

PROVISIONAL CHANNING MEMORIAL CHURCH POLICY REGARDING DISRUPTIVE BEHAVIOR

(Approved by the Board of Trustees on February 16, 2017)

While openness to a wide variety of individuals is one of the prime values held by our congregation and expressed in our denomination's purposes and principles, we affirm the belief that our congregation must maintain a secure atmosphere where such openness can exist. When any person's physical and/or emotional well-being or freedom to safely express their beliefs or opinions is threatened, the source of this threat must be addressed firmly and promptly, even if this ultimately requires the expulsion of the offending person or persons.

There have been times when disruptive behavior of an individual in the church building or on the church grounds has led members to voice their concerns about one or more of the following:

- Perceived threats to the safety of any adult or child;
- The disruption of church activities;
- Diminishing appeal of the congregation to its potential and existing membership.

The following shall be the policy of Channing Memorial Church in dealing with these issues:

If an immediate response is required, the Minister(s), if available, will undertake this, and/or the leader of the group involved. This may include asking the offending person or persons to leave, OR suspending the meeting or activity until such time that it may be safely resumed. If further assistance is required, the Police Department may be called. Anytime any of these actions are undertaken without the Minister(s), the Ministers(s) must be notified; a follow-up letter detailing the offense and the action taken because of the offense should be written and distributed to the Minister(s) and the Board of Trustees.

All instances will be referred to the Channing Memorial Church Safe Congregation Committee.

The Safe Congregation Committee shall be appointed by the Board and comprised of someone with mental health/human services experience, someone from Caregiving, a Board member and the Minister if available.

The committee will respond to problems as they arise.

Some behavior may not require an immediate response but may still be referred to this committee.

The committee will collect necessary information.

To determine the necessary response, the following points will be considered:

CAUSES...

HISTORY...

PROBABILITY OF CHANGE...

The committee will decide on the necessary response on a case-by-case basis. However, three levels of action/responses are recommended

LEVEL ONE-The committee shall inform the Minister(s) of the problem and either the Minister(s) or a member of the committee shall meet with the offending person or persons to communicate the concern.

LEVEL TWO-The offending individual(s) is excluded from specific church activities for a limited period of time, with reasons and conditions of return written and made clear (with copy going to the offender and one going into the congregational files).

LEVEL THREE-The offending individual is permanently excluded from church premises and all church activities. Before this is carried out, the committee will consult with the Board and Minister(s). If it is agreed that the expulsion take place, a letter will be written and sent by the Minister(s) to the individual outlining the expulsion, the individual's rights, and possible recourse.

Any action taken under LEVEL THREE may be appealed, in writing, to the Board of Trustees. If the decision is appealed, the Board will appoint an ad hoc

committee comprised of 2 Board members, 2 people selected by the Safe Congregation Committee and 1 church member chosen by the removed person.

Any request for reinstatement must be made by the member who was removed from the congregation. The request must contain: 1) a statement of understanding of the reasons for which they were removed from membership and 2) an explanation in detail how circumstances and conditions have changed, such that a reinstatement would be justified. The request shall go to the Board of Trustees. The Board and the Safe Congregation Committee will review the request and respond within 60 days. The response shall include the Board and Safe Congregation's decision and the period for the decision to be reconsidered.