

Conduct Guidelines for Workers in Children's Ministries

Cornerstone Baptist Church – Geneseo, NY

(Note: Unless otherwise stated, "Children's Ministries" include church programs and activities from our infant nursery up through our Senior High School ministry.)

Ministering to children through the programs of Cornerstone Baptist Church is a "sacred trust" given to our church by God and by the parents of each child. God has a VERY HIGH standard of accountability for those who are in a position of trust or authority over children because children are among the most vulnerable of His creatures, and He has a special love and watch-care for them (See Mat.18:1-14). In light of this, the following guidelines are to be followed by all who serve in the Children's Ministries at Cornerstone.

- Children's workers must complete a "Children's Ministry Application" providing references and permission for a background check. No one convicted of a sexual crime is eligible for service.
- Children's workers must view a training video on preventing child sexual abuse and complete the related exam.
- At least two workers should be in the classroom. If one worker leaves, the classroom door should be left partially open until the worker returns. If there is not a second worker available, another adult will "check-in" to make sure the class is going well at least once during the class period.
- Children's workers must be members or active constituents of Cornerstone Baptist Church for a minimum of 6 months before they begin their work.
- Approved teen workers may help in children's ministries, as long as they are paired with an adult. Any exceptions and teen workers must be approved by Pastor and Deacons.
- Classroom doors must have a window, or be kept open.
- Only women should take young children to the bathroom. Only women should change babies' diapers.
- As much as possible, do not counsel a child in a private setting (e.g. – someone else within eyesight or door kept open). Always be careful about discussing personal or family matters with a child.
- Do not take a child alone in a car. (Possible exception for a ministry opportunity for a teen with a youth leader, but must be approved by Pastor and Deacons.)
- Touching children should be limited and never inappropriate. Older children (primaries and juniors) should not sit on a teacher's lap.
- All teaching, correction and control of the classroom should be done with gentleness and love. There should be no physical discipline, yelling, scolding, or shaming.
- Social media communications between workers and children (e.g. email, facebook, texting,...) should not be private one-to-one communications, but public (group info) and including parents as much as possible. For teen workers, avoid private (1-to-1) media communication with teens of opposite sex.
- Any suspicion of child abuse should be reported immediately to either the Pastor or the Deacon in charge of Christian Education.