



STATEMENT OF MISSION

Our mission is to build a Christ-centered homeschooling cooperative community with a grace-filled culture that equips, supports, and encourages families on their homeschooling journey, while recognizing Christ's leadership in every area of life. We seek to bring together homeschooling families who love God and desire to share the knowledge of Jesus Christ with the next generation. Through academic and enrichment classes and clubs taught from a Christian worldview, we provide opportunities for mentorship, fellowship, and spiritual growth. Our teachers love God and, whenever possible, incorporate Biblical truths and Christian values into their teaching.

STATEMENT OF FAITH

We believe that the Bible is the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind. For purposes of doctrine, practice, policy, and discipline, our governing board is Branches' final interpretive authority on the Bible's meaning and application.

We believe in one God, eternally existent in three persons: Father, Son, and Holy Spirit.

We believe that God wonderfully and immutably creates each person to reflect His image as either male or female; but that each person is by nature a sinner, and alienated from God.

We believe that salvation and reconciliation come only from God, by grace; that God in love gave His only Son, Jesus, to die on the cross for our sin, thereby purchasing the redemption of those who believe in Him.

We believe that marriage is prescribed by God as a sacred, covenant relationship between one man and one woman, symbolizing the union of Christ and His church, and all forms of sexual activity outside of marriage is sin.

We believe that every Christian, through the power of Jesus Christ, is called to live a life set apart that will bear fruit to the glory of God, and sinful behavior, or even advocacy of sinful behavior, dishonors God and should not be encouraged.

We believe that God loves every person and therefore we need to treat others with the compassion, love, kindness, and dignity that He shows us.



STATEMENT OF EDUCATION

We believe that it is the parents' role and responsibility to educate their children individually on topics of a sensitive nature, including:

- Political Views
- Doctrinal Views
- Sexuality Views
- Dietary Views

Out of respect for each family's decision on when and how to teach these matters to their children, all teachers, volunteers, parents, and students are discouraged from discussing these topics with other **children** at Branches unless in a clearly defined class.

GUIDELINES & STANDARDS

Branches is a cooperative homeschool program. As such, the success of our community depends on the active participation and commitment of every member family. The following guidelines are designed to ensure a safe, respectful, and productive environment for all involved.

Cooperative Participation

All member families are required to contribute by signing up for the appropriate number of volunteer job credits. Each family must hold at least one on-campus job. These responsibilities are essential to the smooth operation of our program.

Branches is **not** a drop-off program. A responsible adult must remain on campus and be available to care for their children at all times. In the case of illness or an emergency, another approved parent may supervise your child(ren); however, under normal circumstances, parents are expected to stay on site throughout the day.

Each Branches location has its own specific requirements for volunteer roles. All volunteering adults must:

- Complete a background check through the designated provider,
- Read and agree to the *Statements of Mission, Faith, and Education*, the *Guidelines & Standards*, and the *Code of Culture*, and
- Read and agree to the *Waiver and Release Form*



Parent Jobs & Floaters

Parent jobs must be covered during all assigned times. If coverage is needed, please coordinate with the floater coordinator on your campus.

- A floater may be used up to **four times per semester**.
- If a parent needs more than four absences, they are responsible for finding their own replacement—someone who has passed the Branches background check, agreed to the required policies, and is approved to serve.

Floaters are required to report in and respond to the floater coordinator (via text or in person) for **each hour they are scheduled**.

- Floaters who miss more than four times per semester must also find their own replacement as described above.

Attendance & Classroom Expectations

- **Class fees and student registration fees** must be paid by the stated deadlines. Families who fail to pay (or make approved arrangements) by the due date may have their membership suspended. Balances must be cleared before registering for a new semester. Payment plans may not extend past the semester's midpoint.
- **Parent teachers, assistants, and floaters** are expected to arrive on time, remain for the full class period, and fulfill their assigned responsibilities.
Students must also be on time and stay for the duration of their classes. If a student needs to leave early, they must first obtain permission from the teacher.
- **Parents** are responsible for supervising their children when they are not in class.

Teaching at Branches

To teach a class, volunteering member-teachers must submit a teacher application form. In keeping with our mission and Christian identity, all teachers must affirm in writing that:

- They support the mission of Branches,
- Their personal beliefs align with the Statement of Faith, and
- They will conduct themselves in accordance with the *Guidelines & Standards* and *Code of Culture*.



Health & Safety Policies

- Branches is a **nut-free campus**. Please do not bring or consume any nut-containing products on campus.
- Branches does not enforce a formal dress code; however, all clothing should be appropriate for a **family-friendly environment**. Private areas must be fully covered at all times.
- **Biting or aggressive behavior** in the classroom will not be tolerated. If a student has a history of such behavior, they must be accompanied by a one-on-one aide, to be provided by the parent.

Community Conduct

The following behaviors are strictly prohibited and may result in immediate dismissal from the program:

- Cheating, stealing, bullying, use of illegal drugs, profanity, or obscenity
- Conduct that violates Biblical standards of sexual morality
- Personal appearance or behavior that is inconsistent with one's biological sex
- Behavior that dishonors God or contradicts the mission and values of Branches
- Disrespect toward leadership or repeated disobedience to group policies

Branches is committed to creating a safe and inclusive environment for all. The following actions are also strictly prohibited:

- **Discrimination or harassment** based on race (including hair texture or style), color, sex, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law
- **Threats of violence** or statements suggesting harm, whether in person, at Branches events, or on group communication platforms (official or unofficial)

Sexual Harassment Policy

Sexual harassment is a form of discrimination and is strictly prohibited by federal, state, and local laws. In accordance with Equal Employment Opportunity Commission (EEOC) guidelines, **sexual harassment** includes but is not limited to:

- Unwelcome sexual advances or requests for sexual favors
- Verbal or physical conduct of a sexual nature that affects an individual's participation in Branches, creates a hostile environment, or is used as a condition of involvement

SICKNESS POLICY

It is the responsibility of each member family to remain mindful of illness within their household and to adhere to the Branches sickness policy during class days, special events, field trips, and other gatherings.

If any family member has experienced any of the following symptoms within the **past 48 hours**, please keep that individual at home:

- Fever of 100°F (37.8°C) or higher
- New, persistent cough accompanied by sore throat, shortness of breath, or difficulty breathing
- Cold-like symptoms, including sore throat, congestion, runny nose, or sneezing
- Vomiting or diarrhea

Students exhibiting visible symptoms such as a runny nose, cough, fever above 100°F, shortness of breath, or vomiting on class days will be escorted to the check-in table, where parents will be contacted for pick-up.

The goal of this policy is not to penalize those who are ill but to safeguard the health of our entire community, enabling us to continue meeting safely in person. We recognize that some symptoms—such as elevated temperature due to teething, vomiting caused by heat exposure, or persistent cough from seasonal allergies—may not indicate contagious illness. We trust families to use their best judgment, combining these guidelines with their personal knowledge, to determine when it is appropriate to stay home.



BRANCHES CODE OF CULTURE

At Branches, our Code of Culture exists to foster a thriving, joyful, and supportive community where families feel safe, connected, and empowered in their homeschooling journey. We invite all parents and children to embody the following values:

B – Blessing

Be a blessing by showing grace in your words and actions.

Be a blessing by treating others with kindness, compassion, dignity, and respect.

R – Responsible

Be responsible by giving your best effort in classes and volunteer roles.

Be responsible by keeping our indoor and outdoor spaces clean and cared for.

A – Accountable

Be accountable by following through on your commitments.

Be accountable by owning your actions and learning from mistakes.

N – Noble

Be noble by reaching out to someone new and building friendships.

Be noble by leading with a servant’s heart and a spirit of generosity.

C – Considerate

Be considerate by actively listening to teachers, parents, and peers.

Be considerate by arriving on time and being prepared for your roles and classes.

H – Helpful

Be helpful by remembering to take your belongings with you.

Be helpful by looking for ways to serve and solve problems.

E – Encouraging

Be encouraging by speaking life and calling out the good in others.

Be encouraging by lifting up those who need support or a kind word.

S – Safe

Be safe by thinking before acting and using wisdom in all situations.

Be safe by staying aware of your surroundings and respecting boundaries.

CONFLICT RESOLUTION

Conflict is a natural part of life in any healthy community. At Branches, we believe that learning to work through challenges together ultimately strengthens our relationships and our community as a whole.

We follow the **Biblical model from Matthew 18** as our guide for handling conflict. When a Christian has an issue with another believer, they are first called to address it directly and privately. This approach promotes understanding, minimizes miscommunication, and helps prevent gossip. In many cases, a private conversation opens the door for reconciliation and mutual growth.

Student-to-Student Conflict

Students are encouraged to go directly to the person they're having a conflict with and express their concerns with grace and kindness. Both students should listen to one another and seek to resolve the issue respectfully. If the situation isn't resolved, parents may step in to help guide the conversation and support a peaceful resolution.

Parent-to-Student Conflict

If a parent has a concern involving another student, they should first speak directly with that student's parent. This conversation should be approached with respect, patience, and a desire to understand. If appropriate and with permission, the concerned parent may speak directly with the student. Otherwise, the student's parent can communicate the issue to their child. The student should then be encouraged to engage in respectful dialogue, if needed.

Note: This does not apply to situations involving normal classroom management or discipline from parent-teachers.

Student-to-Parent Conflict

If a student feels comfortable, they are welcome to respectfully bring their concern directly to the parent involved. The parent should be open to listening and resolving the issue through calm, constructive dialogue. If needed, the student's own parent may join the conversation to offer additional support.

Parent-to-Parent Conflict

Parents are encouraged to speak directly with one another when a conflict arises. Approaching the conversation with grace, humility, and a willingness to listen will foster peace and understanding.

If a conflict remains unresolved after these steps, either party may bring the matter to the **Campus Director**, who will help mediate and guide the resolution process with care and impartiality.