

New Brackett Church Destructive Behavior Policy. (Draft 9/24/23)

<p>Purpose of Policy</p>	<p>The purpose of this policy is to ensure that members, friends, and visitors to New Brackett Church are able to worship and participate in activities on the premises in a safe and welcoming environment.</p>
<p>Statement of Policy</p>	<p>New Brackett Church strives to be an inclusive community, affirming our differences in beliefs, opinions, and life experiences. <u>However, concern for the safety and well-being of the congregation as a whole must be given priority over the privileges and inclusion of the individual.</u></p> <p>Destructive behaviors are actions and words that cause emotional and/or physical harm to the church, as well as to people and relationships in the congregation. In most cases, destructive behaviors are actions that continue after a request to stop, amend, or alter those actions.</p> <p>The Policy focus is on situations occurring in the church or during church-sponsored activities. However, behaviors outside the church setting that provoke a high level of distress that impacts broad congregational wellbeing may also fall under this Policy.</p> <p>The destructive behaviors that this policy addresses include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Perceived threats to the emotional and/or physical safety of any adult or child 2. Disruption of church activities 3. Actions creating an unpleasant environment that significantly threatens people’s engagement in church life
<p>Is Implementation Responsibility</p>	<p>The Board of New Brackett Church is responsible for implementing this policy</p>
<p>Date of Board Approval</p>	

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<p>Implementation Procedures</p>	<p>Situations requiring an immediate response (during church services, church activities, programs, or rentals)</p> <ol style="list-style-type: none"> 1. STEP ONE: The minister if available, or other identified leader, will approach the person and ask that person to stop the offending behavior 2. STEP TWO: if the disruptive/destructive behavior does not stop, a minimum of two church leaders may ask the person to leave or may escort the person to a room where attempts to defuse the situation will ensue 3. STEP THREE: if not resolved, police will be called to assist with subduing the problem behaviors 4. STEP FOUR: if danger is imminent, the service or activity will be suspended 5. FOLLOW UP: must occur whenever any of these actions are undertaken. 1) The Minister must be notified. 2) People involved with the disruptive incident must write a letter describing the incident and actions taken, with copies going to all involved as well as the Minister and Board Chair <p>Situations not requiring an immediate response will be referred to the Board. (For example, situations that cause cumulative distress over time without a single crisis level trigger. These may be brought to the Board’s attention by the Pastor, by the right Relations Team, or by any church member)</p> <ol style="list-style-type: none"> 1. The Board will respond to problems in a timely manner as they arise 2. Persons identified as dangerous, disruptive, or causing emotional harm will be dealt with as individuals <p>To determine the necessary response, these points will be taken into consideration:</p> <ul style="list-style-type: none"> • CAUSES: why is the disruption occurring? Is it a conflict between the individual and others in the church? Is it due to a professionally diagnosed condition or mental illness? Is there a known history of alcohol or drug abuse? • HISTORY: what is the extent, if any, of disruption caused in the past? • PROBABILITY OF CHANGE: how likely is it that the problem behavior will diminish in the future?
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	<p>The Board will decide on the necessary response on a case-by-case basis. However, three progressive levels of action/response are recommended.</p> <ol style="list-style-type: none">1. LEVEL ONE: two board members shall meet with the disruptive person or persons to communicate the concern.2. LEVEL TWO: the disruptive individual(s) will be excluded from specific church activities for a limited period of time, with reasons and conditions of return made clear. This will be conveyed to the party in writing. The letter will be signed by the Board Chair on behalf of the full Board, with a copy going into congregational files.3. LEVEL ONE OR TWO: action one or two may be appealed to the Board.4. LEVEL THREE: the disruptive individual is excluded from church premises and all church activities. A letter will be sent, signed by the Board chair and Minister, outlining the expulsion, the individual's rights, and any possible recourse. <p>NOTE: if the disruptive person declines to meet or acknowledge any of these steps, the Board will still proceed in a timely manner with the step required to maintain a safe environment. If necessary, a letter summarizing the Board's concerns and proposed actions will be sent by registered mail, with a copy kept on file. The actions outlined in that letter will govern future Church action, whether or not the letter is acknowledged.</p>
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