

Charis Kidz Volunteer Expectations

The following expectations are effective for Charis Community Church volunteers working with youth under the age of 18. They are put in place, not based on a lack of trust, but based on the need to protect our children, employees, volunteers and the mission of Charis. Charis' leadership is committed to providing a safe environment for minors who attend our church or any church-sponsored activities and to taking the necessary precautions to protect church leaders from accusations or suspicions.

VOLUNTEER ENLISTMENT AND SCREENING

All Charis Kidz volunteers are expected to:

1. Complete the Charis Kidz Worker Application and Background Check Application.

All documents containing sensitive information are kept confidential.

2. Read and be familiar with Charis Kidz Worker Expectations, specific class policies, as well as Charis Community Church's statement of faith and membership covenant.

3. Be Covenant Members of Charis Community Church if holding the position of director, leader, or worker.

4. Make every effort to attend the Charis Kidz volunteer meetings.

5. Forthrightly inform a Charis Kidz director or pastor about prior criminal behavior. Individuals who have been arrested for, charged with, under probation for, or convicted of either sexual or physical abuse cannot serve in Charis Kidz nor will he or she be employed for any church-sponsored activity dedicated to minors.

6. Submit information for a Criminal Background Check that will be run on volunteers annually as long as they continue to serve in Charis Kidz.

RELATIONSHIP AND INTERACTION WITH MINORS

Discretion in workers' personal lives is fundamental to both spiritual integrity and ministry among children and their families (Ephesians 5:1-12, 15-16). In regard to relationships with minors, Charis Kidz workers are expected to:

1. Behave toward minors in the same way you would if their parent or guardian were present. Live wisely, without any hint of misconduct.

2. Never engage in any verbal or nonverbal sexual interaction with any minor. Any such interaction is inappropriate and prohibited.

3. Never engage in any verbal or nonverbal sexual interaction with any adult in the presence of a minor. Any such interaction is inappropriate and prohibited.

4. Be mindful of being alone with any minor. If you find yourself in a situation where you are alone with a minor, especially one of the opposite gender, quickly move to a public setting.

5. Report any and all suspicions of physical or sexual abuse of a minor to a director so that the appropriate reporting can be done.

6. Promptly report any knowledge or suspicion of any staff or volunteer having an inappropriate relationship with a minor to a director or pastor.

7. Not engage in wrestling or physical horseplay with volunteers or minors of the opposite sex.

8. Not use ministry games or activities as a venue for excessive competition that leads to inappropriate behavior.

9. Not spend time with any minor outside of church-related or church-sponsored activities without the knowledge and consent of that minor's parent or guardian.

10. Avoid prolonged or consistent private communication with minors of the opposite sex (e.g. phone call, email, IM, text messaging, MySpace, Facebook)

DATING

One of the greatest visible destroyers of ministry is moral impurity. Galatians 5:19-21 lists the deeds of the flesh beginning with sexual immorality, impurity, sensuality, etc. Charis Kidz volunteers (and all believers) are expected to live a life of purity in all forms.

Therefore, Charis Kidz volunteers are expected to:

1. Abstain from premarital sex, extramarital sex, homosexual incident, and sexual impurity. Immediate suspension from staff or worker status will result, followed by appropriate counsel.
2. Not date a middle school or high school student. Romantic or sexual attraction for a student by a volunteer should be discussed with a pastor for prayer and guidance.
3. Model appropriate behavior if volunteers are involved in a dating or courting relationship. Workers' behavior should be an example to minors within the ministry. If a relationship or post-relationship matters become a distraction to the ministry, or a stumbling block to others, appropriate action will be taken by Charis leadership.
4. To remember that as you date another member of the church, that if the relationship ends, that person may still be around to testify to your behavior and character.

APPEARANCE

As ministers of the gospel, our appearance should protect the reputation and image of the Holy Spirit and should reflect inner qualities (1 Peter 3:1-8). Therefore, Charis Kidz volunteers are expected to:

1. Dress appropriately according to the nature of the event or activity.
2. Dress modestly at all times.

CHARACTER EXPECTATIONS

Outward actions and attitudes are evidence of inward conditions. As believers in Jesus, we are reflections of God's glory, and as such, Charis Kidz volunteers are expected to hold to the following:

Walk in Integrity

1. Faithfulness in time. Fulfilling ministry commitment by showing up when scheduled, arriving on time (as set by ministry policy), and notifying Charis Kidz leadership of an inability to fulfill ministry commitment.
2. Faithfulness in preparation. Administering the Word of God is a weighty thing. Whether you are teaching 2 year-olds or 9 year-olds, the word of God is living and active, and there is great responsibility that goes with handling it. You are expected to be prepared to execute your ministry commitment with excellence and sincerity.
3. Faithfulness in stewardship. Treat all church property, equipment, resources and supplies with respect. Be responsible for receipts that must be turned in for reimbursement.
4. Faithfulness in small things. Keep your word, fulfill requests on time, follow through with commitments, and respond to voicemails and emails.

Be Teachable

None of us has arrived; we are all on the journey. We are striving toward greater affections for Jesus, deeper satisfaction in Jesus, more passion for the glory of God, and increased knowledge of God which becomes fuel for the greater affections we seek. We must be active in our spiritual growth and seek opportunities to foster such growth through regular attendance of Sunday services and Gospel Communities. We must read and observe with a teachable, humble spirit. Charis is a safe place to not be okay, to be honest about

brokenness and struggle. But it is not a safe place to be complacent about sin or abuse grace. Charis Kidz volunteers are expected to be open to accountability and correction. They are expected to pursue godliness, wise living and to fight sin according to the scriptures.

Be an appropriate role model

Be mindful that our youth will emulate you. Live above reproach in accordance with the standards of godliness set forth in scripture. Whether during planned or unplanned activities, use careful discretion in your conversations and actions. Charis Kidz volunteers are expected to refrain from gossip and slander.

Respect Spiritual Authority

“Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account.” Hebrews 13:17. Charis Kidz volunteers must recognize their place within the overall ministry. Workers are asked to refrain from unauthorized acts of spiritual authority on behalf of Charis Community Church and its pastors.

DISCIPLINE

“Everyone to whom much was given, of him much will be required, and from him to whom they entrusted much, they will demand the more,” Luke 12:48. Disciplinary action may be taken, at the elders’ discretion, for failure to uphold the Statement of Faith of Charis Community Church, to honor the covenant and core values of Charis, or to uphold the Charis Kidz Worker Expectations. The disciplinary procedure is as follows:

- verbal warning and correction
- written warning and correction
- meeting with Charis Kidz pastor to reevaluate ministry commitment and pray about future involvement

All Charis Kidz volunteers are expected to address conflict according to the Biblical process appointed by Jesus in Matthew 18. Rumors, gossip and “venting” are not profitable or edifying, and are therefore unacceptable. Workers are given and should feel freedom to express frustrations and concerns to the Charis Kidz pastor.

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