

## **ROBC YOUTH GROUP STATEMENT OF FAITH**

### **Mission Statement:**

Inspire youth to live Godly lives, to serve and love the Lord. Invest in our youth by guiding them to use their God-given talents to serve their purpose in life. Ignite their passion to preserve and practice our Old Believer faith and traditions.

### **Vision Statement:**

To build a supportive and educational program that promotes Love, Service, Passion and to live a Joy-filled Christian life.

### **CORE VALUES:**

#### **Community**

We are called to serve, and when we serve others, we serve the Lord.

#### **Love**

Know that God loves you, and so we must love one another.  
Be passionate for Jesus Christ, for His church and for the needy.  
God's way is the only way to eternal salvation in the Kingdom of Heaven.

#### **Humility**

Always have faith in the Lord. With God, all things are possible.  
Praise the Lord for all blessings and hardships. TRUST Him.  
Strive to solve all issues with humility, acts of kindness and love.

#### **Respect**

Trust the Lord; know that He has a bigger plan for you.  
Respect all of God's creations.  
Respect and obey the law of the land.  
Respect thy mother, thy father, thy neighbor.  
Respect and care for yourself. Our body is the temple for the Holy Spirit.

## **About ROBC Youth Group**

ROBC Youth Group is led by like-minded partners/parents who lead by living a Godly lifestyle and devotion to their faith in The Holy Trinity. We are community members who are passionate about sharing the Love of Christ with the Youth. We welcome and encourage parental involvement and input; together we can train our youth to be strong, compassionate, Christian leaders of their communities.

### **1. INTRO AND PURPOSE**

Every successful organization has a set of rules and guidelines. The ROBC Youth Group has developed these policies and procedures for youth, parents, ROBC staff and volunteers. These policies are subject to changes and updates.

ROBC is committed to providing a safe and secure environment for all students who participate in youth group activities. For the purpose of this policy youth group is defined as any program, activity or instructional class for children in grades 2 to 16 and the term "student" is defined as a child in grades 2 to 16. The term "student", "child" and "member" may be variously used in this policy depending on context, but they should be synonymous for the purpose of this policy. The following policies and procedures reflect our commitment to creating and preserving a safe place where all who participate are protected so they can freely express their love for God and experience God's love thru healthy relationships with others.

Please read this document thoroughly. These policies and procedures must be adhered to by all ROBC staff, ROBC volunteers, YG volunteers, YG parents, and YG members/students. All who wish to participate and/or volunteer in the YG must agree and uphold these policies and procedures by reviewing them annually and signing the Verification Statement found in Appendix A. Records of the signed Verification Statement shall be filed with ROBC office.

These policies contain expectations and behavior guidelines for YG students. YG students are responsible to become aware of, and conduct themselves in

the manner consistent with these guidelines. Please have YG students read this document in its entirety.

## **2. DEFINITION AND DESCRIPTIONS OF ABUSE**

For the purpose of this policy a "child" or "children" are defined as persons under the age of eighteen(18) years.

"Child abuse" is defined as any action, or lack of action, that endangers or harms a child's physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following but not limited to:

- Physical abuse - any physical injury to a child that is not accidental, such as beating, extreme aggressive shaking, burning, and biting, or any activity that might be deemed as hazing of a student.
- Sexual abuse - any sexual activity between a child and adult or between a child and another child, including fondling, exhibitionism, intercourse, incest and pornography.
- Emotional abuse - emotional injury where the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling, persistent teasing or bullying.
- Neglect - depriving a child of his or her essential needs, such as adequate food, water, shelter and medical care.

## **3. VOLUNTEERS AND STAFF**

### **A. ROBC STAFF**

All ROBC employees, regardless of position, shall complete the following screening process before the employee is allowed to work with the Youth Group.

- At least 2 of the employees references shall be checked. Documentation of reference checks will be maintained in confidence on file at the ROBC office.
- A national criminal background check shall be completed. Before a background check is completed, the prospective worker will be asked to sign an authorization form allowing ROBC to complete the check.

- If an individual declines to sign the authorization forms for the background check, he/she will be unable to work with the YG students.

## B. ADULT VOLUNTEERS

An adult volunteer is not considered a YG volunteer until successfully completing the screening process as outlined for ROBC Staff. Upon completion of the screening process, a determination of how the volunteer can best serve the YG will be made. We will make every effort to place volunteers in roles where their natural callings and God's given talent and abilities are utilized to further serve the Lord. In following our core values, we are committed to a selection process that is free from any bias or exclusion, based solely upon race, age, sex or physical disabilities

All ROBC Staff and Volunteers shall be faithful members who are currently attending one of the 10 Old Believer Churches. All forms, background checks, reference checks and applications for employment will be filed at the ROBC office.

## 4. DISQUALIFICATION OF SERVICE

In the event a volunteer who is presently serving the YG is discovered to have a disqualifying charge or criminal offense, will be prohibited from continuing to serve in the YG until the process of validating records is complete. A disqualifying offense includes but not limited to:

- Anyone convicted of a crime against a child, or anyone who has plead guilty or no contest to a crime against a minor
- Anyone listed as a sex offender, regardless if the offense involves a minor.
- Anyone currently under investigation of a child abuse.
- Anyone convicted of or pled guilty to a violent felony crime.
- Anyone who is not in agreement with ROBC's Statement of Faith.
- Anyone who willfully or intentionally violates the established policies and procedures.
- Anyone who the ROBC executive leaders determine are unfit to serve, at their sole discretion.

## **5. STAFF AND VOLUNTEER BEHAVIOR AND CONDUCT**

Staff and volunteers must not only act with appropriate conduct and behavior but also must guard against any actions that could lead to a perception or appearance of misconduct. Their actions reflect the Old Believer faith, any action in violation of the Old Believer Faith will result in the volunteer or staff being removed from serving the YG.

## **6. STAFF AND VOLUNTEER DRESS AND APPEARANCE**

We expect our staff, volunteers and parents to maintain a neat and tidy personal appearance and wear clothing that is modest.

## **7. ALCOHOL, TOBACCO, MARIJUANA AND ILLEGAL SUBSTANCES**

Any adult leader, volunteer, staff or parent who uses or displays alcohol, tobacco, marijuana or illegal substances during a youth group event will be immediately dismissed from student leadership responsibilities. If required by law, the police and/or authorities will be notified.

## **8. PARENT CONTACT INFORMATION**

Parents who leave a student in the care of a ROBC staff member or volunteer during a YG activity will be contacted if the student becomes ill, injured, or has a severe disciplinary problem.

Parent/legal guardian shall complete a registration form, including the following information:

- Student first and last name
- Parent/legal guardian first and last name
- Emergency contact information
- Student's allergy/medical conditions

Emergency contact information will be available to ROBC staff and volunteer leaders during YG events.

## **9. PARENTAL INVOLVEMENT**

Parent involvement is encouraged in the YG. Parents are required to chaperone 2 YG events in a calendar year. This requirement is per age group. This is subject to change.

Parents who have continuous and regular involvement with YG students, will be required to complete our volunteer screening process described in section 3B of this document.

Parents who volunteer or chaperone an event are expected to follow the same behavior, conduct and expectations as volunteers as outlined in section 3A & B, section 5, section 6 of this document.

## **10. STUDENT BEHAVIOR GUIDELINES**

The following behavior guidelines apply to students participating in the YG. These guidelines will be communicated annually to parents and students. ROBC staff and adult volunteer leaders will respond to inappropriate behavior per the disciplinary guidelines outlined in this document, section 14A.

### **A. PARTICIPATION AGE**

Youth Group participants must be in grades 3-16. Children younger than 8 years of age should not regularly participate in youth group events. Occasionally, an exception can be made for specific YG events/activities.

### **B. DISRUPTIVE BEHAVIOR, FIGHTING**

Students must behave in a manner that is respectful to other students, staff, volunteers and parents. Fighting and aggressive behavior will not be tolerated. Students must follow instructions of ROBC staff, volunteers and parent leaders. Use common sense; don't do anything stupid and don't let others do anything that would jeopardize the safety of themselves, others or property.

### **C. PHONE AND ELECTRONIC DEVICE USE**

Phones and/or electronic devices are to not be used during lessons, instructional time, devotional discussions, or group activities, unless

otherwise instructed by the adult leader, and approval is given to use the device. Phones/electronic devices shall be put away and on silent mode to limit distractions. Students who repeatedly use their phone or device in a disruptive manner may have their phone confiscated during the activity, and returned at the end of the activity.

#### D. INAPPROPRIATE LANGUAGE

Students shall not use inappropriate language; this includes commonly accepted vulgar language or slang, take the Lord's name in vain, inappropriate sexual conversations or abusive language directed towards another individual, such as name calling or put-downs. The determination of what is inappropriate is ultimately up to the adult leader.

#### E. SEPARATING FROM GROUP EVENTS/ACTIVITIES

All students attending events must stay in the area where the event or activity is taking place. Students are not allowed to leave the group or wander off in smaller groups, unless otherwise instructed by the adult leader.

#### F. DISPLAYS OF AFFECTION

No inappropriate behavior. No kissing, making out, prolonged embracing or sitting on laps of the opposite sex/gender at the ROBC Community Center or field trips. Simple friendly hugs are ok.

No offensive conduct of any sexual nature, whether verbal or physical, including requests for sexual favors or intimidating sexual conduct, directed toward another individual.

#### G. ABUSIVE BEHAVIOR

ROBC YG has zero tolerance for hate speech, discrimination or any abusive behavior of the physical, emotional or sexual manner. Students will be immediately removed from the youth group event, parents notified and will be requested to come pick up their child, and reported to the appropriate authorities, if applicable.

#### H. PROPERTY DAMAGE

Respect Holy Trinity School and ROBC community center property.  
Respect other facility's rules and properties when attending field trips at various locations. Clean up after yourself after all events.

Students who willfully destroy property through vandalism, malicious mischief, theft or arson, who commit larceny or who create a hazard to the safety of other people will be disciplined in accordance with State law and the Board's policy and referred to law enforcement authorities.

Students who willfully damage or destroy ROBC property or any other property will be responsible for the cost of repair, replacement, or cleaning of the damaged property. The YG leaders will notify parents of all such charges. If the amount due is not paid within 30 calendar days of receipt of the notice, the amount will become a debt owed, interest will accrue, penalties will be applied, and suspension or revocation from the YG program will apply.

I. TOBACCO, VAPING, ALCOHOL, DRUGS AND ILLEGAL SUBSTANCES

ROBC YG has a zero tolerance policy in regards to consumption or possession of tobacco, vaping, alcohol, drugs or any other illegal substance, even if the student is over 18 years of age. If a student is found to be under the influence of any of these items, they will be immediately removed from the YG event and the parent/legal guardian will be notified and asked to come pick up their child. If required by law, the police or appropriate authorities will be notified.

J. WEAPONS POSSESSION

Possession of any type of weapon will not be tolerated. If a student is found with a weapon, they will be immediately removed from the YG event and the parent/legal guardian will be notified and asked to come pick up their child. If required by law, the police and/or other authorities will be notified.

K. FIELD TRIPS, OVERNIGHT TRIPS, AND RETREATS

Fun, age appropriate YG events that promote emotional, physical and spiritual well being will occur once a month. The calendar of events for the year is found on the ROBC YG webpage. The buddy system will be used on all trips. For safety, students should not be alone.



Attendance to all fun events/activities is not required but strongly encouraged. Please respond with RSVP status for field trips, overnight trips and/or retreats promptly to the events coordinator, ROBC Community Services leader or ROBC YG leader. An RSVP guarantees your spot for the trip/activity. Some trips/activities will require an extra "pay to play" fee; if this is the case, ROBC YG leaders will notify parents and students of the required fee.

When staying in a hotel, camp or retreat center, boys and girls are not allowed to sleep in the same quarters.

Parents must communicate to ROBC staff, volunteers or adult leaders that their child requires prescription medication. Adult leaders are not permitted to administer medications, shots, or any other form of preventative medical treatment to students unless prior written approval and liability waiver has been signed and given by the parent/legal guardian, and instructions provided to the adult leader.

#### L. COMMUNITY SERVICE

YG students are required to dedicate at least 1 day a month to community service/volunteer time in the local community or to the Old Believer Community to promote charity, kindness, love and humility. When we serve others, we serve the Lord. Please see the community services coordinator for a list of volunteer options.

#### M. DRESS CODE, APPEARANCE, AND BATHING SUITS

We are proud of our traditional Russian Old Believer clothing. Russian dresses and shirts are highly encouraged. Students shall wear clothing that is modest, fits appropriately and is appropriate for the event. If dress and appearance are determined inappropriate, parents will be asked to pick up their child, or bring an appropriate change of clothing for the student to change into. Parents and students will be provided guidance before an event, if specific attire will be required for the event/activity.

Through our dress code, we hope to promote preservation of our cultural traditions. The following are guidelines of what **not** to wear...

- No clothing with words, pictures or logos for alcohol, tobacco products, drugs, vulgarity, violence, sexual connotations or those containing double meanings about the above listed items.
- Pants should fit at the waist, with no underwear showing. "Saggy" pants will be measured at the waist. Pants should only be about one inch larger than the student's waist. Oversized "saggy" pants which prevent students from safely using stairs and exiting the building quickly during an emergency can create a safety hazard. If a belt is worn, it must be worn through all belt loops and not hanging below the waist. Pants should be in good repair with no see-through distressing or holes above the knees.
- No chains attached to belts, wallets or belt loops.
- Mid-thigh length skirts are not acceptable at our YG events, regardless of what is worn underneath them. Shorts and skirts should be in good repair with no holes or see-through distressing and only worn to an appropriate event, requiring these clothing items.
- Crop tops (or any top that shows a bare midriff), spaghetti straps, halter tops, tank tops, or tops with overly large armholes or low-cut necklines are not appropriate.
- Properly worn hats, hoods, and sunglasses are permitted on the playground, but not in the building.
- No clothing or symbols that promote or identify gang membership. No coats or hats that have gang names, style of writing, and/or street names displayed on them, no bandannas, no durags or hairnets.

For events involving the need for a bathing suit, girls should wear a one-piece, a tankini, or shorts and tank top/t-shirt. Bikini's, monokinis or high-cut, revealing one-piece bathing suits are not allowed. Boys should wear modest swim shorts; Speedo-type shorts or revealing shorts are not allowed. All bathing suits shall be modest. The determination of what is inappropriate is ultimately at the sole discretion of the adult leader in charge of the activity.

## **11. FINES, FEES, CHARGES and CALENDAR YEAR**

Use of the ROBC Community Center is free of charge.

A discounted annual fee of \$100 per child or \$75 per child for a family of 3 or more is due every year by July 1st. The cost of \$100 is to be paid during open enrollment (month of June every year). Annual membership fee is due by July 1st.

Enrollments after July 1st will be accepted but the membership fee will be calculated at \$10 per month per child or \$8 per child for a family of 3 or more, prorated for the months remaining in the YG calendar year.

ROBC YG calendar year will run from July 1st to June 30th.

The annual fee will be used for ROBC YG supplies, admission fees to events/activities and/or transportation to activities.

Additional participation or "pay to play" fees may apply for high-cost events/activities.

ROBC YG may impose restrictions and/or penalties until outstanding fees, fines or damages are paid. All such restrictions and/or penalties will end upon payment of the outstanding balance owed.

## **12. PARTICIPATION MEMBERSHIP**

To be able to participate in the ROBC YG, all youth shall be current and active patrons of one of the following 10 churches of the Old Believer Faith:

- A. Pakrov Church-Bethlehem Drive
- B. Church of Holy Ascension-Bethlehem Drive
- C. Church of St. Nicholas-Barlow Rd
- D. Old Ritualist Church of Saint Nicola-Frolov Drive
- E. Russian Old Believers St. Nikola Church-Parr Road
- F. Saint Nicholas Old Believer Church-Meridian Road
- G. Starobriadcheskaya Tserkov-Burkert Road
- H. Uspenia Church-Bethlehem Drive
- I. Uspenska Church-Broadaches Road

## J. Yspenia Church-Woodburn Monitor Road

### **13. COMMUNICATION**

Communication will be available via a Signal App thread called ROBC Youth Group. Once your student is registered, you will be added to the communication thread. If you do not have Signal, please install the App on your phone. All details regarding events will be communicated in this manner.

### **14. DISCIPLINE**

The purpose of discipline is to maintain order in a manner consistent with love, respect and cooperation. Should there be an infraction of inappropriate behavior, the following steps will be followed. Depending upon the seriousness of the behavior, one or more of the following actions will be taken by ROBC YG leaders. Severity of infraction or inappropriate behavior may result in immediate REVOCATION.

- A. WARNING--The student will be given a verbal warning and/or removed from peers.
- B. CONFERENCE--A formal conference is held between the student and one or more YG leaders/staff. During the conference, the student must agree to change his/her behavior. When appropriate, parents may be included in a conference.
- C. PARENT INVOLVEMENT--A parent/legal guardian is notified and a conference will be conducted between the student, parent/legal guardian, YG staff/adult leaders and other individuals, if needed.
- D. SUSPENSION--The student is excluded from YG events/activities for a limited time. The student is informed of the short suspension. Parents will be notified of disciplinary actions taken and when the student is able to rejoin the YG events/activities.
- E. REVOCATION--The student loses their right to participate in ALL YG activities for the calendar year. The annual fee will not be refunded.

### **13. MINOR INJURIES AND ILLNESS**

Treatment of minor injuries will be treated using supplies from the first aid kits located at ROBC Community Center and with each adult leader at a YG event.

#### **14. EMERGENCY MEDICAL TREATMENT**

In the case of a serious illness or injury that requires life saving treatment, emergency personnel will be contacted and parents will be notified.

Emergency contact information will be updated annually.

If the child becomes too ill to remain at the event or is seriously injured but does not require emergency medical treatment, the parents or another person as directed by parents on the emergency form will be notified and will need to pick up the child.

#### **15. TRANSPORTATION, PARENTAL PERMISSION**

It is preferred that parents provide their own transportation to YG events. ROBC YG staff and volunteers will attempt to coordinate car-pools with hosting chaperone parents for YG events. All ROBC staff, volunteers, adult leaders (chaperones) must have a valid driver's license and active insurance. In addition, parents/legal guardians must give written approval and sign a liability waiver.

Parents are responsible for their student to have permission to ride in another person's vehicle. Youth Group leaders are not responsible for the safety of youth-driven vehicles and cannot guarantee the quality of driving or proper insurance.

ROBC YG, on occasion, may provide transportation on a rented bus, the appropriate insurances will be in place and the driver will have the appropriate endorsements on their driver's license.

#### **16. FUNDRAISING**

Occasionally, throughout the calendar year, ROBC YG will hold fundraisers to help pay for YG supplies and activities. Parents are expected to contribute to the fundraisers monetarily or with volunteering their time.

All funds raised or collected through ROBC YG fundraisers will be counted and deposited in accordance with 501C3 non-profit organization requirements.

All funds will be expended for the purpose of supporting ROBC's youth group activities programs. ROBC YG is responsible for administering activity funds.

**ROBC and ROBC Youth Group have an absolutely ZERO tolerance policy of alcohol, drugs, weapons, violence, sexual misconduct, discrimination, and hate speech.** Please use common Christian sense.

## **17. VERIFICATION STATEMENT**

I \_\_\_\_\_ acknowledge that I have read and understand the ROBC Youth Group policies and procedures, and agree to follow them. I will seek to serve in a manner that provides healthy, safe and nurturing relationships for the students of ROBC Youth Group.

Student signature \_\_\_\_\_ Date \_\_\_\_\_

Parent signature \_\_\_\_\_ Date \_\_\_\_\_

ROBC staff signature \_\_\_\_\_ Date \_\_\_\_\_

## ROBC LIABILITY WAIVER

Every ROBC Youth Group event/activity is planned with careful consideration and adequately supervised by adults. However, even the best of planning and precaution can lead to unforeseen events.

I acknowledge and assume all risks associated with ROBC Youth Group activities, events and classes including, without limitation, falls, animal bites, food poisoning, effects of weather, including heat and humidity, traffic, road and ground conditions. **I have read and fully understand this waiver and in consideration of the acceptance of my entry, for myself and anyone legally acting on my behalf, I waive and release the ROBC Youth Group., its employees, directors, officers, volunteers, agents, successors and assigns, from any and all claims, liabilities or causes of action, including without limitation, death, bodily injury, property damage, or any other loss, damage or any inconvenience whatsoever, arising from my participation in the ROBC Youth Group and Youth Group events.**

Further, I grant full permission to ROBC Youth Group to use photographs, videos and other types of recordings of me in advertising, trade or any commercial purpose in legitimate accounts and promotions of this event. I waive the right to inspect versions of my image used for publication or the written copy used in connection with the images.

By signing this form, parents and adult students agree to assume and accept all risks and hazards inherent in YG activities. Parents and legal guardians understand that they are signing for the minor listed on this form, and the signature is for both medical and liability release.

Print Student Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent or Guardian's signature required if Participant is under 18 years of age:

Print Student Name: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## Medical Consent Form

In case of emergency, \_\_\_\_\_ has my  
consent to authorize medical care for my child(ren) listed below:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Our family physician is: \_\_\_\_\_

His/her address is: \_\_\_\_\_

His/her telephone # is: \_\_\_\_\_

Our hospital preference is: \_\_\_\_\_

Allergies: \_\_\_\_\_

Contact me immediately at: \_\_\_\_\_

If unable to contact me, please call:

\_\_\_\_\_ @ \_\_\_\_\_  
Name Telephone

\_\_\_\_\_ @ \_\_\_\_\_  
Name Telephone

**Signed by**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Date: \_\_\_\_\_