

# REDEEMER KiDS

Shepherding Redeemer's Children on  
behalf of our Children's Redeemer

## **Policies and Procedures**

### **Rules for Kids:**

1. Respect adults
2. Respect each other
3. Respect this place
4. "Hands Up" = No more talking
5. No Cell Phones
6. No Running (except Recreation)
7. Seated in Sanctuary

### **Policies for Children's Ministry workers:**

1. Never alone with a child
2. Bathroom usage - Two teachers, or one teacher with a hall monitor
  - i. The primary principle is for the adult to be visible to other adults at all times. If a child needs assistance you must have two adults present. One who holds the door open and the other to assist the child.
3. Do not raise your voice with a child
4. No physical discipline (only if a child is endangering others should physical removal be an option.)
5. Be careful with affection towards kids (See MinistrySafe Training)
6. Facility/Volunteers/Visitors
  - i. Background Check/MinistrySafe
  - ii. Visitors (including parents) must be cleared to attend a program.
  - iii. All children must be dropped off and picked-up ("walkers" must complete a registration form with parental consent)
  - iv. Children cannot leave the group.
    1. If they come for the beginning of a program (including meal), they need to stay for the duration, unless picked up early by parents.

# Discipline

## a. Warning

- i. Verbal and clear. Not just “stop it or else.” What will be the consequence?
- ii. Principle: Obedience means continued participation, disobedience has tangible consequences

## b. Follow-through

- i. Options:
  - a. Time out
  - b. Loss of privilege
  - c. Separation from misbehaving group
- ii. Discipline must match the offense in severity. *By teaching them to recognize that the consequences of their actions in the real world are not random, we discipline in a way that prepares them for life.*
- iii. Discipline in love, sincerely desiring restoration. Our goal is to avoid an emotional (typically angry) response to misbehavior
- iv. Discipline respectfully, privately and individually, if possible (however, another adult must be in line of sight)
  - a. Treat them like people, not projects
  - b. Listen first, get down on their level (literally and figuratively)
  - c. HEAR them - *“I see that you are upset. What made you sad/mad/disobey? I can understand how that would bother you. What do you need? How can we work together to help make this better?”*
  - d. There is no need to argue about who is to blame – we do not negotiate. *It is A-OK for you to be the adult in the room!*

## c. Last Resort: Dismissal

- a. For continued defiance, violence, or bullying
  - i. Philosophy of Discipline applied to dismissal
  - ii. “Best thing that ever happened to him”
- b. Disciplinary Dismissal Procedure
  - i. Contact Hallmonitor
  - ii. Registration team calls their parents