

**Trinity Mission Center**  
**Standards of Conduct for Ministry With Youth**

*Scope: These standards apply to church personnel and volunteers in positions of trust who have regular contact with minors.*

*Guiding Principle: Church personnel and volunteers working with youth shall maintain an open and trustworthy relationship with the youth with whom they are working.*

1. Church personnel, and volunteers must be aware of their own and others' vulnerability when working alone with youth. They should use a team approach to managing youth activities.
2. Clergy, church personnel and volunteers should not counsel or meet with a minor alone in a separate room unless there is a window on the door or the door is open, except in the case of sacramental confession within a church building
3. Church personnel and volunteers should be committed to a lifestyle that serves as an example of chastity in all relationships at all times.
4. Physical contact with youth can be misconstrued and should occur:
  - a. ONLY when completely nonsexual and otherwise appropriate, and
  - b. NEVER in private.
5. Church personnel and volunteers:
  - a. must refrain from the illegal possession and/or illegal use of drugs and/or alcohol at all times,
  - b. and should refrain from the use of alcohol when working with youth, and during your entire period of service with us.
6. Staff and volunteers should not provide shared, private, overnight accommodations for individual young people including, but not limited to, accommodations in any church-owned facility, private residence, hotel room, or any other place where there is no other adult supervision present.
  - a. In rare, emergency situations, when accommodation is necessary for the health and wellbeing of the youth, church personnel and volunteers should take extraordinary care to protect all parties from the appearance of impropriety and from all risk of harm.
  - b. A team approach should be used to manage emergency situations.
7. All youth trips, especially overnight ones, should have a sufficient number of adult (over the age of 21) chaperones present. When staying overnight with minors, no clergy, church personnel or volunteers should sleep in the same bed, sleeping bag, small tent, or room with minors.
8. Clergy, church personnel and volunteers should never accompany minors to movies, sporting events or other forms of entertainment without at least one other adult chaperone over the age of 21 being present.
9. Clergy, church personnel and volunteers should never be present in locker rooms or other dressing rooms used by minors without another adult over the age of 21 being present.
10. Clergy, church personnel and volunteers should not give expensive gifts or gifts of a personal nature to minors nor accept expensive gifts or gifts of a personal nature from minors without prior express permission of the minor's parents or legal guardians.

*(These Standards are Identical to those used by the Catholic Diocese of Cleveland, Ohio)*

**Trinity Mission Center**  
**Standards of Conduct Acknowledgment Form**  
(Must Be Signed and Dated before period of service begins)

Parish or School of Origin:

\_\_\_\_\_

Dates of Service: \_\_\_\_\_

Service Site(s): \_\_\_\_\_

\_\_\_\_\_

I have received a copy of the *Standards of Conduct for Ministry with Youth*.

I have read and understand these Standards of Conduct, and I agree to abide by them.

I understand that a violation of these standards can result in disciplinary action, up to and including being asked to leave immediately.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name