

FCC::STUDENTMINISTRY

Team Member Manual

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Letter to Student Ministry Team Members

Dear Student Ministry Team Member,

We are so excited that you have decided to make a commitment to be a part of the Student Ministry Team at First Christian Church. Our Student Ministry is very unique. We are committed to making this ministry a place where students can learn and grow on their spiritual journey and further develop their appetites to become more Christ like. In order to do this most effectively, and because we realize that we are a reflection of God's love to those in our care, we need to have policies and procedures in place to guide us. We view ourselves as partners with parents, seeking to provide a safe and nurturing environment in which we can bring students to the savior. This manual is an extensive look at our ministry and it's a policies. Everyone who is a Team Member in Student Ministries at First Christian Church must follow their policies and procedures. Please take the time to read through this manual and keep it handy when questions arise.

Let me challenge you as a Team Member to make every effort to connect with the students and parents that you come in contact with in a relational manner. Your primary objective is not necessarily to teach biblical "knowledge" but to help a student to continue on their journey to a life change walk, to help form heart attitudes, motives, actions and dreams. Your job is to introduce them to the living person God, not merely a bunch of impersonal facts about God. Get to know the students that you work with. Be relational, not merely informational. Remember that students don't care how much you know until they know how much you care. If you help them to meet Jesus, then their spiritual appetites for knowledge will never be quenched.

Sincerely,

The Student Ministry Team

Ryan Wolfe
Family Ministry Pastor

Student Ministry Mission:

To awaken and inspire students to God's reality by focusing on our command to love God, love people and live missionally.

Student Ministry Objectives

To have the deepest root in our lives be **Christ**. We desire to not just know about **Jesus**, but truly know and experience a life changing relationship with **Him**. It is our aim that **Jesus** be the foundation of the DNA in Student Ministries.

It is our goal for student ministries to be:

REAL in relationships.

RELEVANT in methodology.

RELAXED in atmosphere.

RELATIONAL in everything we do.

Student Ministry Values

- Prayer: It is our desire to walk by the Holy Spirit. This can only happen through prayer.
- Obedience: It is an expression of knowing and loving God. An obedient church obeys by loving God and people through acts of service and love.
- Teaching: The Word of God is living and active and must be the bedrock of all teaching. Jesus was the Master teacher and must be emulated through passion, creativity and truth in order to reach this young generation. It is our desire to study, understand and teach the Scriptures accurately according to the context in which they were written.
- Mentoring: It is our passion to intentionally invest in a few students and help to unleash their dreams and vision so that they may help expand the Kingdom of God. Jesus' model of ministry shows us the power of investing in a few.
- Community: If left alone, people often struggle. A commitment to creating a hospitable, welcoming environment to all people is essential to a healthy ministry. Community must be created through intentional relationship between adult leaders and students (small

groups and mentoring) as well as in a large group environment (through atmosphere, creativity and intentional contact with students.)

Tips for Team Members

- Support your leader – words are powerful; use them to support your leader in front of others.
- Be consistent – “Be committed to what you've committed to.”
- Go the extra mile – What can you do to have maximum impact in a student's life?
- Take some initiative – Ask what you can do.
- Offset the weakness of the leader – “Your leader has strengths as well as weaknesses. You'll bless his life by offsetting his weaknesses by using your strengths.”
- Spread the word – talk about how fulfilled you are serving the Student Ministry. Be sure to share what God is doing. Many times what is not said is unknown.
- Stick around awhile – One of the biggest assets in a Team Member is longevity.

Ten things a great Team Member does for kids:

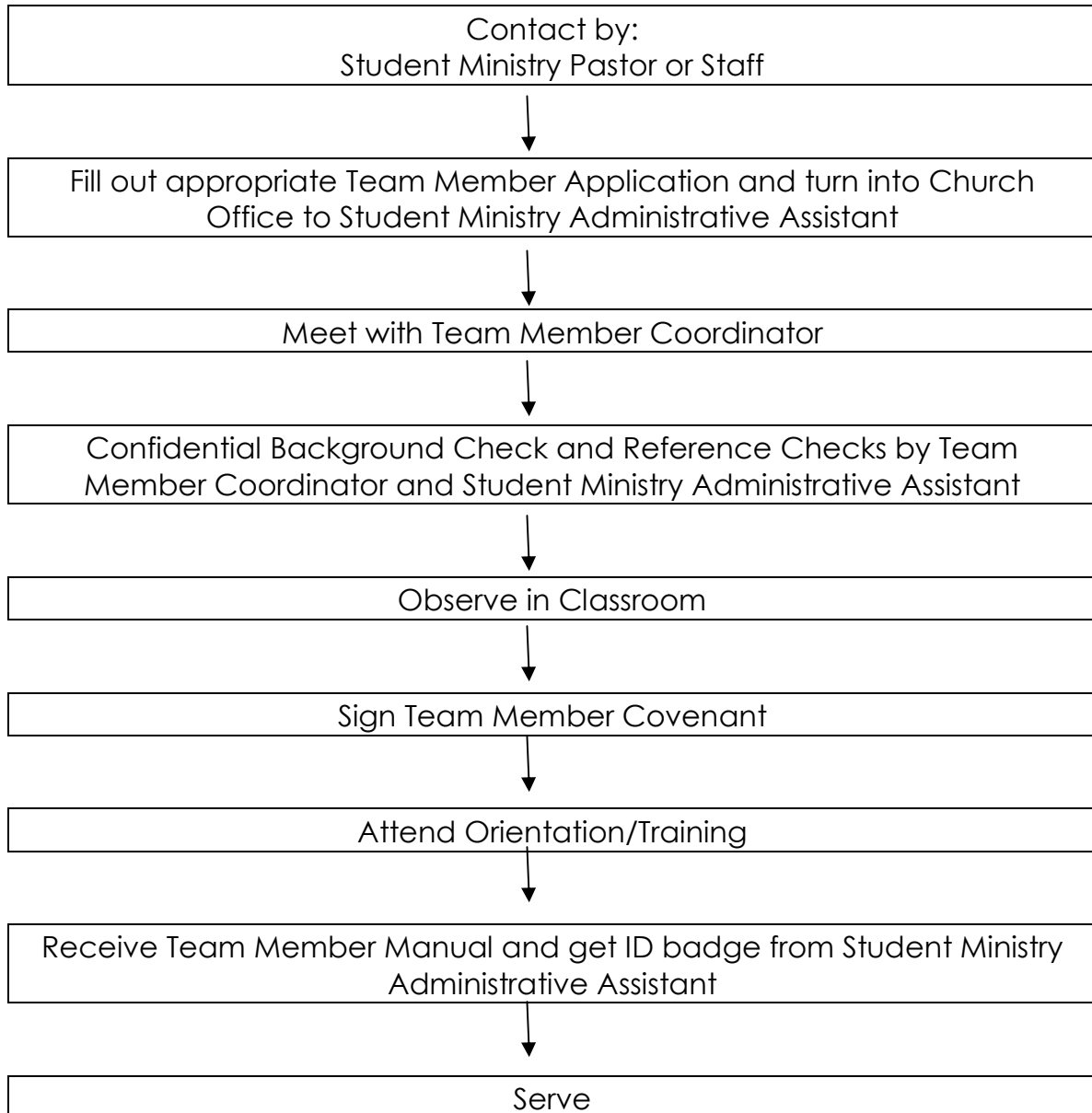
1. Cheer them on! Kids thrive when another caring adult is rooting for them to succeed.
2. Encourage them to grow spiritually on their own.
3. Support them during difficult times in their life.
4. Be a presence at their sporting/other events.
5. Be someone who is excited to see them at church.
6. Be someone *they* are excited to see when they arrive at church.
7. Be someone who leaves them texts or voice messages "Just because I was thinking of you."
8. Be a caring adult who doesn't freak-out over bad grades, etc. Be capable of being neutral.
9. Be someone who is a "safe" person to talk to.
10. Be a person who is tender, yet truthful when kids need a little correcting.

Job Descriptions

Team Member Lifegroup Leader/ Assistant Leader

- **Growing in your relationship with Christ** – It's imperative that we all live out what we teach our students. Spending time with Jesus on a daily basis should be a goal for everyone involved in Student Ministries. "Whoever claims to live in him must walk as Jesus did."
1John 2:6
- **Being a 'youth pastor' to your group** – It's our desire that you would be like a youth pastor to your group. We want to be able to free you up to build relationships, make every student known and effectively disciple all students within your group.
- **Lead your group on Sunday Mornings** – Your main responsibility on Sunday mornings will be to lead your group during the time provided at each Student Ministry gathering. You will receive group direction (discussion questions etc.) prior to all Sunday morning Student Ministry gatherings.
- **Building relationships with your students** – Commit to the guidelines of the Relational Ministry Check-List (attached). It is imperative that you communicate effectively with the students within your Lifegroup. Building relationships of trust will tremendously improve the impact you can have on a student's life.
- **Building relationships with other Student Ministry Team Members** – Commit to attend all leadership meetings scheduled by the Student Ministries staff.
- **Attend occasional trips, activities and events throughout the year** – If your schedule allows you to, we would love for you to be a part of any mission trip, retreat, outreach event etc. that is planned for the students.
- **Be a mentor to the students** – We are not just looking for someone to come in and read a script, we want you to lead by example to help mold and shape the students to form a life changing attitude to show them that they can make a difference in the communities they live in.

Student Ministry Team Member Flow Chart



The 10 Standards of Excellence

A Student Ministry Team Member should be:

1. A Christian

Our ultimate goal in the Student Ministry is to lead Students to Christ, and then help them grow in their Christian life. Therefore, our Team Members should have a personal relationship with Christ themselves! If you are unsure about where you stand in your relationship with God, do not hesitate to talk to one of the ministers here at First Christian Church. We would be delighted to open God's Word and share with you how you can know for sure that you are saved and a child of God!

John 3:16 For God so loved the world, that He gave His one and only Son that whoever believes in Him will not perish, but have everlasting life.

2. Regular in Church Attendance and Involvement

Attend not only the Student Ministry functions but also the regular worship services and other church events.

Hebrews 10:25 Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another- and all the more as you see the Day approaching.

3. Encouraging in Speech

Our words should be encouraging, uplifting and positive. There should be no insults, cut-downs, gossip, slander or any talk where someone may be hurt, especially in the presence of a student. Humor should reflect a walk with God.

Colossians 4:6 Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.

1 Peter 4:11 If anyone speaks, he should do it as one speaking the very words of God.

Ephesians 5:4 Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving.

Matthew 12:36 But I tell you that men will have to give account on the Day of Judgment for every careless word they have spoken.

4. An Example in Christian Character

Because Team Members in our Student Ministry should be examples and a positive influence on the students they minister to, they should refrain from activities that do not glorify or honor God and in 'gray areas' should be sensitive to the convictions of others in both their actions and conversation. In your personal life you should be committed to Bible study, prayer and Christ-like living.

Titus 2:6-7 Similarly, encourage the young men to be self-controlled. In everything set them an example by doing what is good. In your teaching show integrity, seriousness.

I Corinthians 6:19, 20 Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore honor God with your body.

5. Responsible in Leadership

This involves attending meeting and training or communicating when unavailable. This includes not planning events or outings with the knowledge and clearance of the Ministry Leader. Give respect to church procedures by following them.

I Peter 2:17 Show proper respect to everyone; love the brotherhood of believers.

6. Faithful in Commitments Made

When you give your word, keep it. If you say you will do something, or be somewhere, follow through on it. If something happens where you cannot, then communicate so that those affected can take necessary action.

I Corinthians 4:2 Now it is required that those who have been given a trust must prove faithful.

Proverbs 28:20 A faithful (Team Member) will be richly blessed.

7. Pure in Relationships

No Team Member is EVER to be alone with one student, especially in a restroom or outside of a program. This is for your own protection as well as the church's, and especially for the students. Men should never be alone with one young woman in a room. When with young women, men should always leave the door open and sit in view of the doorway. This is not an issue of trust as much as it is common sense and respect for our young women. We are to not only avoid sin, but even the appearance of sin. Men are never to give a young woman a ride home without another adult present. Hug from the side.

I Timothy 5:1, 22 Treat younger men as brothers, older women as mother, and younger women as sisters, with absolute purity...Keep you pure.
Ephesians 5:3 But among you there must not be even a hint of sexual immorality or of any kind of impurity...because these are improper for God's holy people.

This includes being Modest in Dress. Without 'defining' exactly what to wear, just be sure that your clothing glorifies God, not yourself. Don't allow your dress to distract others from spiritual things.

I Timothy 2:9 I also want women (and men) to dress modestly, with decency and propriety,...with good deeds, appropriate for (men and) women who profess to worship God.

8. Respectful of Authority in Word, Action and Attitude

Hebrews 13:17 Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.

I Thessalonians 5:12 Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you.

9. In Partnership with Parents

The spiritual upbringing of a student belongs first to the parents. The church's role is to supplement the training in the home. Always seek to work with the parents of the students who you minister to. Seek their input, listen to their concerns. Never side with a student against a parent, or contradict a parent in front of a student. You are on the parent's team! If you have a concern about a parent, or a home situation, talk to the Ministry Leader immediately.

Proverbs 22:6 Train up a child in the way he should go, and when he is old he will not turn from it.

10. Teachable in Spirit

This may be the most important trait in any Team Member who is seeking to serve the Lord! We all have weaknesses, but if we remain teachable, there is always hope! We must be willing to listen to constructive criticism and prayerfully consider the input of others. We do not need to always agree, but if we fail to listen we hurt only ourselves and rob ourselves of another chance to grow.

Proverbs 12:15 The way of a fool seems right to him, but a wise man listens to advice.

Proverbs 13:10 Pride only breeds quarrels, but wisdom is found in those who take advice.

Proverbs 19:20 Listen to advice and accept instruction, and in the end you will be wise.

The Calling

I am a minister. I minister to the largest mission field in the world. I minister to children.

My calling is sure. My challenge is big. My vision is clear. My desire is strong. My influence is eternal. My impact is critical. My values are solid. My faith is tough. My mission is urgent. My purpose is unmistakable. My direction is forward. My heart is genuine. My strength is supernatural. My reward is promised. And my God is real.

In a world of cynicism, I offer hope. In a world of confusion, I offer truth. In a world of immorality, I offer values. In a world of neglect, I offer attention. In a world of abuse, I offer safety. In a world of ridicule, I offer affirmation. In a world of division, I offer reconciliation. In a world of bitterness, I offer forgiveness. In a world of sin, I offer salvation. In a world of hate, I offer God's love.

I refuse to be dismayed, disengaged, disgruntled, discouraged, or distracted. Neither will I look back, stand back, fall back, go back, or sit back. I do not need applause, flattery, adulation, prestige, stature, or veneration. I do not have time for business as usual, mediocre stands, small thinking, outdated methods, normal expectations, average results, ordinary ideas, petty disputes, or low vision. I will not give up, give in, bail out, lie down, turn over, quit or surrender.

I will pray when things look bad. I will pray when things look good. I will move forward when others stand still. I will trust God when obstacles arise. I will work when the task is overwhelming. I will get up when I fall down.

My calling is to reach young Men and young Women for God. It is too serious to be taken lightly, too urgent to be postponed, too vital to be ignored, too relevant to be over looked, too significant to be trivialized, too eternal to be fleeting, and too passionate to be quenched.

I know my mission. I know my challenge. I also know my limitation, my weaknesses, my fears, and my problems. And I know my God. Let others get the praise. Let the church get the blessing. Let God get the glory.

I am a minister. I minister to children. This is who I am. This is what I do.

By Roger Fields

Team Member Qualifications

All adult Team Members must be 18 years of age and complete the Team Member application process before serving in Student Ministry.

All teen Team Members must be active participants in the Student Ministry and must complete the application process outlined below.

Application Procedures

1. All Team Members must have a current signed application on file. (Applications are available in the church office and need to be returned to the Team Member Coordinator or Student Ministry Administrative Assistant.)
2. For **Key Leadership** roles you must be a member of First Christian Church for a minimum of **6** months.
3. A background check including a search for criminal history will be required of everyone working with students through an agency authorized to perform security background checks.
4. References: Every Team Member must provide two references to be contacted by phone.
5. A personal interview will also take place.
6. Confidentiality: All personal information voluntarily disclosed, the result of the security background check, or the refusal of any person to participate in a program of activity in lieu of such disclosure requirements will be considered confidential. The Team Member Coordinator will review the written results of the security background checks. After this initial review, if the Team Member Coordinator determines that further review should be made, he or she may consult with the Ministry Leader or Disciple Development Ministry Leader to conduct further inquiries, as necessary.

7. Storage of Confidential Records: The Student Ministry Administrative Assistant and Team Member Coordinator will maintain a secure storage facility in the church office for all Team Member application and results of all security background checks. Team Member profiles and background checks may be required to be updated from time to time, but only if the worker is still a current Team Member. Only the Student Ministry Administrative Assistant and/or the Team Member Coordinator will have access to these files.
8. All Student Ministry Team Members must sign a Team Member covenant to commit to serving in Student Ministry for one year. (Consistency is important to students!)
9. All Team Members must get a photo ID badge made by the Student Ministry Administrative Assistant, who can be contacted at the church office, ext. 2180, to have your picture taken for this.
10. All Team Members who wish to continue serving in Student Ministry after their year commitment has expired will need to fill out a yearly renewal application.
11. Prospective Team member that are not approved for working with student for one reason or another will be graciously assisted in finding another place of ministry in the church.

Team Member identification

All Team Members must wear the appropriate identification whenever serving in our Student Ministry. Please make this a high priority. If you forget or lose your identification, please request a replacement badge by contacting the Student Ministry Administrative Assistant. We will replace your first lost badge free of charge but may need to charge for replacements after that. Do not allow unauthorized individual into your classroom, or trust students to their care. Please direct them to a staff member instead.

Policy and Procedures

Discipline and Removal of Team Members

All Team Members must successfully complete the application process before they are approved to work directly with students. If any issues arise during the application process that would be a concern in regard to the safety of students, it may be determined by the Ministry Leader, Manager of Resources and/or Disciple Development leadership that this applicant will not serve in Student Ministry.

Concerning active Team Members who have already completed the application process, if issues arise after the application process, these Team Members will be potentially removed from having any contact with Students at First Christian Church.

First Christian Church has a zero tolerance policy on the following issues:

- **Any form of Sexual Abuse**
- **Any form of Physical Abuse**
- **Any form of Emotional/Psychological Abuse**
- **Any form of Verbal Abuse**

Any Team Member who is the subject of an investigation will be removed from their position pending the completion of the investigation. Any person who is found guilty of alleged abuse of molestation will be removed from working with students. The church will consult with legal counsel for advice for further direction. Legal action will also be taken if necessary. The Ministry Leader reserves the right to remove any Team Member from any position for appropriate reasons.

Physical Touch/Affection Policies

Physical touch and affection is important to a student's physical and emotional development. It is an essential responsibility in nurturing lives. However, there is obvious danger with inappropriate touch or affection either intentionally or inadvertently in a children' ministry. Physical contact with students should be age and developmentally appropriate. Be aware of and sensitive to differences in sexual development, cultural differences, family backgrounds, individual personalities, and special needs. The following guidelines are to be promoted for pure, genuine and positive displays of God's love:

- All physical affection needs to be in the presence of other workers.
- Physical touch or affection should be brief in nature.
- Preteen and older girls should be hugged form the side.
- When approached by a student physically, do not reject the student, but guide their affection an appropriate contact. Hugs are easily shifted, as are misplaced hands. When a student touches an adult in an inappropriate way, unintentionally, no reference to if should be made to the student, simply redirect their hand or body. If intentional, simply correct with the same tone as any other correction and then move on. Do not make a big issue of it.

Emergency Procedures

Fire or Evacuation

- In the event of a fire, evacuation or when the fire alarm rings, students will stop all activities immediately and line up at the door.
- One Team Member will lead students out and one team member will follow at the end of the line. The Team Member leading the line will exit following the fire/evacuation escape plan posted in the room by the door and exit the building to a designated safe place. For safety reasons parents may NOT get their student while a fire or evacuation is taking place.
- The team leader in charge will turn out all lights and exit with attendance sheet/laptop in hand
- Students will form a circle once they have reached their designated safe place and wait for attendance to be taken by the Team Leader.
- When "all clear" is given students will re-enter the building with one Team Member leading and one following. The students will sit down and attendance will be taken again before normal activities resume.
- In the event programming cannot resume parents will be contacted immediately. The Team Members will remain with the students until all students have been picked-up by their parents. This applies to all students under the age of 18.

Tornado

- In the event severe weather warning sirens sound, students stop all activities immediately and line up at the door.
- One Team Member will lead students out and one Team Member will follow at the end of the line. The Team Member leading the line will exit following the tornado escape plan posted in the room by the door and proceed to the rooms designated tornado safety area. For safety reasons parents may NOT get their student while a tornado evacuation is taking place.
- The team leader in charge will turn out all lights and exit with the attendance/laptop in hand.
- Students will turn and kneel against the wall of the hallway with their hands on top of their heads once they have reached their designated safe place and wait for attendance to be taken by the team leader.
- When "all clear" is given students will re-enter their room with one Team Member leading and one following. The students will sit down and attendance will be taken by the Team Leader.
- In the event programming cannot resume parents will be contacted immediately. The Team Members will remain with the students until all students have been picked up by their parents. This applies to all students under the age of 18.

Child Abuse Information

Child abuse is a plague upon our modern society. A child can be inflicted with physical abuse, psychological abuse, sexual abuse and emotional or physical neglect. The ramifications are enormous.

Definitions of Abuse

Physical Abuse - assaults on children that produce pain, cuts, welts, bruises, burns, broken bones, and other injuries.

Sexual Abuse – sexual comments, fondling, intercourse, and other forms of exploitation.

Physical Neglect – living conditions in which children do not receive enough food, clothing, medical attention, or supervision.

Emotional Neglect – failure of caregivers to meet children's needs for affection and emotional support.

Psychological Abuse – actions that seriously damage children's emotional, social, or cognitive functioning.

Symptoms/Indicators of Abuse

The following signs and symptoms do not always mean abuse. Repeated incidents of injury combined with the behavioral problem, inconsistent stories, etc. are typical indicator that a family may need assistance. Fears of a teacher, adult worker or relative, may indicate something unhealthy in the relationship.

Child's Physical Behavior	aggressive or withdrawn behavior, especially as a shift in personality unexplained bruises, welts, broken bones unusual fears (of certain people, going home, etc.) cuts or scrapes, burns, missing hair craving for attention injuries or redness around the genitals running away injuries at different stages of healing fatigue without physical cause and/or depression injury or medical condition that hasn't been properly treated lack of concentration, school problems, misbehavior bodily complaints related to stress-stomach aches, headaches, hunger, begging for food, stealing vomiting without cause frequent tardiness or absence from school suicidal gestures or self-mutilation unusual knowledge of sex, explicit language, inappropriate behavior substance abuse or eating disorders with peers appearance may be one of poor grooming and dirty, clothing may be knowledge beyond developmental age in poor condition or not suited to the weather
	regression to earlier behaviors such as thumb sucking, bed wetting, etc. afraid to be alone with certain people or "clingy" with other people pseudo-mature behavior

Adult's behavior	harsh punishment of child in public refer to the child as "difficult", "different" or "bad" seem unconcerned about the child give conflicting stories about injuries become defensive when asked about the child's health presence of family stressors - loss of job, financial difficulties, marital problems family history of violence or substance abuse parents who were physically or sexually abused as children families in which children or women are seen as possessions; male authoritarian and rigid households; also strongly religious homes in combination with these factors
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Children may talk about being abused. Take seriously what they say as well as any suspicions you have.

Reporting Procedures for Suspicious Activity/Violations of Policies/Suspected Abuse

Individual Responsibility In order to maintain a safe environment for all students, all persons must be aware of their individual responsibility to report any questionable circumstance, observation, admission or situation which endangers or threatens children. All questions or concerns of suspected activity of abuse or harassment by a volunteer should be reported to the Team Member Coordinator or the Ministry Leader only. Should the activity of concern involve a paid church employee, the matter shall be reported to the Executive Director of Ministry Operations. Pending the outcome of an investigation, all information pertaining to the alleged incident should be kept confidential. A mere allegation of improper behavior by a Team Member will not be treated as an actual occurrence pending the completion of the investigation, and the church will take steps necessary to protect the integrity of the Team Member involved.

- o During services, students are not allowed to wander around the building. If you see a student who is not in an appropriate place, please approach them or contact a staff member. The students will need to be taken to their class or to their parent.

- If you see an adult wandering around the building, please ask if you can help them find their way. Otherwise, for security purposes, we do not permit people to wander around the student's classes.
- Reporting Abuse:
In the event anyone personally witnesses an occurrence in violation of this policy, that person will be asked to complete a Major Incident Report. All efforts at handling the incident should be documented. Anyone witnessing such an occurrence should consider the following recommendations as to how such a situation should be handled to insure the security of the child and to protect against physical, emotional or psychological injury to all persons involved:
 - All incidents shall be reported immediately to the Ministry Leader, if available, or to the adult leader in charge of the event or activity. The incident must be reported by the staff member to the Disciple Development Ministry Leader within 24 hours of the staff member being made aware of the incident.
 - The parents must be notified by the Ministry Leader and /or staff member within 24 hours of the staff member being made aware of the incident.
 - The Ministry Leader or Disciple Development Ministry Leader must immediately report the incident to the church insurance company and church attorney.
 - The Ministry Leader and/or Disciple Development Ministry Leader will notify the proper civil authorities, as directed by the insurance company and church attorney.
 - The accused should not be confronted until the safety of the student or youth is secured and only upon advisement by the church attorney.
 - A prepared statement to the press and to the congregation should only be made by the Communications Director as advised by the church attorney.
 - Personally secure the safety of the student(s). Do not leave the student while reporting the incident

In the event a student reports alleged abusive conduct, regardless of where the conduct occurred, (at church, offsite church event, or non-church event) the person initially contacted by the child must complete a written Major Incident Report which should include, as much as possible, the precise wording of the student and only facts, no assumptions.

In the event a student makes an accusation of abuse or neglect occurring in the student's home, the person initially contacted will report to the Ministry Leader for disposition of the matter.

- Response to the Accuser
 - Allegations should be taken seriously and emotional support given to the accuser. The care and safety of the accused is the first priority.
 - All efforts should be made to reach out to the accuser and the accuser's family, extending whatever pastoral and professional referrals may be needed.
- Response to the Accused
 - Treat the accused with dignity and support. He/she will be relieved of his/her duties until the investigation is finished.
 - Pastoral and/or professional referrals should likewise be extended to the accused.

First Aid

In case of a First Aid emergency, locate the First Aid Kit and follow First Aid or CPR instructions. In case of severe injury or illness, call 911 and locate parent immediately. The First Aid kit is located in the First Aid room, FCC building, Kidz Forest area, in cupboard marked with the RED CROSS.

- Do not give students medicine of any kind, even if a parent asks you to do so.
- If there is an accident with bodily fluid please use gloves and dispose of the fluid in a tied bag and the trash. The area should be then disinfected. If you need the assistance with clean up please contact the custodial staff on duty.
- A minor incident report should be filled out by volunteers whenever an injury occurs during a ministry function. Please do not use other student's names when filling out a report of an injured student. The minor incident report in a carbon copy form with the yellow copy going to the parent and the white copy to the Ministry Leader.
- ALL HEAD INJURIES must be reported! Even minor bumps on the head. Please fill out a minor incident report.
- Deal with minor incidents in a loving way immediately. Do not get the parent unless absolutely necessary. However, do give parent the minor incident report. Please have parent sign the parent

signature line and give them the yellow copy. If a parent reacts negatively, please make a note of this on the white portion of the minor incident report so that the Ministry Leader is aware of the situation if the parent calls the Ministry Leader or if the Ministry Leader follows up about the incident.

Addendum #1

Addition to Safety & Security Features

Any known sexual offenders or anyone accused of a sexual offense and under investigation are not permitted in areas where there are children (i.e.: Early Childhood classrooms, Elementary classrooms, Middle school/ High school classes, Shine class, Check-in Stations, etc. or any area of the building where children's or student ministry is being conducted).

In the case that a known sexual offender or anyone accused and under investigation is attending First Christian Church you, as a FCC Kidz Team Member, will be notified by your ministry leader.

A file will be kept in a locked cabinet by the Team Member Coordinator of such offenders or accused offenders. Team members may request to view this file by contacting the Team Member Coordinator or ministry leader.

Offenders will be notified of their limitations in the building by a ministry leader.

Team members are expected to keep all information received confidential*. If you see or are aware of an individual in the designated area, notify a team leader immediately.

* If confidentiality is not protected, disciplinary action may result.