

***VOLUNTEER  
HANDBOOK***





## ***HEY THERE!***

We're so excited that you want to volunteer in Kids' ministry! It's fun and crazy, and it's so much more than just childcare. It's an opportunity to point kids to God and make a difference in their lives. We get to show kids how amazing God is.

But most importantly, we get to reflect God's love to them, pray for them, and speak His truth to them. Kids need people in their lives who will show up to hang out with them, love them (and like them too), and show them what it looks like to follow Jesus.

Whatever your role is in our ministry this year, this Volunteer Handbook will show you some of the ways you can begin making a lasting impact in the lives and faith of kids.

Thanks for being willing to serve. Thanks for caring about kids and families. And thanks for letting God use you.

We are honored to partner with you in ministry to impact the lives of kids and parents.

We are incredibly thankful for you!  
St. Andrew's Children's Ministries Team



# ***THE BASICS***

## **THE BASICS**

Our Ministry  
Our Big Win  
Theology of Spiritual Formation  
Discipling Kids  
Engaging with Parents

## **OUR VOLUNTEER TEAMS**

Small Group Leaders  
Preschool and Nursery Team  
Greeter Team  
Worship and Teaching Team  
Other Volunteer Teams

## **THE FINE PRINT**

Safety Guidelines  
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Check-In and Check-Out Procedures  
Code of Conduct  
Commitment



## OUR MINISTRY

### **NURSERY + PRESCHOOL | SUNDAYS AT 9:00A.M. AND 10:30A.M.**

During the Sunday morning services, we offer preschool and nursery ministry.

### **KIDS | SUNDAYS AT 9:00A.M. AND 10:30A.M.**

Our children's ministry meets for fun, kid-friendly worship services during the Sunday morning services.

### **NURSERY, PRESCHOOL & KIDS | WEDNESDAYS AT 6 P.M.**

Our children's ministry meets for fun, kid-friendly worship services during the Wednesday evenings during the Spring, Fall & Winter.

**OUR ENVIRONMENTS:** There are three kinds of environments for kids in our ministry. Each one is designed to strategically invite kids and families on a journey into deeper relationships with their peers, our adult volunteers, and Jesus, and each one is designed with every kid in mind — the kids who've grown up in church and the first-time visitors too.

**EVENTS:** Throughout the year, we'll host several big events (VBS, Fall Fest) designed to help kids connect with each other, with their families, and with their small group leaders.

**WEEKLY PROGRAMS:** Our mid-week programs happen every single week of the school year. They're designed to help kids grow spiritually in four key areas. (We'll get to those in a minute.)

**SMALL GROUPS:** Small groups happen every week in our programs and are designed to connect every kid with a consistent trustworthy adult and community of their peers.



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## OUR BIG WIN

It's hard sometimes to know when you're winning in children's ministry, you know? Like, is anything we're teaching sinking in? Are kids really growing in their faith? That's why we decided to go ahead and define the big win for our ministry. It's the one thing that we, as a ministry team, want to achieve. It's the goal we want to always keep in mind. And it's what motivates and guides everything we do. It goes like this . . .

### **WE WIN WHEN A KID TAKES A STEP TOWARD OWNING THEIR FAITH.**

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#### **TAKING A STEP**

Now, we say "takes a step" for a reason. It's because there's no finish line or certificate of completion when it comes to spiritual growth. Instead, spiritual growth is a journey (a life-long journey), and no two journeys are identical. That's why our big win doesn't have anything to do with a specific skill or achievement. Instead, we win anytime we see a kid take a single step closer to owning their faith.

#### **OWNING THEIR FAITH**

What, exactly, does it look like for a kid to own their faith? Well, we believe there are four things that both lead to, and are a result of, spiritual growth. We call these 5 things our five spiritual habits.



1. **ASKING QUESTIONS:** This is the foundation for all the other steps. If a student isn't curious, they aren't going to pursue their faith. No matter how hard the question is we want to inspire kids to pursue their spiritual curiosity.
2. **SPEND TIME WITH GOD:** This is an obvious one, right? Sometimes it's the only spiritual habit we can name. After all, isn't "growing spiritually" synonymous with "spending time with God?" Well, not exactly, but it's still important. After all, if kids are ever going to make their faith their own, they've got to start spending time with God on their own. It means opening the Bible on their own, having conversations with God on their own, and discovering how they best connect with God through worship on their own.
3. **SPEND TIME WITH OTHERS:** Engaging in healthy community can, and should, be a spiritual habit we help our kids develop. But "healthy community" doesn't just mean hanging out with Christians. This spiritual habit is about growing in Christlike relationships with everyone.
4. **USE THEIR GIFTS:** Kids need to know that God made them unique, and special, and with specific gifts, talents, passions, and resources. Then they need to use those gifts to love God, love others, and influence the world around them. When kids begin to discover who God made them to be, and then use their unique identity to love both God and others, they grow.
5. **SHARE THEIR STORY:** Kids need to learn how to talk about God. Sharing your story is the spiritual habit of making faith a regular, every day, go-to topic of conversation in our lives. When we talk about God and His place in our story (or, more accurately, our place in His story), it helps us believe, helps us understand, and helps us take ownership of our own faith.

We count it as a win whenever a kid takes a step toward owning their faith by practicing one, or maybe even all five, of these spiritual habits.



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## THEOLOGY OF SPIRITUAL FORMATION

We know that's a fancy way of saying it, but we want to all be on the same page when it comes to our kids and their faith formation. We want to keep 3 values in our minds as we create environments and spaces for kids:

### WONDER DISCOVERY CLARITY

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**WONDER:** Kids ministry can be a lot of things, but it must always be a place that fills kids with wonder. Don't be boring, and don't be shy. The more wonder they experience, the more inspired to pursue God they will feel.

**DISCOVERY:** Our goal isn't to just WOW the kids; we must take that wonder and help them discover who Jesus is and why he loves them. We want to focus on hands-on, interactive, age-appropriate discovery

**CLARITY:** The first two values are great but sometimes we can get carried away. We want to make sure that in all we do there is a clear thread that brings kids back to Jesus.



## DISCIPLING KIDS

Do you know the last thing that Jesus said to His followers while he was on earth? Some people call it The Great Commission: “Go and make disciples.” Duplicate yourselves. Go and make more of you. Take your faith and pass it on to someone else. When we talk about helping kids begin to own their faith, we’re really just talking about discipleship. So, what is discipleship? Here are three thoughts . . .

### **DISCIPLESHIP IS ABOUT LIVING, NOT LEARNING**

Rather than only asking, “What can we teach a kid about God?” we ask, “how can we help a kid live out their faith?” It’s not just about teaching them about Jesus — it’s about modeling what faith in Jesus looks like. That’s why relationships are such a key part of our ministry. Because discipleship isn’t taught in a classroom — it’s modeled in everyday life.

### **DISCIPLESHIP HAPPENS IN COMMUNITY**

In the Gospels, you don’t really see Jesus doing one-on-one discipleship. That’s because discipleship happens best in a community of people. That’s why we focus so much energy on getting kids plugged into consistent small groups, why we emphasize the role of parents and families, and why we surround kids with tons of Jesus followers. Because discipleship takes all of us!

### **DISCIPLESHIP IS A PROCESS**

Discipleship is never complete because learning to live out our faith is a life-long process. And because we know discipleship takes time, we want to put people in the lives of kids who are in it for the long-haul. That’s why our small group leaders don’t bail on their groups after a few months but stick with them for several years — because it’s a process.

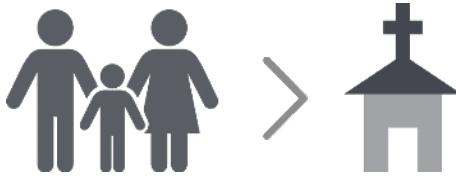




## ENGAGING WITH PARENTS

As a volunteer, you are making a huge impact in the lives of the kids in our ministry. But do you know who's making an even bigger impact in the lives of those kids? Their parents.

Before we explain any more about what our ministry is all about, we want to make sure one thing is super clear. (We even drew a picture to help you remember it.) We believe that, in every teenager's life, this is true: the influence of a family is always greater than the influence of a church.



Jim Burns, author of *Partnering with Parents in Youth Ministry*, says it this way—“Long after students stop attending youth groups, they are still connected to their families.”

No matter what, a kid's family (not their church) will always be the biggest influence in their lives. So, doesn't it make sense for us to partner with the most powerful, influential people in a kid's life to influence their faith?

That's why our ministry is committed to serving, supporting, partnering with, and engaging the parents of the kids in our ministry.

As a volunteer, caring for kids isn't your only responsibility. Engaging with parents is part of your job, too.



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# SMALL GROUP LEADERS

## THE WIN

We already talked about the big win for our ministry – seeing kids take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished.

Small group leaders, though, have a very crucial part to play in seeing that goal accomplished. Here's what we think the win looks like for small group leaders...

**SMALL GROUP LEADERS WIN WHEN  
THEY BUILD RELATIONSHIPS WITH KIDS AND HELP  
THEM BUILD RELATIONSHIPS WITH EACH OTHER.**

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## RELATIONSHIPS WITH KIDS

Without a relationship, it's impossible to influence a kid's faith in a significant way. That's why it's so important for small group leaders to build strong relationships with the kids they lead. You can't make a kid own their faith, but you can build a relationship with that child that allows you to love them and influence their faith.

So, a small group leader wins when they choose to love and embrace the kids God has entrusted to them. They win when they leverage their relationship to lead kids, rather than relying on their position. They win when a kid sees their small group leader not as just an authority figure they must obey, but someone they trust and want to follow.



## RELATIONSHIPS WITH EACH OTHER

As important as a kid's relationship with a small group leader is, it's not the only relationship that matters. Small group leaders win when they help kids build relationships with each other because (remember) discipleship happens best in community. A small group leader isn't the only person a kid needs to influence their faith. They need each other, too!

### *THE EXPECTATIONS*

## QUALIFICATIONS

- Love Jesus
- Love kids
- Stick to our Code of Conduct
- Commit to lead the same small group for at least one year
- 1.5 hours on Sunday for one service or 2.5 hours on Sunday for 2 services and/or 1.5 hours on Wednesday for one service

## THE SPECIFICS

- Show up to our programs every week
- Wear your name tag
- Look over your curriculum ahead of time (It won't be hard, we promise!)
- Teach lessons and lead activities
- Engage with parents during drop-off and pick-up times
- Participate in the entire children's ministry service
- Build relationships with the kids in your group
- Attend the youth or adult worship services on a regular basis
- Attend all events, meetings, and gatherings for volunteers
- Attend the pre-service huddle for volunteers every week you're scheduled to serve
- Read, follow, and enforce all policies and procedures



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# ***PRESCHOOL & NURSERY***

## *THE WIN*

We already talked about the big win for our ministry – seeing kids take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. This team has a very crucial part to play in seeing that goal accomplished. Here's what we think the win looks like for preschool and nursery volunteers . . .

### **PRESCHOOL & NURSERY VOLUNTEERS WIN WHEN THEY HELP KIDS FEEL SAFE AND LOVED.**

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If you want a preschooler to love coming to church (and you want their parents to love bringing them) then it's so important for our preschool and nursery volunteers to show up consistently. That's because babies and preschoolers feel the safest when they are connected to familiar, trusted adults. There may be tears and tantrums, but there will also be giggles and high fives. In this ministry, we do so much more than just childcare –we plant seeds of God's love and truth in the hearts of little ones.

When our volunteers help babies and preschoolers feel safe and loved, they lay a foundation where their faith can take root and grow.



## *THE EXPECTATIONS*

### **THE QUALIFICATIONS**

- Love babies and preschoolers
- Stick to our Code of Conduct
- Commit to serving regularly for at least one year
- 1.5 hours on Sunday for one service or 2.5 hours on Sunday for 2 services and/or 1.5 hours on Wednesday for one service

### **THE SPECIFICS**

- Show up to our programs every week
- Wear your name tag
- Look over your curriculum ahead of time (It won't be hard, we promise!)
- Teach lessons and lead activities
- Engage with parents during drop-off and pick-up times
- Participate in the entire Kid's Ministry service
- Build relationships with the kids in your care
- Attend the youth or adult worship services on a regular basis
- Attend all events, meetings, and gatherings for volunteers
- Attend the pre-service huddle for volunteers every week you're scheduled to serve
- Read, follow, and enforce all policies and procedures



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# ***THE GREETER TEAM***

## *THE WIN*

We already talked about the big win for our ministry — seeing kids take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here's what we think the win looks like for our greeters . . .

**GREETERS WIN WHEN THEY  
MAKE A KID OR FAMILY FEEL  
WELCOME AND SAFE.**

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Our greeters are the first people families meet when they arrive and the last people they see before they leave, so they've got a big responsibility.

Our greeters have the ability to set the tone for the kind of day kids are going to have when they walk through our doors. It's not just about signing kids in. It's about making them feel seen, cared for, and safe. An awesome greeter can begin breaking down walls so that, for the rest of our program, kids are more open to connect with others, to connect with their small group leaders, and to connect with God.



## *THE EXPECTATIONS*

### **THE QUALIFICATIONS**

- Love people
- Love smiling
- Commit to serving regularly for at least one year
- Attend and serve at two consistent services a month

### **THE SPECIFICS**

- Show up when you're scheduled to serve
- Wear your name tag
- Make sure every family is greeted with a smile
- Make sure every child is checked-in by their parents, guardians, parent approved non-legal guardian or older sibling
- Identify, register, and orient first-time guests
- Walk first-time guests to their kid's classroom and introduce them to their kid's leader
- Attend the pre-service huddle for volunteers every week you're scheduled to serve
- Attend all events, meetings, and gatherings for volunteers



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# ***WORSHIP & TEACHING***

## *THE WIN*

We already talked about the big win for our ministry – seeing kids take a step toward owning their faith. But not every member of our team has the same role in trying to see that goal accomplished. Here’s what we think the win looks like for our worship and teaching team members . . .

### **THE WORSHIP & TEACHING TEAM WINS WHEN THEY ENGAGE KIDS IN OUR WEEKLY SERVICES.**

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Worship leaders, teachers, and everyone involved in making our weekly program happen create an atmosphere that gives kids an opportunity to learn about and connect with Jesus. That’s why it’s so important to keep kids engaged – because what’s happening during our program really matters!





## *THE EXPECTATIONS*

### **THE QUALIFICATIONS**

- Love kids
- Love Jesus
- Stick to our Code of Conduct
- Commit to helping lead kids in a large group teaching or worship environment
- 1.5 hours on Sunday for one service or 2.5 hours on Sunday for 2 services and/or 1.5 hours on Wednesday for one service

### **THE SPECIFICS**

- Show up when you are scheduled to serve
- Let us know in advance if you cannot serve
- Look over the curriculum or songs (and motions) ahead of time and become familiar with them before the service
- Arrive in time for a weekly run-through
- Lead with lots of energy, engagement, and control
- Read, follow, and enforce all policies and procedures
- Attend the adult worship services on a regular basis
- Attend the pre-service huddle for volunteers every week you're scheduled to serve
- Attend all events, meetings, and gatherings for volunteers



# ***OTHER VOLUNTEERS***

There are so many ways to serve in children's ministry and every role is so important. Here are a few more ways to serve.

## **PREP TEAM**

Our prep team helps us make our Sunday morning program happen by serving during the week, helping our team prepare all the materials needed for our services, and keeping our supply room stocked and organized.

## **EVENT TEAM**

Many of our volunteers serve on a temporary or as-needed basis during the holidays, special events, or help fill in when another volunteer is out sick or on vacation.



# ***THE FINE PRINT***

## ***SAFETY GUIDELINES***

As a member of our ministry team, it is absolutely essential that you always practice healthy boundaries with kids, for their safety and yours. These guidelines exist to protect kids from harm and to protect you from false allegations.

### ***NEVER BE ALONE WITH A CHILD***

No volunteer should ever be alone with any number of children at any time, if possible. There should be a minimum of two volunteers in a room. You may not enter a bathroom alone with a child or allow more than one child to enter a bathroom without adult supervision. If a child needs assistance in the bathroom, the door must be left open and other volunteers must be present. If they need assistance wiping or have an accident, parents must be called. Every volunteer is required to be fingerprinted (background checked) and complete the mandated reporting training.

### ***DOCUMENT ALL INCIDENTS***

If a child in your care is injured or falls ill, or an incident occurs, notify a staff member to be to complete incident report and communicate with the child's parents.

### ***FOLLOW DIAPER PROCEDURES***

Only members of staff may change diapers. Let a staff member know when a child needs a diaper change, and they will come to the classroom and change it.



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## ***PRACTICE APPROPRIATE TOUCH***

Showing affection is a natural part of ministry and working with kids. Here are some guidelines for showing appropriate affection to kids while maintaining integrity.

**HUGS:** Hugs should be brief and should be side hugs. Kids should always initiate any hugs — not adults.

**HANDS:** High fives, handshakes, and fist bumps are always appropriate. Hand holding is acceptable only for kids in 2nd grade or younger.

**HOLDING:** A child over the age of 2 should not be held unless the child is being transported. If a child wants to sit on your lap on the floor, gently move the child to a sitting position beside you.

## ***AVOID AND REPORT ALL INAPPROPRIATE TOUCH***

The following forms of affection are inappropriate in our children's ministry in any circumstance:

- Lengthy or full-body hugs
- Kisses
- Holding children over the age of two
- Kids sitting in your lap
- Touching genitals or helping a child in the bathroom
- Tickling
- Piggyback rides
- Any form of unwanted affection



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## **REPORT DANGEROUS SITUATIONS**

Our church policy is to report any signs or suspicions of child abuse or neglect.

Contact a staff member immediately if you suspect a child is the victim of abuse or neglect. Do not attempt to gather information from the child or speak with the parents about your concerns.

### **DEFINING ABUSE**

**Sexual abuse** is any occurrence in which an adult engages in sexual activity with a minor. It could be contact behavior (touching) or non-contact behavior (pictures, spying, exposure, or conversation).

**Physical abuse** is any contact intended to cause physical pain or injury to a child. The law does permit parents to use corporal punishment, but the discipline must be reasonable.

**Neglect** is the failure to provide a child with basic necessities, such as food, clothing, shelter, hygiene, medical attention, or supervision. Neglect can also include exposure to harmful substances or situations.

### **SIGNS OF ABUSE**

Contact a staff member immediately if you see signs of abuse, such as depression, sudden changes in behavior, paranoia, fear of their caregivers or others, aggressive behavior, anxiety, bed-wetting, or accidents in their underwear, imitating or talking about sexual behaviors, wounds or pain, unexplained bruises, or untreated illnesses.



## ***BE AWARE OF ALLERGIES***

Due to the risk of allergies, always check with the parents about allergies before offering any kind of food.

Parents should let a staff member know if their child has a medical need or allergy when they check-in, and that information is relayed on their check-in tag. We cannot administer any medications.

## ***KNOW WHEN TO TEXT PARENTS***

If you need to get ahold of parents at any point during the service, let a member of the greeter team and/or staff member know, and they will contact the parent.

Parents can be paged if children exhibit symptoms of illness, are crying inconsolably for more than 10 minutes, or if a child behaves in a violent manner.

## ***HANDLING EMERGENCIES***

We have emergency procedures posted in every classroom and regular trainings for weather emergencies, medical emergencies, evacuations, and predator situations.

If an emergency occurs, kids will not be released to parents until the area is cleared and the parents have the claim sticker.



## DISCIPLINE POLICY

Discipline should always be done in a positive, patient and grace-filled way that focuses on helping the kids instead of enforcing punishments. When discipline is necessary to keep a safe and effective environment for everyone, here are three steps to take:

### **REDIRECT**

- Get on the child's level and look them in the eye
- Give a verbal warning, explaining why the behavior is not acceptable
- Give a suggestion for the right way to act or behave and help them do it

### **REMOVE**

- If the child does not follow directions when you give them a redirection, it may be necessary to remove them from the situation or activity so they can calm down and prepare to rejoin the service
- Place them in an area away from the other kids for no more than one minute per year of age

### **REFER**

- If the child is still not obeying, refer the child to your ministry leader for assistance

***Never attempt to physically discipline a child, belittle a child, or administer corporal punishment.***



To limit the amount of discipline needed, here are some tips:

## **1. PREPARE AHEAD OF TIME**

Become familiar with the curriculum and gather supplies before kids enter the room. When they arrive, be prepared to greet and engage them.

## **2. ESTABLISH RULES AND EXPECTATIONS EARLY**

Communicate the rules and expectations consistently at the beginning of every service. Remind the kids often.

## **3. BE PROACTIVE**

Follow proper kids/leader ratios and make sure there are enough adults to maintain order in the room. Look for kids who may talk too much around each other and split them up. Encourage kids who have trouble listening to be leaders and look for ways to include them in the service.

## **4. TALK TO PARENTS**

If you must take disciplinary action with a child, let your children's ministry leader know. If you must talk to parents, always do so in an encouraging, gentle, and positive way. Ask the parents how you can help their child.

If a child exhibits violence to the teacher or other kids, parents will be contacted immediately, and the children's ministry leader will talk with the parents.





## *CHECK-IN AND CHECK-OUT PROCEDURES*

### ***DROP-OFF AND PICK-UP POLICIES***

Kids are under the care and supervision of their parents until they are checked in to our children's ministry. We require all kids' 5th grade and under to be checked in by a parent or guardian and escorted to their class by the parent or guardian, and that the following steps are taken . . .

- Kids must be checked in for services by parents, guardians, parent approved non-legal guardian or older sibling. Parents will get a claim sticker that matches their child's sticker
- They must show their sticker with a matching code to the volunteer to pick up their child and sign them out on our attendance sheet in the classroom
- A child may not be picked up by anyone under the age of 14 years old
- If a child has a special need or medical issue or allergy, parents should alert the host team and the child's teacher

### ***IF PARENTS LOSE THEIR STICKERS***

Refer any parents without matching stickers to the nearest staff member in charge. The staff will verify the parent's identity, using ID when necessary. This practice ensures our commitment to safety.

Custody issues will be recorded in our check-in system.



## CODE OF CONDUCT

As a ministry team, there are a few things we'd like everyone to abide by. Here they are!

### **ALL VOLUNTEERS**

**WORK HARD:** You are so important to our ministry, and we need you! So please, show up on time, give it your all, and be faithful with the responsibilities entrusted to you.

"Do your best... Keep in mind always that the ultimate Master you're serving is Christ." (Colossians 3:23)

**BE KIND:** Ministry is all about people, so to be effective in ministry, you'll need to reflect God's heart for people. With kids, parents, other volunteers, and our staff, treat people with gentleness, forgiveness, patience, kindness, and love.

"Get along amongst yourselves... And be careful that when you get on each other's nerves you don't snap at each other. Look for the best in each other, and always do your best to bring it out." (1 Thessalonians 5:13-15)

**BE LIKE JESUS:** More than any other volunteer role, small group leaders have the most responsibility because they have the most influence in the lives of kids. While we don't expect anyone to be perfect, we do expect every small group leader to be striving to make wise decisions, to glorify God with their lives, and to strive to look more like Jesus every day - especially in key areas like their treatment of others on our team, social media presence, drug or alcohol use, and sexual behavior.

"Watch what God does, and then do it." (Ephesians 5:1)



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## **DRESS CODE:**

Generally, please wear clothing that is appropriate for the event we're at and allows you to move freely and engage in all activities we're doing. This means shorts and dresses long enough to bend over and play with kids, move games around, and do worship dances freely. Please be aware of the length of your shirt— you should be able to lift your arms above your head without showing your stomach. Please don't wear see through leggings.

For swimsuits, we ask students to wear swimsuits that are appropriate for activities (ex: is the bathing suit for tanning or beach volleyball?). For leaders, we ask that women wear something appropriate for the event and that allows you to move, swim, play volleyball, help set up or tear down, and so on without concern. For the guys, as soon as you're not actively swimming, we ask that you put a shirt back on and that they wear appropriate board shorts.

At camps, we'll follow all camp dress code rules before our own.

## **TEXTING AND SOCIAL MEDIA:**

As kids' volunteers, you will not likely be interacting with kids online or over text message, but we ask that you be mindful about how you interact with parents on these platforms. Please be aware of what you post and comment. If our staff sees something posted that is inconsistent with biblical morality, we will address it with you and may even ask you take a post down. Do not add parents or kids on Snap Chat or other apps that delete your messages. No minors and adults should be communicating this way. Our hope is to be above reproach in all areas, and that's very difficult to do if there's no record of what has happened.

## **RIDES:**

Please do not give rides to any children to or from a St. Andrew's event without first clearing it with the Children's Ministries Director and the child's parent. This should only happen in the event of babysitting or a prior arrangement with the parent.



## COMMITMENT

My name is \_\_\_\_\_  
and I'm ready to serve!

I promise to follow through on my responsibilities. If I can't, for whatever reason, I promise to keep our staff informed and to give them as much notice as I possibly can, knowing they'll need to find a replacement for me and that takes time.

I promise I've read this Volunteer Handbook. I understand the mission and strategy of our ministry and will support the vision and leadership of the staff.

I promise I've read the Safety Guidelines and will abide by them, for my safety and for the safety of our kids.

I promise I've read the Code of Conduct and will abide by it. If I mess up, I promise to be honest with our staff about my actions and will accept whatever consequences they think are reasonable and necessary, knowing that, while they must always act in the best interest of kids, they are committed to treating me with respect, love, and grace.

I promise I understand the expectations of my role and will work hard to fulfill them. If I'm having trouble fulfilling any of my expectations, I promise to communicate with the staff and ask for help, knowing they're here to support me. And finally...

I promise to do my part in making a difference in the lives and faith of the kids who walk through our doors. And I promise to have a lot of fun doing it.

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_