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### **Kids In the Workplace**

To maintain a professional, productive, and distraction-free work environment that supports the effectiveness of our ministry operations, employees are not permitted to bring their children into the office or church during working hours. This includes, but is not limited to, regular workdays, planning sessions, pastoral counseling appointments, and other ministry-related activities.

We understand that childcare can be particularly challenging during school breaks, holidays, or personal scheduling conflicts. However, all staff are expected to make appropriate childcare arrangements during these times. Children may not accompany employees to work as an alternative to childcare.

Children in the workplace can create distractions that impact individual and team productivity, as well as the quality of pastoral care and ministry effectiveness. This policy is in place to preserve the professional environment needed to fulfill our shared mission.