



1. Purpose

To create a safe and supported environment for the Under 18 Years of Age community and those who are in leadership. It is the intention of new Spring Church and the Next Generation Ministries Team to build relationships based on open, honest and ethical interactions at all times with those under the care of the Next Generation Ministries leadership. As leaders, we will honour the families and work together with parents, pastors and the Church as we lead young people in their faith journey.

2. Professional relationship both in and outside of Church

New Spring Church Next Generation Ministries leaders hold a position of influence and trust which should never be violated. Leaders must adhere to limits and boundaries in all relationships with anyone who is a part of Next Generation Ministries.

Professional Relationship

A professional relationship WILL be violated if a leader:

1. has an intimate relationship with their boyfriend/girlfriend or a sexual relationship with a person under the age of 18 years;
2. uses sexual innuendo or inappropriate language and/or shares sexual or inappropriate material with a person under the age of 18 years;
3. touches a person under the age of 18 without a valid reason or their consent; or
4. ridicules, rejects or bullies a person under the age of 18 years.

Communication

The leader must

1. save all emails/letters or text messages to or from anyone under the age of 18 years;
2. be mindful of text or email messaging to young people under the age of 18; and
3. ensure the Next Generation Ministries Pastor is included in all such communication to avoid any misunderstanding of intent.

Accountability

Next Generation Ministries leaders

1. will consider parents' perspectives when making decisions;
2. will communicate and consult with parents when meeting outside of organised Next Generation Ministries events;
3. will seek consent from parents for their children to engage in outings and events being held off site;
4. seek consent regarding the taking and displaying of any photographic material for social media and for promotion of Next Generation Ministries events within the Church community; and
5. maintain an open and honest relationship with parents.

References:

- Employee and Volunteer Code of Conduct for Working with Children and Young Persons under 18 Years 2023
- Diversity Policy - 2023
- Communication Policy - 2023