



Protecting You. Protecting Students. Protecting the Ministry.

As a Kingdom/25 Volunteer, your actions reflect not only on you but also on the ministry. It's vital to avoid any situation that could lead to accusations or misinterpretations. These guidelines are designed to protect you, the students, and the integrity of this ministry.

Student Interaction Guidelines:

- *Avoid Isolation:* Do not take students to secluded or solitary places.
- *Appropriate Physical Interaction:* Keep physical interactions safe and appropriate—fist bumps, handshakes, and side hugs only.
- *Transportation:* Never transport a student of the opposite sex alone in your vehicle. Always have another volunteer or student present.
- *No Solo Car Rides:* Never leave the church alone with a student without written permission with a parent or guardian.
- *Counseling Boundaries:* Do not counsel a student of the opposite sex unless another staff member is present, and one must be the same sex as the student. No exceptions.
- *Private Settings:* Avoid being alone with a student behind closed doors.

Confidentiality & Mandatory Reporting:

If a student shares sensitive or private information, you must let them know that you may be legally obligated to share this information with a pastor or proper authority.

Never promise to keep secrets.

Pastoral Care Boundaries:

You Can Handle in conversations:

- Mild school issues
- Friendship struggles

- Boyfriend/Girlfriend relationships
- Homework/school challenges
- Growing in their relationship with God
- Minor family issues
- Mild personal struggles

Must Be Reported to Leadership:

- Substance abuse or addiction
- Bullying (in-person or online)
- Severe family conflicts
- Any form of abuse (sexual, physical, verbal, emotional)
- Eating disorders
- Severe sexual struggles
- Mental health concerns
- Any life-threatening situation

The 3 H's – When to Break Confidentiality:

You are **legally** and **morally** required to report if a student is:

1. Hurting Someone Else
2. Hurting Themselves
3. Being Hurt by Someone (emotionally, physically, mentally, or sexually)

In these situations, you must immediately notify a Kingdom/25 leader or pastor to ensure the safety of the student and fulfill legal responsibilities.

Thank you for serving at Kingdom/25. Your leadership and care are making a lasting impact!