

## REACH Conflict Resolution

Our goal is to have a conflict-free co-op, but we know that disagreements may arise. In the case of personal conflict, members should seek to resolve the conflict in accordance with:

Matthew 18:15-16:

*Now if your brother sins go and show him his fault in private; if he listens to you, you have gained your brother. But if he does not listen to you, take one or two more with you, so that on the testimony of two or three witnesses every matter may be confirmed.*

Gossip and complaining are destructive behaviors that undermine all REACH Christian goals. Therefore, all members should refrain from encouraging and/or participating in verbal, social posting, messaging, and emails that reflect destructive behaviors.

Members are encouraged to promptly contact the Executive Director with any unresolved issue for the purpose of seeking counsel and discouraging division within the group. Depending on the issue, the Executive Director may call a special board meeting to discuss the best path forward to address the situation.

Membership may be revoked by vote of the Board for valid causes without refunding membership/co-op dues. The valid causes are as follows:

- Conduct that brings dishonor to REACH of Florence
- Conduct that is abusive, disruptive, disrespectful, or divisive to the group/co-op class
- Conduct that is verbal, social, or physical bullying
- Conduct, words, or actions that puts or may put the safety of the group at risk
- Failure to abide by Host church guidelines
- Failure to abide by the board' suggestions for conflict resolution.

### REACH Code of Conduct

We expect all students participating in REACH Co-op to be self-governed. In other words, we don't want to necessitate rules to control student behavior or require punishments to deter bad behavior. Instead, we want kids who are motivated by the grace of God already evident in their lives to be responsible, considerate, appreciative, thoughtful, and committed because they want to please the Lord in all they say and do.

HOWEVER, if children are disrespectful, uncooperative or unruly, the adult in charge has the authority to implement the following steps of correction at his/her discretion: However, if children are disrespectful, uncooperative or unruly, the adult in charge has the authority to implement the following steps of correction at his/her discretion:

- The child will be given 1 warning.\*
- The Educational Director, Secretary, and Executive Directory will be notified
- The parent will be notified of the behavior.

\*Depending on severity of the offense/circumstance, the board may deviate from steps and ask family to forfeit participation in REACH Group.

If the behavior persists for two consecutive weeks, the child will be taken out of class for 5 minutes or the parent may be required to shadow the child during the entire co-op to supervise, monitor, and model correct behavior for the child.

With further persistence of unacceptable behavior:

- The child and/or family may be removed from the class and/or group indefinitely pending evaluation of the situation by the Educational Director, Secretary, and Executive Director.
- The Executive Director will work with the teacher, Secretary, and Educational Director to implement steps to resolve the situation.
- The Pastoral Care department of the Church may be contacted for guidance and recommendations of the Host Church will be followed. Notification of this meeting to the family involved is not required.
- The Executive Director may call a special board meeting to address the issue.
- The Board may determine additional steps to implement or vote to terminate the membership of the family involved.

Termination meeting will be scheduled between the parent and two board members. A parent can waive the scheduled meeting, and request to talk via phone with a board member.

Habitual offenders will be asked to forfeit participation in the REACH Co-op as REACH of Florence is not equipped to minister to or address mental or behavior issues/concerns that require professional experience.

This policy is in effect, not primarily as a punitive measure, but out of respect for the teacher's time spent in lesson preparation, as well as in regard for the students who are eager to learn and participate.

### **REACH Dress Code**

Please dress modestly and neatly in keeping with high Christian standards.

Some general guidelines follow.

- Please do not wear clothing that portrays suggestive or derogatory pictures and messages, including advertising of tobacco, alcohol, etc.
- Clothing should cover all undergarments and not be skin tight or revealing. Shorts should be moderate in length.
- Please make every effort to be above reproach in your clothing choices for co-op.

### **General Guidelines**

A priority for REACH is for each participant to be guided by an attitude of service towards others. Our theme is "Serving the Lord by serving each other." Phil. 2:3-4 encourages us "to do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than yourself; do not merely look out for your own personal interests, but also for the interests of others." Our encouragement is for parents and students alike to be guided by this principle.

No child should be present without one of his/her parents in attendance AND carrying out their assigned responsibility.

Punctuality is appreciated

Use Matthew 18:15-17 as a guide for approaching each other with conflict issues; mistakes will occur, and personality conflicts will arise, but dealing with them in a mature, Christ-like manner will help ensure a positive co-op experience.

Please read and discuss the above Code of Conduct with your children. All REACH members are subject to these requirements.

November 10, 2022