

## **Kids Ministry Two-Adult Rule Policy (Infants - 5th Grade)**

### **Purpose:**

To ensure the safety and protection of children, volunteers, and staff, our church follows a strict Two-Adult Rule in all Kids Ministry environments serving children from birth through 5th grade.

### **Policy Guidelines:**

#### **1. Two Unrelated Adults:**

At least two unrelated adults (18 years or older) must be present at all times during any Kids Ministry activity, classroom session, event, or transportation involving children.

#### **2. Never Alone with a Child:**

No adult is ever permitted to be alone with a child, whether for bathroom assistance, conversations, discipline, or transportation. All interactions must happen in open, visible, and interruptible spaces.

#### **3. Hallway and Bathroom Procedures:**

When escorting children to the restroom, one adult may stand outside the restroom while another monitors the hallway. If assistance is necessary for younger children, the second adult must be within sight and earshot.

#### **4. Classroom Visibility:**

All classrooms and ministry spaces must have windows in doors or open-door policies to allow clear visibility from the hallway or surrounding areas.

#### **5. Emergency Exceptions:**

In unavoidable or emergency situations where one adult is left with a child (e.g., during pickup delays), the adult must immediately notify a supervisor or ministry leader and remain in a public, visible area until the child is picked up.

#### **6. Small Group Guidelines:**

In breakout or small group settings, two adults should oversee the group. If groups are separated in the same room, they must remain in visual and audible range of each other.

#### **7. Volunteer Screening:**

All adult volunteers must complete a background check, ministry training, and be approved by the ministry leadership before serving with children.

Approved 7/21/25

## **Student Ministry Rule of Three Policy (6th Grade - 12th Grade)**

To ensure the safety and well-being of all students and adults involved in our youth ministry, we follow the Rule of Three at all times. This policy is designed to protect both students and leaders by maintaining accountability and transparency in all interactions.

### **Policy Statement:**

At no time should an adult be alone one-on-one with a student. All ministry activities, meetings, conversations, and transportation involving students must take place in groups of three or more people—preferably two adults and one student, or one adult and at least two students.

### **Key Guidelines:**

1. Private meetings must be conducted in open, visible, or publicly accessible spaces.
2. Transportation of students by a single adult is not permitted unless there is another adult or student present.
3. Digital communication (texts, emails, social media) should be transparent and, when possible, include another adult or parent.
4. In unavoidable or emergency situations where one adult is left with a child (e.g., during pickup delays), the adult must immediately notify a supervisor or ministry leader and remain in a public, visible area until the child is picked up.

### **Purpose:**

This policy is in place to:

- Protect students from potential harm.
- Protect adult leaders from false accusations.
- Uphold integrity and trust within our ministry.

By committing to the Rule of Three, we honor our responsibility to create a safe, Christ-centered environment for everyone involved.