergyman, priest, rabbi, minister, Christian Science practitioner, religious healer or spiritual leader of any regularly established church or other religious organization.
- An individual, paid or unpaid, who, on the basis of the individual's role as an integral part of a regularly scheduled program, activity or service, accepts responsibility for a child.
- An individual supervised or managed by a person listed above, who has direct contact with children in the course of employment.

Reporting of Child Abuse

All church employees are mandated reporters. All volunteers who work in the church nursery, Splash program, Wave program, as well as worship team leaders (if they are responsible for a child under the age of 18) and Life group leaders (if they are responsible for a child under the age of 18) are covered under the definition of a mandated reporter of child abuse. If an employee or volunteer is alerted to an allegation of child abuse, the volunteer must immediately report the allegation to the PA Child Line. Alleged child abuse must be reported via telephone at 1-800-932-0313 or online at www.compass.state.pa.us/cwis.

If an allegation is discovered during a Sunday morning service, an Elder or Staff Member will assist the volunteer, to the best of Watermarke Church's abilities and means, in finding an appropriate means of filing the report.

If the volunteer is notified of the allegation of child abuse during a meeting that does not occur on a Sunday morning, the volunteer must report this allegation using the telephone number or the online portal as soon as possible. A CY47 Form must be completed in 72 hours if report is made by phone.

After the volunteer completes the required notification via PA Child Line, the volunteer is required to notify the Youth Minister of the nature of the alleged abuse and confirm

that it has been reported to PA Child Line. The Youth Minister will complete an Incident Form and maintain a file of incident forms at the church office.

Staff and Volunteer Training on the PA Child Protective Services Law

All staff and volunteers identified as mandated reporters of child abuse are required to complete training on mandated reporting of child abuse every three years. The University of Pittsburgh offers an online course entitled "Recognizing and Reporting Child Abuse: Mandated and Permissive Reporting in Pennsylvania" which satisfies this requirement. This course can be accessed via this link:
www.reportabusepa.pitt.edu

Copies of the Mandated Reporter training certificate must be forwarded to the church secretary, who maintains a record of such training and sends reminders to each volunteer six months prior to the expiration of the previous training.

Volunteer screening requirements

In addition to all church employees, any church member who wishes to volunteer in the nursery, Splash, Wave, or any other Watermarke sponsored program in which the volunteer works directly with children is subject to the Pennsylvania Child Protective Safety Law. This law indicates Watermarke must have hard copies of the following clearances:

- PA Child Abuse History Form
- PA State Police Criminal Background Check
- FBI Fingerprint Record Check*

*The FBI fingerprint record check is only needed if the prospective volunteer has lived in another state at any time in the last ten years. If the volunteer has lived within the state of Pennsylvania continuously for the last ten years, the volunteer must sign a form to confirm that they have not been convicted of any offense that would preclude the individual from volunteering with children.
See APPENDIX C. (APPENDIX C: Volunteer Confirmation Form)

These clearances (in addition to the confirmation form, if applicable) must be renewed every five years for each volunteer. Watermarke Church will ask each volunteer if (s)he has current clearances. If so, the volunteer is asked to provide copies to the church secretary. If the volunteer does not have current clearances, Watermarke will pay for the required clearances.

The church secretary is responsible to maintain a list of all current volunteers who are subject to the required screenings. The church secretary must maintain the clearances for each of the volunteers and is responsible to remind volunteers and the supervisor of the appropriate program six months before the previous clearances expire.

According to the Child Protective Services Law, conviction of any of the following offense prohibits an individual from working with or volunteering with children:

- Criminal homicide
- Aggravated assault
- Stalking
- Kidnapping
- Unlawful restraint
- Rape
- Statutory sexual assault
- Involuntary deviant sexual intercourse
- Sexual assault
- Aggravated indecent assault
- Indecent assault
- Indecent exposure
- Incest
- Concealing the death of a child
- Endangering the welfare of children
- Dealing in infant children
- Any felony related to prostitution and related offenses
- Obscene and other sexual materials or performances
- Corruption of minors
- Sexual abuse of children
- The attempt, solicitation, or conspiracy to commit any of the aforementioned offenses

If a clearance for a potential volunteer includes a conviction of the aforementioned offenses, or a confirmed case of child abuse, the individual will not be permitted to volunteer for the youth programs at Watermarke Church. If a clearance for a potential volunteer includes a conviction for a criminal offense that is not on the list above the Youth Minister and Elder board will review the clearance and other available information to determine if the individual will be permitted to volunteer for the youth programs at Watermarke Church. If there are no convictions or confirmed cases of child abuse, the individual will be permitted to volunteer for the youth programs at Watermarke Church.