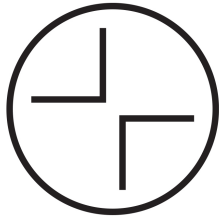




ANTIOCH YOUTH
HANDBOOK



ANTIOCH

SUNDAYS // 10am @ Bend Senior High

WEEKDAYS // 6+ CLAY. // 566 NE Clay Ave

YOUNG ADULTS // Sundays 6-8pm @ 6+CLAY

HIGH SCHOOL YOUTH // Mondays 7-8:30pm @ 6+CLAY

MIDDLE SCHOOL YOUTH // Tuesdays 7-8:30pm @ 6+CLAY // Sundays 10am @ Bend High

JERELL CARPER // Pastor of Youth & Young Adults // jerell@antiochchurch.org

SAM LAWRENCE // Director of Middle School Youth // sam@antiochchurch.org

SOCIAL MEDIA // [@antiochyouthbend](https://www.instagram.com/antiochyouthbend)

ONLINE // www.antiochchurch.org

MINISTRY PHILOSOPHY

ANTIOCH CHURCH

COLOSSIANS 1:19-20

"For God was pleased to have all his fullness dwell in him, and through him to reconcile to himself all things, whether things on earth or things in heaven, by making peace through his blood, shed on the cross."

VISION

We are a people formed by the story of God who is on a mission to make all things new, including us! As those who are in Christ, we are not only the recipients of this mission but also called to be participants in it. We inhabit this world as visitors from the future, seeking to live as a sneak peak of God's coming kingdom on earth – a kingdom marked by peace, love, justice, and hope – as we join God in the reconciliation of all things.

MISSION

To partner with the Father, Son and Holy Spirit in the formation of disciples who are being restored to God, themselves and one another, and joining God on his mission in our city, around the world, and with the rest of creation.

PRACTICES



Communion // As those called to reconciliation with God, we are moved from distraction to presence through the practice of abiding in Christ.



Formation // As those called to reconciliation with ourselves, we are moved from ignorance to awareness through the practice of becoming who we are.



Community // As those called to reconciliation with one another, we are moved from convenience to commitment through the practice of sharing life as a family.



Hospitality // As those called to reconciliation with our city, we are moved from fear to generosity through the practice of being a neighbor.



Justice // As those called to reconciliation in the world, we are moved from apathy to compassion through the practice of remembering the poor.



Sabbath // As those called to reconciliation with the rest of creation, we are moved from worry to rest through the practice of celebrating the good.

MINISTRY STRUCTURE

ANTIOCH YOUTH

THE RECONCILIATION OF ALL THINGS

STUDENTS, YOUNG ADULTS, & FAMILIES

YOUNG ADULT
LEADERS

HIGH SCHOOL
LEADERS

MIDDLE SCHOOL
LEADERS

MENTORS

MINISTRY
TEAM LEADERS

MINISTRY
TEAM LEADERS

MINISTRY
TEAM LEADERS

SUPPORT TEAM

DIRECTOR OF
MIDDLE SCHOOL
MINISTRY

PASTOR OF YOUTH & YOUNG ADULTS

ANTIOCH PASTORAL TEAM

ANTIOCH ELDERS

JESUS

ANTIOCH YOUTH POLICY

BACKGROUND SCREENING

Every leader, mentor, or trip advisor that regularly interacts with our students is screened with a SSN trace and a criminal/sex offender search through *Checkr*, a worldwide criminal background check system. Since we value the safety of our students and the trust of our parents, we ensure that every leader has been screened, interviewed, and trained before serving within Antioch Youth Ministries. All background check results are kept on file for all active student leaders.

Adult leadership roles such as guest teachers or service volunteers are screened on a sexual predator search through *Checkr*, and these volunteers always share leadership roles with our regular leadership team. If any of these volunteers move into a consistent or mentoring role, they will be screened with our full SSN trace through *Checkr*.

Any leader with a history that involves violence or child abuse will not be allowed to serve in student ministries at Antioch Church. Other offenses will be dealt with on a case-by-case basis at the discretion of the Pastor of Youth Ministry, the Antioch pastoral team, and the Antioch elders.

BULLYING

All forms of verbal, physical, and emotional bullying, hazing, humiliating, or intimidating are not tolerated at any Antioch Youth event and will be dealt with at the discretion of our leadership team. Our leaders approach unhealthy and unsafe behavior with the posture of redemption and on a case-by-case basis. At leadership discretion, the Pastor of Youth Ministry will contact the parent(s) or guardian(s) to inform them of behavior issues and work together toward maintaining a safe environment for all of our students.

CELL PHONE USE

Our ministry leaders commit to being present and engaged at our events and gatherings and will only use personal cell phones when necessary or for the purposes of the ministry.

Students are allowed to carry and use cell phones during Antioch Youth events, though we occasionally ask all students to set them aside during a lesson or activity. Throughout any Antioch Youth event, our leadership team has the right to confiscate any cell phone being used to bully, distract, or spread inappropriate material. During most retreats and trips, student cell phones are safely held with our leadership team and returned to students after we return from the trip.

CLEAN UP & BUILDING SAFETY

Our leadership team commits to safety and cleanliness inspections before and after any weekly gathering, event, or trip. At least one leader stands at the entrance of our building and monitors the arrival of students and serves as a first point of contact for parents, adults, or strangers on the property. We respect our property and commit to leaving facilities clean and ready for the next event.

CONDUCT

GROUP SETTINGS

- **Two Adults:** we commit to having two trained adults present during all program activities, small groups, or informal group hangouts. We do our best to ensure at least one female leader is there when female students are present, and one male leader is there when male students are present.
- **Physical Contact:** our leaders recognize the tension between feeling like a family and maintaining safety standards. We use blameless discretion and allow students to determine their level of comfort during hugs and other physical contact. We commit to a blameless practice of interacting with our students.
- **Leader/Student Ratio:** for all of our programs, events, and trips, we commit to at least an 8:1 student leader ratio.

ONE-ON-ONE

- **Public Meetings:** we recognize the value of one-on-one meetings between students and leaders. While upholding student confidentiality if needed, we commit to meeting with students in public, open spaces with other adults nearby. We avoid meeting with students in closed rooms or in a space that is out of sight or exceptionally private. We avoid meeting with students late at night unless the situation is an emergency.
- **Confidentiality:** since we are committed to the safety of our students and maintaining mandatory reporting standards, we never promise complete confidentiality to students (see *Reporting*). In the event of abuse or another situation that endangers the emotional, physical, or sexual health of a student, we commit to action steps that keep the best interest of the student in mind.
- **Transportation:** leaders who have completed a *Driver & Vehicle Form* may give rides to two or more students at a time with written or verbal consent from a parent/guardian. A leader may drive alone with a student only if they have a *Mentoring Contract* (see *Resources*) with the students' parent(s)/guardian(s).

- Texting/Phone Calls: we seek to maintain blameless interactions with students through texting, social messaging, and phone calls. We do our best to create group messages, include other leaders in the communication, and avoid extended or late-night communication.

MENTORING CONTRACTS

- We recognize that quality discipleship often occurs in a mentoring relationship, and this usually involves car rides, one-on-one meetings, texts, and phone calls between a student and a leader. In order to safely allow this type of discipleship, a parent/guardian must sign a *Mentoring Contract* (see *Resources*), giving permission for one or more leaders to interact with their child in this way.
- Mentoring contacts can be found in this directory and in the resource section of Antioch Youth's web page (www.antiochchurch.org/youth).

DRESS CODE

Since we believe that every person bears the image of God, Antioch Youth honors and respects the dignity of the entire person – emotionally, physically, and spiritually. If a student attends an Antioch Youth event dressed in a way that does not honor their own dignity or creates an unsafe or distracting environment, our leadership team will constructively explain our policy and ask the student to resolve the issue. Male leaders will discuss this with male students, and female leaders will communicate to female students.

Leaders and volunteers must approach matters of dress and presentation from an exemplary position.

DRUGS AND ALCOHOL

Students are prohibited from using and possessing any alcohol, tobacco, marijuana, or other drugs at any youth event or on the Antioch property at any time. Addressing a student who attends an event under the influence of drugs or alcohol will be done on a case-by-case basis at the discretion of our leadership team. Always, we seek a redemptive and grace-filled posture as we shepherd our students toward a lifestyle of self-control and responsibility. We recognize the gray areas that appear as the Church interacts with its local culture and gladly welcome discussions about acceptable use and unhealthy abuse of substances.

Antioch leaders are prohibited from using and possessing any alcohol, tobacco, marijuana, or other drugs at any youth event. Our leaders seek to maintain a legal, responsible, and exemplary use of alcohol or tobacco, recognizing their place of influence in the lives of our community. Leaders must refrain from substance use within four hours of any youth event or mentoring occasion.

FINANCES

All purchases deducted from the Antioch Youth budget must be approved by the Pastor of Youth Ministry. Leaders will be reimbursed for any purchases made for the program and may submit receipts from student meetings or other purchases made due to their leadership role. Receipts must be submitted to the Pastor of Youth Ministry within two weeks after each purchase. Antioch Youth commits to honest, wise, and transparent stewardship of all cash, checks, fundraisers, and purchases.

FIRST AID AND MEDICATION

Antioch Youth Ministry seeks to maintain the physical safety of our students, volunteers, and leaders. The following guidelines aid in this goal:

First Aid Kits: We provide accessible first-aid kits at the location of any youth program or event, and we ensure that every Antioch vehicle carries its own First Aid Kit during travel. Students may not apply first aid to themselves or other students without the presence of an Antioch leader. Every use of first aid must be recorded on an *Incident Report Form* and submitted to the Pastor of Youth Ministries. Leaders may not provide any medications to a student unless approved by a parent/guardian.

Over-the-Counter Medication: Any student who carries or uses over-the-counter medication at an event or on a trip must have parental consent and notify an adult leader before taking the medication. Students may bring over-the-counter medication to any weeknight program but must inform an adult leader before taking the medication. Any student who carries or uses over-the-counter medication on a trip must note this on their event registration form, and we encourage students to only bring the amount needed for the duration of the trip.

Prescription Medication: A student's *Health & Medical Form* must make note of any regular or occasional prescription medication for the student. Any student who carries or uses prescription medication on a trip or retreat must note this on their event registration form and notify an adult leader before taking the medication. It is suggested that students not carry or take prescription medication on weeknight programming unless absolutely necessary.

CPR: At any Antioch Youth event or trip, we'll ensure that at least one of our leaders is certified in CPR. We offer regular training for our leaders and volunteers.

INCIDENT REPORTS

Any physical injury, medical issue, or disciplinary matter that occurs during a youth event must be recorded on an Antioch Incident Report Form, and the student's parent or legal guardian must be notified of the situation by the Pastor of Youth Ministry. These reports are confidentially kept on file for one year.

LANGUAGE

Antioch Youth understands that Christians vary in their opinion toward cursing, sarcasm, and coarse talk. Additionally, we encourage transparency and desire that all students come just as they are. However, since we are a safe community, we seek to foster encouraging language and shepherd students to control their speech. Our Antioch leaders commit to being above reproach with language by refraining from offensive sarcasm or coarse joking, and we avoid inappropriate comments on the way a student dresses or looks, both positively or negatively. We avoid commenting on body size or shape.

MEDICAL INFORMATION

Antioch Youth commits to confidential use of all student medical information. While registering for a trip or retreat, parent(s)/guardian(s) must complete medical information including food allergies, medical needs, and medication use. Antioch Youth keeps this information on file for use (if needed) in the future.

OVERNIGHTS

On trips or retreats, each sleeping area must be occupied by at least two leaders. At no point may guys and girls occupy the others' sleeping area, day or night. Antioch leaders will use discretion to remain blameless and accountable regarding changing, showering, and bathroom use while remaining present enough to monitor student behavior. Group showers are not allowed on any Antioch Youth trip. Appropriate and modest sleeping attire must be worn at all times, and students and leaders must be fully dressed whenever leaving bathrooms or sleeping areas. Students are not allowed outside of the sleeping areas after lights out, and leaders must ensure all students are in the sleeping areas before going to bed.

PERMISSION FORMS

Antioch Youth requires permission forms for all students (even those 18+) for any overnight or off-campus event. At the latest, these forms are due at the start of the event and must be signed by a parent or legal guardian. Any student without necessary permission forms will not be able to attend the event unless a leader can acquire verbal or written permission for that specific event. Forms include our permission waiver, parent/guardian contact information, and student medical information. Event permission forms are available in this handbook and online. Each September, parents may sign one form that applies to every event for the next calendar year (through August).

REPORTING

As a mandatory reporter, the Pastor of Youth Ministry must promptly report any knowledge of physical abuse, sexual abuse, emotional abuse, or neglect in the lives of a student. Simply, if the student is being hurt, is hurting someone else, or is hurting themselves, any leader with information must report to the Pastor of Youth Ministry. As soon as possible, he or she must call the Bend, Oregon Department of Human Services (DHS - 541-693-2854) in the presence of another Antioch Pastor or the youth leader who originally identified the abuse.

Each year, we require every youth leader, volunteer, and mentor to attend a training to equip our leadership team's ability to identify and respond to issues of abuse and self-harm. We approach all matters of crisis care with a holistic approach to the student and family, prayerfully hoping for restoration.

SOCIAL MEDIA

Our Pastor of Youth Ministry oversees a Youth Instagram account for the purpose of creating culture and providing information to students, parents, and the community. We do not tag students or locations that may lead to illicit content. Students, parents, or guardians may opt out of consent to have their photos used for any online use or printed material.

All Antioch Youth leaders recognize that they continuously represent the theology, character, and integrity of Antioch Church, and they must seek to remain blameless and exemplary in any social media posts and online interactions. All leader/student interactions through social media must abide by our texting and mentoring standards (see *Conduct*).

TRANSPORTATION - ANTIOCH VANS

Two Leaders: Any time an Antioch van is used to transport one or more students, there must be two approved youth leaders in the van. The driver is free to focus solely on safe driving, is prohibited from using a cell phone while driving, and is under no obligation to discipline students or shape van culture. We encourage the driver to adjust the seat, mirrors, and steering wheel before driving. The passenger leader provides navigation, cell phone use, and primary interactions with students.

Seat Belts: Whenever a van is moving, all passengers must be sitting in a single van seat with a seatbelt buckled.

Safety: Before use, each van must be inspected for gas, tire pressure, and the presence of a first aid kit, wheel repair tools, and up to date oil change. Passengers may not throw anything out of the windows or hang limbs outside the van, and they must remain in the vehicle while the van is moving and while on roadways. Leaders are required to take a headcount before departing from each stop.

TRANSPORTATION - PERSONAL VEHICLES

Driver/Vehicle Application: Any approved youth leader or volunteer who plans to drive students in their personal car must complete a driver/vehicle application and be approved by the Pastor of Youth Ministry. The application includes a copy of their drivers' license, inquiry into driving history and working order of the vehicle, and information about their automotive insurance. Any leader who uses their personal vehicle for ministry purposes assumes liability and cannot be defended by Antioch Church.

Safety: All safety rules from the "Transportation - Antioch Vans" section applies to personal use. In addition, leaders must adhere to all policy regarding leader/student conduct, one-on-one interactions, and mentoring contracts found in the *Conduct* section of the Youth Handbook.

WEAPONS

Antioch Youth does not allow the possession of guns, knives, or any other type of weapon during any Antioch Youth event or on the property of the Antioch offices. In the case that a knife is needed for a camping trip, service project, or craft, the Pastor of Youth Ministry must approve these knives.

ANTIOCH YOUTH RESOURCES



LEADERSHIP COMMITMENT

PASTOR OF YOUTH MINISTRY

SPIRITUAL FORMATION & DISCERNMENT

- follows the way of Jesus through reconciliation practices, Scripture, prayer, and community.
- humbly leads through prayerful reading and mission discernment

LEADERSHIP DEVELOPMENT

- strategically places leaders/mentors in alignment with their gifts and passions
- supports and trains leaders through meetings, 1on1's, and culture-shaping events
- develops of ministry team leaders through cohort-style discipleship
- develops student leaders

PASTORAL PRESENCE

- provides pastoral presence and availability to Antioch and our community
- prayerfully approaches mentoring, crisis-care, and discipleship for students, leaders, and parents in our community, informed by generational and cultural trends

COMMUNITY ENGAGEMENT

- embeds in the culture and context of Central Oregon through networking with other churches, non-profits, schools, and other Kingdom initiatives

TEACHING AND DISCIPLESHIP

- creates and directs teaching series, covering expository, theological, and topical teaching for these students at this time.
- provides resources for parents and families
- assumes theological responsibility for events, trips, and missional learning experiences

PROGRAM MANAGEMENT

- creates a safe and sustainable ministry through communication, administration, policy, and culture-shaping events.

ANTIOCH LEADERSHIP TEAM

- joins the Antioch pastoral team in prayer, teaching, shepherding, and mission discernment.

LEADERSHIP APPLICATION PROCESS

ANTIOCH YOUTH

1. **Apply:** complete the online application (www.antiochchurch.org/youth)
2. **Background Check:** after we run a comprehensive background check through Checkr, we'll contact you to set up an interview with the Pastor of Youth Ministry.
3. **Interview:** we'll debrief your application and walk through the Antioch Youth Handbook, clarifying expectations and finding a good fit between your gifts and Antioch Youth ministry initiatives.
4. **Sign Agreements:** after the interview, submit your signed leadership agreements.
5. **Try it Out:** attend at least one Antioch Youth evening program or event to get a better grasp of the ministry, meet the leadership team, and connect with some students.
6. **Commit:** schedule a meeting with the Pastor of Youth Ministry and commit to at least one year of serving with our student ministry initiatives.

LEADERSHIP APPLICATION

ANTIOCH YOUTH

ABOUT YOU

Name:

Age:

Phone:

Email:

May we use this information for a background check through Checkr?

- Yes
- No

Which leadership team are you applying for?

- Young Adult
- High School Youth
- Middle School Youth
- Mentor
- Support Team

VOCATION

What gifts, calling, or hopes have led you to apply to a youth leadership team?

Do any of these excite you?

- Teaching
- Mentoring
- Administration
- Event Planning
- Games/Activities
- Other:

CHARACTER

Share a bit about how and why you follow the way of Jesus.

As leaders, we model what it looks like to follow Christ. Are there any areas of your life (past or present) where God is still working hard to redeem?

Please list two references that can speak to your character and capacity to serve in Antioch's Student Ministry:

Name: _____ Phone: _____ Email: _____

Name: _____ Phone: _____ Email: _____

Have you ever been convicted of a felony?

- Yes
- No

Do you have a history of drug use or alcohol abuse?

- Yes
- No

Have you ever been accused or convicted of any form of child abuse or violence?

- Yes
- No

Are there any issues of character or history that may affect your ministry with Antioch Youth?

- Yes
- No

COMMITMENT

Are you committed or willing to commit to Antioch Church as a discipling community and church family, including consistent participation in our Sunday gatherings and alignment with our theology and ministry philosophy?

- Yes
- No

Can you make at least a one year commitment consistent presence at Antioch Youth weekly gatherings, monthly leadership meetings, a mentoring role with at least one student, and occasional trips or special events?

- Yes
- No

Is there anything else we should know about you that would help us discern the best fit for you in our student ministry programs?

Signature: _____

Date: _____

LEADERSHIP COMMITMENT

ANTIOCH YOUTH LEADER

WE ARE COMMITTED TO FOLLOWING JESUS

- we walk in the love, humility, and integrity of Christ, modeling what it looks like to blamelessly live the way of Jesus.
- we practice reconciliation through communion, formation, community, hospitality, justice, and sabbath.
- we consistently participate in the community of Antioch Church, modeling that commitment by prioritizing our presence at baptisms, Sunday gatherings, and community events.
- we take responsibility to receive the grace of Jesus and keep our emotional, spiritual, and physical lives healthy.

WE ARE COMMITTED TO THE MINISTRY OF ANTIOCH YOUTH

- we consistently attend youth events and gatherings, showing up ready to connect with new students and check-in with the regulars.
- we represent Antioch Student ministries at our Sunday gatherings, looking to shepherd students and meet new families while there.
- we commit to prioritizing leadership meetings, special events, and retreats or trips throughout the year.
- we work together to help the program run safely and faithfully.

WE ARE COMMITTED TO SHEPHERDING STUDENTS AND FAMILIES

- we intentionally seek out relationships with students, sharing life together, and collectively shepherding every student within the reach of Antioch Youth.
- we commit to mentoring at least one student or a small group of students, fostering consistent support through communicating, joining their family for meals, attending extra-curricular activities, responding to crises, and meeting on a regular basis.
- we maintain safety policy and commit to transparent and trustworthy interactions with students and their families or guardians.

I will prioritize my commitment to Jesus, the other leaders, and to the students and families of Antioch Youth for at least one year or from September through August.

Name: _____

Date: _____

LEADERSHIP CONTRACT

ANTIOCH YOUTH LEADER

By checking each box, you agree to these commitments for the duration of your time in Antioch Youth Leadership.

- I have completed all steps of the Antioch Leadership Application Process
- I have read the entire Antioch Youth Handbook and will lead according to all policies and procedures found therein.
- I have read and signed the Antioch Youth Leader Commitment form. With integrity and honesty, I will live according to this commitment and will initiate a conversation with the Pastor of Youth Ministry if I have inconsistencies throughout the year.
- I commit to Antioch Church as my home church and discipling church family and will hold our Sunday gatherings, baptisms, and community gatherings as one of my highest priorities.
- I commit to the program of Antioch Youth and will hold our weekly gatherings and leadership meetings as one of my highest priorities.
- I commit to following Jesus with integrity, recognizing that all public and private aspects of my life represent the theology and character of Antioch Church and affect my qualification to lead our students.

Name: _____

Date: _____

Signature: _____

PARENT WAIVER (1of2)
ANTIOCH YOUTH

BASIC INFORMATION

Parent/Guardian Name(s): _____

Parent/Guardian Phone: _____

Parent/Guardian Email: _____

Student Name: _____

Student Phone: (optional) _____

Student Email: (optional) _____

Address: (optional) _____

STUDENT HEALTH AND MEDICAL INFORMATION

Student Allergies or Food Allergies: _____

Student Prescription Drugs: _____

Emergency Contact: _____ Phone: _____

PROGRAM INFORMATION

Yes | No I permit Antioch Youth to use photos of my child in printed or online material.

Yes | No I permit Antioch Youth Leaders to apply basic first aid to my child.

PARENT/GUARDIAN SIGNATURE: _____ **DATE:** _____

PARENT WAIVER (2 of 2)
ANTIOCH YOUTH

YEAR-LONG PERMISSION WAIVER

I, _____, the parent/guardian of _____, give permission for my child to participate in all off-site special events from August 20____ through September 20____ (one year span).

By signing and dating below, I show that I have read and agree to the following Participation Waiver:

PARTICIPATION AGREEMENT

I acknowledge that participation in the activity described above involves risk to the Participant (and to Participant’s parents or guardians, if Participant is a minor), and may result in various types of injury including, but not limited to, the following: sickness, bodily injury, death, emotional injury, personal injury, property damage and financial damage. In consideration for the opportunity to participate in any activity within the above calendar year, the Participant (or parent/guardian if Participant is a minor) acknowledges and accepts the risks of injury associated with participation in and transportation to and from the the activities. The Participant (or parent/guardian) accepts personal financial responsibility for any injury or other loss sustained during these activities or during transportation to and from the activity, as well as for any medical treatment rendered to the Participant that is authorized by Antioch Church or its agents, employees, volunteers, or any other representatives (collectively referred to hereinafter as the “Activity Sponsor”). Further, the Participant (or parent/guardian) releases and promises to indemnify, defend, and hold harmless the Activity Sponsor for any injury arising directly or indirectly out of the described Activity or transportation to and from the Activity, whether such injury arises out of the negligence of the Activity Sponsor, the Participant, or otherwise. If a dispute over this agreement or any claim for damages arises, the Participant (or parent/guardian) agrees to resolve the matter through a mutually acceptable alternative dispute resolution process. If the Participant (or parent/guardian) and the Activity Sponsor cannot agree upon such a process, the dispute will be submitted to a three-member arbitration panel for resolution pursuant to the rules of the American Arbitration Association.

Student Name: _____ Student Signature (18+): _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____

MENTOR CONSENT FORM (1of2)
ANTIOCH YOUTH

MENTOR CONSENT

Antioch Youth recognizes that quality discipleship often occurs in a mentoring relationship, and this usually involves car rides, one-on-one meetings, texts, and phone calls between a student and a leader. In order to safely allow this type of discipleship, a parent/guardian must sign this mentoring contract, giving permission for one or more leaders to interact with their child in this way.

Antioch Youth Leaders must obtain verbal or written permission prior to transportation or one-on-one meetings with a student, even with mentor consent.

I, _____, give permission for the following approved Antioch Youth
Leaders _____

to mentor my child/children _____.

By signing, I state that I have read and approve of Antioch Youth's conduct policy (see reverse) as it relates to leader/student interaction while at programmed events and in one-on-one settings. I recognize that this contract is valid indefinitely or until a parent/guardian contacts the Pastor of Youth Ministry to withdraw consent.

Student Name: _____ Student Signature (18+): _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____

Please complete this form (or fill-out online) and give it to the Pastor of Youth Ministries.

MENTOR CONSENT FORM (2of2)

ANTIOCH YOUTH

ANTIOCH CONDUCT POLICY

GROUP SETTINGS

- Two Adults: we commit to having two trained adults present during all program activities, small groups, or informal group hangouts. We do our best to ensure at least one female leader is there when female students are present, and one male leader is there when male students are present.
- Physical Contact: our leaders recognize the tension between feeling like a family and maintaining safety standards. We use blameless discretion and allow students to determine their level of comfort during hugs and other physical contact. We commit to a blameless practice of interacting with our students.
- Leader/Student Ratio: for all of our programs, events, and trips, we commit to at least an 8:1 student leader ratio.

ONE-ON-ONE

- Public Meetings: we recognize the value of one-on-one meetings between students and leaders. While upholding student confidentiality if needed, we commit to meeting with students in public, open spaces with other adults nearby. We avoid meeting with students in closed rooms or in a space that is out of sight or exceptionally private. We avoid meeting with students late at night unless the situation is an emergency.
- Confidentiality: since we are committed to the safety of our students and maintaining mandatory reporting standards, we never promise complete confidentiality to students (see *Reporting*). In the event of abuse or another situation that endangers the emotional, physical, or sexual health of a student, we commit to action steps that keep the best interest of the student in mind.
- Transportation: leaders who have completed a *Driver & Vehicle Form* may give rides to two or more students at a time with written or verbal consent from a parent/guardian. A leader may drive alone with a student only if they have a *Mentoring Contract* (see *Resources*) with the students' parent(s)/guardian(s).
- Texting/Phone Calls: we seek to maintain blameless interactions with students through texting, social messaging, and phone calls. We do our best to create group messages, include other leaders in the communication, and avoid extended or late-night communication.

We encourage all parent/guardians to read our Antioch Youth Handbook, available at Antioch Youth Events and online at www.antiochchurch.org/youth.

DRIVER & VEHICLE APPLICATION

ANTIOCH YOUTH

TRANSPORTATION - PERSONAL VEHICLES

Driver/Vehicle Application: Any approved youth leader or volunteer who plans to drive students in their personal car must complete this form and be approved by the Pastor of Youth Ministry. Any leader who uses their personal vehicle for ministry purposes assumes liability and cannot be defended by Antioch Church.

Safety: As the driver, you must focus solely on safe driving and are prohibited from using a cell phone while driving. In addition, you must adhere to all policy regarding leader/student conduct, one-on-one interactions and mentoring contracts (see Handbook). Passengers may not throw anything out of the windows or hang limbs outside the vehicle, and they must remain in the vehicle while it is moving and while on roadways. Whenever your vehicle is moving, all passengers must be sitting in a single seat with a seatbelt buckled.

INFORMATION

Leader Name: _____ D.O.B.: _____

Drivers' License #: _____ (please attach a photocopy of license).

Vehicle Make: _____ Model: _____ Year: _____

Describe any driving incidents you have had: _____

Auto Insurance Provider: _____ (attach photocopy of insurance card)

Is your vehicle safe and insured with more than minimum state limits? _____

WAIVER

By signing below, I recognize that I have read the Antioch Youth Transportation policy, conduct policy, and mentoring contract policies. I recognize that my insurance is liable in the event of an incident during Antioch Youth programs or activities.

Name: _____ Signature: _____ Date: _____

APPROVAL (office use only): Yes | No Date: _____ Pastor of Youth Ministry Signature: _____

INCIDENT REPORT FORM

ANTIOCH YOUTH

INFORMATION

Student Name: _____ Leader Name: _____

Date of Incident: _____ Time of Incident: _____

Incident Involves (circle all that apply):

First Aid

Behavior

Disciplinary Action

Describe the Incident: _____

Describe the response/care of the leader: _____

Report submitted to the Pastor of Youth Ministry (date): _____

below to be completed by Pastor of Youth Ministry

RESPONSE

Parent contact attempt:

Parent contact made (date):

Follow Up Information: _____

Handbook Print Date:

September 2019

