

Children's Ministries

Sunday School 9:20 a.m. – 10:35 a.m.

Ages:

Newborn – 24 mos.	Nursery
2's and 3's	Busy Bees
4's and 5's	Beginners

Grades:

1 st – 3 rd	Primary
4 th – 6 th	Junior Boys
4 th – 6 th	Junior Girls
7 th – 12 th	Teens

Morning Worship 10:35 a.m. – 11:45 a.m.

Ages:

New-born – 24 mos.	Nursery
2's and 3's	Busy Bees
4's and 5's	Beginners
Grades 1 st – 4 th	Primary Church

Sunday Evening 6:30 p.m. – 7:40 p.m.

Nursery: New-born – 24 months

Children's Program

Ages:

2's and 3's
4's and 5's

Grades:

K – 2nd
3rd – 5th

Student Ministry Training 6th – 12th Grades

Wednesday Evening 6:45 p.m.

Nursery: New-born – 24 months

Children's program or Kid's Choir (depending on the season)

Teen Bible Study: 6th – 12th Grades

Statement of Faith

Statement of Faith of Hagerstown Bible Church

The Holy Scriptures

We believe in the verbal (words) plenary (all) inspiration of the Bible. The Bible in the original writings is the complete, inerrant, and authoritative written revelation of God to man. The Bible is the supreme and final authority in all areas of faith and life.

(Ps. 119:9,11,105; Matt. 5:17-18; John 17:17; I Cor. 14:37; Gal. 1:8-12 and 3:16; Eph. 2:20; II Tim. 3:16-17; II Peter 1:21; Jude 3)

The Godhead

We believe God is the unlimited, perfect Spirit who created, keeps, and brings all things to completion. God is one Being who exists in three co-equal Persons of Father, Son, and Holy Spirit. There is no other God, nor anything, nor anyone exactly like God.

(Luke 1:37, Deut. 33:27, Matt. 5:48, John 4:24, Col. 1:16-17, Eph. 1:9-11, Deut. 6:4, Isaiah 48:16, Matt. 28:19, Col. 2:9, Isaiah 46:9-10)

The Lord Jesus Christ

We believe Jesus Christ is the eternal and only begotten Son of God. He was conceived by the Holy Spirit and born of the virgin Mary. He lived a sinless life and died a sacrificial death (shedding His precious blood) to pay the complete eternal penalty for the sins of mankind. He was bodily resurrected. He ascended into Heaven. He is the believer's advocate with the Father. He will personally and imminently return.

(John 1:1-2 and 14, John 3:16, Luke 1:34-35, I Tim. 3:16, I Peter 3:18, Heb. 10:14, II Cor. 5:21, I John 2:1-2, John 20, Acts 1:9-11, Heb. 9:24, I Thess. 3:13, Phil. 3:20)

The Creation and Fall of Man

We believe man was created in the image of God. He (man) sinned and thereby incurred not only physical death but also spiritual death, which is separation from God. All human beings are born with a sinful nature and are totally depraved. By himself, man is totally unable to remedy his lost condition.

(Gen. 1:27, 9:6, and 3:1-19, Rom. 5:12, Ps. 51:5 and 58:3, Rom. 3:10, 23 and 6:23, Eph. 2:1-3)

Children's Ministries



...”Let all God's children come unto me, & forbid them not: for of such is the kingdom of God.” Luke 18:16

The Agape Special Needs Ministry serves families of individuals with physical and/or cognitive challenges. Our mission is to teach the truth of God's Word, provide Biblical foundation for special needs individuals to have a lifelong relationship with Christ, & encourage a desire to be a “light” to the world. Our vision is to ensure a safe environment for all individuals, & to facilitate inclusion into Church programs & fellowship where it is possible.

We are working towards implementing a program that provides, when needed, a “Buddy System” to facilitate inclusion in Church programs for individuals with special needs. There will also be a Special Needs classroom for children ages K-5.

In order to gain an understanding of your child's needs and to arrange for appropriate assistance, parents of individuals with special needs who are interested in this ministry should contact the church office in August 2013, to receive a registration packet and set up a time to speak with the Agape Ministry Coordinator.

If you are interested in serving as a buddy or volunteering with this ministry in any way, please contact us!

Church Office: 301.733.3936
www.hagerstownbible.org

“GO, & make disciples of ALL people!” Matthew 28:19



The Provision of Salvation

We believe salvation is only received by grace through faith (trust) in the substitutionary death and resurrection of Jesus Christ in payment for the sins of mankind. Salvation is a gift of God. Jesus Christ is the only mediator between God and man. Salvation delivers a person from the penalty and the power of sin (although it does not eradicate the old sin nature). Once saved, a person is eternally secure.

(John 14:6, Eph. 2:8-9, Gal. 3:11, I Tim. 2:5-6, Rom. 4:25, I John 2:1, John 5:24, Rom. 8:1, 6:13 and 16, Gal. 5:16, John 10:27-30, Phil. 1:6, I John 5:13)

The Christian Life

We believe a Christian should practice righteous living and good works as evidence and fruit of salvation. Good works are not a means of obtaining or keeping salvation. Positional sanctification occurs at the moment of salvation. Practical sanctification is progressive throughout the earthly life of the believer. Confession of sin, yieldedness to the Spirit of God, and obedience to the Word of God is necessary to maintain fellowship with God. God corrects disobedient Christians.

(I Peter 1:15-16, Eph. 2:10, Heb. 13:16, I Cor. 1:2, Phil. 1:6, I John 1:9, Romans 12:1-2, Gal. 5:16, I Cor. 5 and 11:30-32, Heb. 12:5-11)

The Holy Spirit

We believe the Holy Spirit is the third Person of the trinity of God. He convicts, regenerates, baptizes, seals, and indwells all believers at the moment of salvation. He fills believers as they yield to His control. He equips believers for service by giving them at least one spiritual gift.

(Acts 5:3-4, John 16:7-11 and 3:3-8, I Cor. 12:13, Eph. 4:30, I Cor. 3:16, Rom. 8:9, Eph. 5:18, I Cor. 12:1, 7 and 11)

We believe certain spiritual gifts were foundational to establish the church (apostles and prophets), and other gifts were sign gifts to authenticate the message of the gospel (languages “tongues”, the interpretation of languages “tongues”, healings, and miracles). These foundational and sign gifts were temporary and are no longer in the church today.

(Eph. 2:20, I Cor. 13:8, Mark 16:17-20, I Cor. 14:22, Acts 19:11-12, II Tim. 4:20, Heb. 2:3-4)

The Church

We believe the Church began on the day of Pentecost with the descent of the Holy Spirit. The Church is the body and bride of the Lord Jesus Christ of which He is the Head. The universal Church is made up of every born again person on earth. The local Church is a visible manifestation of the universal Church. The purpose of the Church is evangelization and edification. The practice of the Church is Bible study, fellowship, observing the ordinances (see below), prayer, giving, and service. Church attendance and Church membership is important for every believer.

(Matt. 16:18, John 16:7, Acts 1:8, 2:1-16, and 47, Eph. 1: 22-23 and 5:23-24, II Cor. 11:2, I Cor. 12:12-13, Acts 13:1, Rom. 16:5, I Cor. 1:1-2, Matt. 28:18-20, Eph. 4:11-16, Acts 2:41-47, Heb. 10:24-25, Acts 5:12-13)

The Ordinances and Practice

We recognize two ordinances that were commanded by our Lord to be observed by believers - water baptism and the Lord's Supper. Water baptism is to be by immersion, and is to be practiced only by believers. It is a step of obedience to the Lord as an outward sign of one's inner trust in Jesus Christ as Savior. It need only be practiced once in each believer's life. The Lord's Supper is a memorial service remembering the broken body and shed blood of our Lord in payment for our sins until He comes again. It is to be observed repeatedly only by believers.

(Matt. 28:19, Acts 2:41 and 8:31-38, Matt. 26:26-29, I Cor. 11:23-26) We recognize feet washing as a practice in which individuals may participate, but we do not recognize it as an ordinance. Feet washing is to remind believers of the humility of Christ and of His love to His followers. Believers are to manifest the same type of love and humility to one another. (John 13:1-17)

The Second Coming

We believe in the second coming of the Lord Jesus Christ. The Lord will come in the air at the rapture to take all living believers and the bodies of all dead church-age believers back to Heaven with Him. The rapture is imminent and will take place before the seven-year tribulation. At the end of the tribulation the Lord Jesus Christ will return in bodily form to the earth in power and great glory with His saints to rule and reign in a one thousand year earthly kingdom. This part of His coming is known as the revelation of Jesus Christ.

Agape Ministry

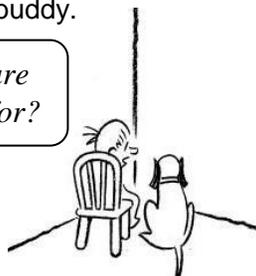
Discipline Policy



❖ Discipline

- Be diligent in prayer concerning the discipline of the classroom.
- Recognize that “children are children” and will behave as such. Our responsibility is to guide them toward maturity.
- Praise positive behavior.
- Focus on what the child has done, not on the child’s personality.
- Be consistent and fair.
- Teachers should communicate concerns about ongoing discipline patterns in the student log in the notebook.
- Timely parental notification and involvement is necessary for children that have continuous problems functioning in class. This will be done through a private conversation or phone call.
- Teachers will not hit, grab, shake, or otherwise physically discipline anyone. Avoid ridicule, sarcasm or empty threats.
- Teachers will not allow willful disruptions to interfere with the learning and discipleship of other children.
- Suggested instruction plan
 - First incident—verbal warning or signal
 - Second incident—stronger verbal warning or signal
 - Third incident—a 5-minute time out in a spot in the back of the room. Alert the parents of disciplinary actions taken when they come to pick up the child.
 - Fourth incident—immediately send a worker or another teacher to bring the parent from the service, explain the issue, pray with the parent and child and return the child to the parent.
- Individual considerations will be made for children in our AGAPE ministry and will be carried out by a buddy.

What are
you in for?



(I Thess. 4:13-18, Phil 3:20-21, Titus 2:13, I Thess. 1:10 and 5:9-10, Rev. 3:10 and 6:16-17, Matt. 24:29-30, Jude 14 and 15, Rev. 19:11-20:6)

Dispensationalism

We believe in the basic dispensational view of the Bible which includes recognition of at least three major dispensations (Mosaic Law, Grace or Church, and Kingdom) and implies others. The Bible should be interpreted in a normal literal way. A distinction should be recognized between the Church and Israel. Future prophecy will be literally fulfilled as has past prophecy. God will fulfill His promises to His covenanted people, Israel, including her future judgment, redemption, and regathering to the land of Palestine where she shall become the head of the nations and be personally ruled by the Lord Jesus Christ.

(Eph. 3:1-11 and 1:10, Col. 1:24-27, Luke 16:16, John 1:17, Rom. 10:4, Matt. 24:15, Deut. 29:29, I Cor. 10:32, Isa. 61:1-2, Luke 4:16-21, Rom. 11:25-29, Isa. 60:1-3)

The Eternal State

We believe in the bodily resurrection of the Church saints at the rapture and of the rest of the saints at the revelation of Christ. The unsaved will be resurrected at the great white throne judgment. The saved are at death absent from the body and present with the Lord where they, in conscious bliss, await the first resurrection when their spirit, soul and body will be glorified and forever abide with the Lord. The unsaved at death remain in conscious misery until the great white throne judgment at which time they shall be cast into the lake of fire, not to be annihilated, but to suffer eternal conscious punishment. Heaven and Hell are literal places.

(I Thess. 4:13-18, Rev. 20:4-6, Dan. 13:1-3, John 5:25-29, Rev. 20:10-15, II Cor. 5:8, Rev. 7:9-17, Luke 16:19-31, Matt. 25:41-46, Rev. 21 and 22, Mark 9:42-48)

The Personality of Satan

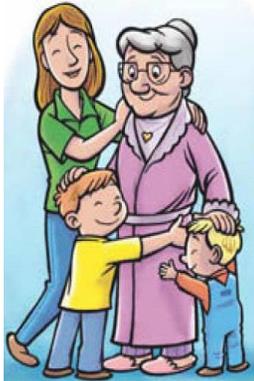
We believe that Satan is a personal being, a fallen angel, and the author of sin. He is the enemy of God and man. He will be eternally punished in the lake of fire.

(Matt. 4:1-11, Eze. 28:12-19, Isa. 14:12-15, I Peter 5:8, Rev. 20:10)

- Inappropriate Touch/Contact:
 - Kissing a child or coaxing a child to kiss you
 - Prolonging physical contact.
Example: extended hugging or tickling
 - Touching a child in any area that would be covered by a bathing suit, except when properly assisting a child to the bathroom (see “Restroom Policies” below)
 - Carrying an older child or allowing him/her to sit on your lap
 - Being alone with a child
 - Giving a full contact, body-to-body hug
- Restroom Policies:
 - Children should be dismissed to use the bathroom one child at a time if the bathroom is within the classroom.
 - If a child five years of age or younger (boy or girl) is in need of help in the restroom, it should be provided by a female adult.
 - A child’s private area should never be touched except when necessary, as in the case of changing a diaper or assisting a child who is potty-training.
 - Children over the age of five through sixth grade should be accompanied to the restroom by an adult. The adult should check to make sure the facility is safe then wait outside the restroom until the child comes out.

❖ Any allegation of abuse or molestation will be taken seriously and will be investigated by ministry leaders. Any volunteer who becomes aware of any abuse or molestation must immediately inform only two people: the Senior Pastor and an Elder. If the allegation concerns a worker in our ministries, the worker in question will be asked not to participate until the matter is resolved. (Please see section regarding the reporting of abuse.)





Appropriate & Inappropriate Touch

- ❖ Workers should refrain from any physical contact that would appear inappropriate.
 - Physical contact should be age and developmentally appropriate and should be done in public. Individual considerations will be made for children in our AGAPE ministry.
 - Appropriate Touch/Contact:
 - Meeting a child at eye level by bending down or sitting
 - Listening to a child with your ears, eyes, and heart
 - Holding a child's hand while listening or speaking to him/her or when walking to an activity
 - Putting an arm around the shoulder of a child when comforting, quieting, or greeting
(This side-to-side type of hug should only be done in public)
 - Lightly touching the hand, shoulder or back when speaking to him
 - Gently holding a child's shoulder when redirecting his behavior, allowing him to focus on what you are saying
 - Holding a preschool child who is crying



Teacher's Covenant

Teacher's Covenant

In a desire to honor God in my calling to faithfully share the Word of Truth with my students and recognizing my connection to this local Body of believers, I will make this my covenant to:

<p><u>Personal</u></p> <ul style="list-style-type: none"> • Be clear on my relationship with Jesus Christ as my Lord and Savior • Intentionally live a holy life and grow in character • Attend worship services regularly • Spend time in the Word of God and in prayer • Fill out a volunteer worker form
<p><u>Instructional</u></p> <ul style="list-style-type: none"> • Prepare all assigned activities before class time • Use the curriculum provided as a guide for my ministry • Not teach or advocate anything contrary to our church covenant • Notify the Christian Education (CE) leader of any changes of material or changes that I would like to consider • Guide the children from one activity to another, maintaining an effective learning and worship environment • Pray for and encourage co-workers
<p><u>Accountability to Students</u></p> <ul style="list-style-type: none"> • Pray for them regularly • Show a personal interest in my students and their families • Arrive to class early (10 minutes before is a good guideline) and let my smiling face be the first one that greets them • Have a neat and well groomed appearance • Get my rest so that I am at my peak of pleasantness
<p><u>Accountability to the Church Family</u></p> <ul style="list-style-type: none"> • Model respect for the facility and its furnishings
<p><u>Time Involvement</u></p> <ul style="list-style-type: none"> • Teach out of my abundance of preparation, not out of my emptiness • Give advanced notice when planned absences are coming • Call substitutes when absences arise • Call Pastor Jeff Noll on his cell phone at (301) 331-6930 in an emergency • Attend teachers meetings

- Teachers should:
 - never place their fingers in a child's mouth or allow babies to teethe on their fingers
 - refrain from kissing faces and hands of babies in their care, no matter how sweet they are
 - acquire a clean tissue for each use
 - WASH THEIR HANDS upon arrival in the classroom, before caring for a baby, after wiping noses or diapering a child. (Refer to Proper hand washing procedures posted.)



- ❖ If a child is injured while in our care:
 - The child who has received an obviously minor injury should be given first aid as needed. The child's parent or guardian should be notified when he/she picks up the injured child.
 - Any injury that may require medical treatment beyond simple first aid should be given immediate attention. The parent or guardian of the injured child should be notified immediately.
 - Avoid contact with any body fluids, especially blood. Use protective gloves when caring for a student and wash hands thoroughly. Gloves can be found in the First Aid Kit located in each Children's Ministry area, and will be stocked regularly by a designated person.
 - Children's staff is not permitted to administer any medication to a child in their care.
 - A written notice of any injury requiring first aid or resulting in noticeable marks should be prepared by workers whenever an injury occurs during a ministry function. That information needs to be promptly turned in to the church office. Injury reports can be found in the attendance notebook or in the top of the hallway mailboxes or at each First Aid Station.
 - If one child injures another, neither child's information will be shared with the other family involved. The report will state only what injury occurred to the child. Staff will speak with the parents of the child who caused the injury, but will never mention the name of the injured child to the family, & vice versa.





Health & Safety

❖ To provide a safe and healthy environment for all the children, the recommendations of the Committee on Control of Infectious Diseases by the American Academy of Pediatrics will be followed. A child should not be placed in a classroom if they are displaying symptoms of any potentially contagious condition or has displayed any of the following in the previous 24 hours:

- Fever over 99.5°
 - vomiting or diarrhea
 - Pink Eye
 - croup or sore throat
 - Runny nose with a discharge that is not clear or skin infection that could be contagious
 - pink eye or other eye infections
 - an unexplained rash of any kind
 - Chicken Pox
- If a child is on antibiotics, they should have taken all required doses for at least 24 hours before coming to class.
- Workers are asked to honor the above guidelines in regard to health and sickness.
- If a child displays any of these symptoms, outside of allergy related conditions, the child will not be taken into our care. Should a child become ill or exhibit these symptoms while in our care, they will be brought to the parent immediately for care.



Recognizing & Reporting Abuse

Recognizing and Reporting Abuse

- ❖ Any allegation of abuse or molestation will be taken seriously and will be investigated by ministry leaders. Any volunteer who has knowledge of or becomes aware of any abuse, molestation, or neglect from anywhere outside or inside of our ministry must immediately inform two people: the Senior Pastor and an Elder. If an allegation occurs relating to a child in the AGAPE ministry, the AGAPE ministry director will be consulted first.
- ❖ The first step in helping abused children is learning to recognize the signs of abuse. The presence of a single sign does not prove child abuse is occurring; however, when these signs appear repeatedly or in combination, you should take a closer look at the situation and consider the possibility of child abuse.
- ❖ Physical Indicators of Physically Abused Children
 - Bruises or Welts on face, buttocks, back, in various stages of healing, in unusual patterns that might reflect the instrument used, both eyes blackened with no injury to the nose
 - Burns on soles of feet, palms of hands, back or buttocks, cigarette burns usually on palms (leaving crater shaped burns), immersion burns indicating dunking in hot liquid, pattern burns such as an electric burner or curling iron (leaving burn marks in the shape of the instrument), rope burns that indicate confinement
 - Lacerations or Abrasions to mouth, lips, gums, eyes, external genitals
 - Head Injuries such as absence of hair or hemorrhaging beneath the scalp due to vigorous hair pulling, bruises due to shaking or hitting, retinal hemorrhages due to shaking, jaw and nasal fractures
 - Skeletal Injuries such as long bone fractures, fractures in different stages of healing, any skull fractures, multiple fractures
- ❖ Behavioral Indicators of Physical Abuse
 - Cries little or cries hopelessly
 - Does not look to parent for comfort
 - Wary of physical contact
 - Cautious when asked about injury
 - Distrustful
 - Constantly asking about what will happen next
 - Hyperactive, reacts to all stimuli
 - Assumes adult responsibilities and concerns
 - Low self esteem
 - Capable of only superficial relationships
 - Demonstrates extremes in behavior

- ❖ There should be at least two workers (at least one over the age of 21) present in all classes, vehicles, or areas of ministry at all times with children under 18 years of age. There may be exceptions in the case of an emergency. All rooms will be open to view through a window or an open door. A Hall Monitor will be available throughout our Children's Ministry times for any needed assistance.

Teenage Helpers

- ❖ To help our youth in their discipleship process, we believe that it is important for them to serve in the local church.
- ❖ Youth may serve as helpers in a children's classroom if:
 - They are recommended for service by parents or a classroom director and show a desire to serve
 - They have been approved by the youth leader, children's ministry director and their parent
 - They participate in a Student Helper Training
 - The youth is 5 years older than the oldest member of the classroom, with the exception of the Nursery, for which the minimum age is 13
- ❖ They will not be left to care for children unsupervised before, during or after classroom time.
- ❖ They will not be allowed to help a child in the bathroom



Classroom Management

- ❖ All workers will be courteous to parents and children. They are to be greeted in a friendly, cheerful manner. Children will be gently corrected and instructed for their own safety and the safety of the other children according to the Discipline Policy on page 10.
- ❖ Children's workers are asked to call a substitute if they are ill or suffering from a contagious condition, or if they are unable to serve on their scheduled date. If unable to find a substitute, please contact the department head.
- ❖ Workers should arrive at least 10 minutes before a scheduled activity and should keep watch over those in their care until all have been picked up.
- ❖ Workers should release children up to the age of 5 only to parents or an authorized person with the child's beeper or contact bracelet.
- ❖ Attendance records should be taken for all activities and kept in the classroom. Teachers will count students and record the names of all children, workers, and teachers.



Qualifications of Workers



- ❖ All Nursery Workers will be asked to:
 - Be a regular attendee of Hagerstown Bible Church for at least six months and be known by others in the church
 - Complete a Children/Youth Volunteer Information Form
 - Agree with and sign the “Policies and Procedures” form for our Children’s Ministries
 - Be approved by one of the Pastors and the Nursery Director
 - Be interviewed by the Nursery Director
- ❖ All Children/Youth Helper will be asked to:
 - Be a regular attendee of Hagerstown Bible Church for at least six months and be known by others in the church
 - Complete a Children/Youth Volunteer Information Form
 - Agree with and sign the “Policies and Procedures” form for our Children’s Ministries
 - Be approved by one of the Pastors
 - Be interviewed by an age appropriate supervisor
 - Be a member of Hagerstown Bible Church or have attended Pastor’s Classes or been given permission by the Senior Pastor to assist in the classroom
 - Give a testimony of their faith in Jesus Christ
 - Teach only what is consistent with the Church Constitution and Statement of Faith
- ❖ All Children/Youth Teachers will be asked to:
 - Be a regular attendee of Hagerstown Bible Church for at least six months and be known by others in the church
 - Complete a Children/Youth Volunteer Information Form
 - Agree with and sign the “Policies and Procedures” form for our Children’s Ministries
 - Be approved by one of the Pastors
 - Be interviewed by an age appropriate supervisor
 - Be a member of Hagerstown Bible Church
 - Give a testimony of their faith in Jesus Christ
 - Agree with and sign Hagerstown Bible Church’s Constitution and Statement of Faith, and teach only what is consistent with it.
- ❖ The Pastoral staff may approve special teachers or helpers from outside the church ministry at their discretion for special events.

- ❖ Physical Indicators of Sexual Abuse
 - Difficulty in walking or sitting
 - Pain or itching in genital area
 - Bruises in external genitalia, vagina, or anal regions
 - Swollen red cervix, vulva, or perineum
 - Recurrent urinary tract infections
 - Evidence of scarring of hymen, vulva, anus
- ❖ Behavioral Indicators of Sexual Abuse
 - Sleep disturbances – nightmares, bedwetting, sleeping in clothing
 - Poor peer relationships
 - Withdrawal, fantasy, or infantile behavior
 - Unwillingness to participate in physical activity
 - Delinquent acts or running away
 - Bizarre, sophisticated or unusual (for developmental level) sexual knowledge or behavior
 - “Medical” complaints with no apparent basis in fact
 - Subtle confidences such as “I am afraid to go home,” “I want to live with you,” or a direct statement of something that describes the nature of the abuse.

Procedures for Reporting Physical or Sexual Abuse or Neglect

1. When sexual abuse is first noticed and/or when the child/youth first comes to a volunteer, the volunteer shall take the child seriously, not deny the problem, remain calm, and listen to the child. The child shall be reminded that he/she is not at fault and that he/she was right in telling the volunteer about the problem. **The volunteer shall not promise the child that he/she will not tell anyone.**
2. The volunteer shall immediately report such an allegation to the Senior Pastor and an Elder. It is up to the pastor (or the pastor’s designee) to gather and document any basic, factual information to uncover an obvious and blatant false allegation. If the allegation is not clearly false, it shall be reported to the local government officials immediately.
3. After reporting this allegation, the child’s privacy shall be respected by keeping the information confidential as much as possible. There shall be no discussing the allegation with anyone other than the Senior Pastor, Elder, and Ministry Leader.

4. The following people shall be notified by the pastor (or in the pastor's absence, the pastor's designee):
 - a. Church's attorney.
 - b. Appropriate government agency (if minor) and/or local police.
 - c. Church's insurance carrier.
 - d. Parents/guardians of the allegedly offended person (if a minor).
 - e. Accused person.
 - f. Other people directly involved as necessary.

The allegation of abuse shall remain within the confidence of these parties. The pastor shall maintain records of reported allegations of abuse, which must be kept secure and confidential. If the pastor leaves Hagerstown Bible Church, he shall turn over pertinent records to the Elders who will forward them to the new Pastor.

5. If the initial assessment by those above gives reasonable cause to believe that abuse may have occurred, then for the protection of all parties, the alleged abuser will be suspended from direct or indirect contact with children/youth. If the alleged abuser is a paid staff member, he/she shall be suspended with full pay and without prejudice, pending a hearing. If the alleged abuser is a volunteer leader, he/she shall be suspended from the church position pending a hearing.
6. The church shall cooperate fully with any investigation done by the appropriate government agency. All persons involved in a particular allegation, including their families, shall be supported as appropriate with pastoral and professional counseling/care throughout the hearing, investigation, and/or legal processes.
7. In the event that criminal charges are dropped or prosecution does not result in conviction, the pastor shall decide whether or not the accused is to be restored to his/her previous position or duty. **Conviction, or lack of it, is not the only criterion the church uses to discern ungodly conduct.** An alleged abuser is not reinstated to a previous position of leadership until the pastor, in consultation with the appropriate ministry leader, deacons, police/child-protection authorities, legal counsel, and child-abuse experts, deem it safe and proper to do so. When appropriate, those who made false allegations may be held legally and ecclesiastically responsible for their actions.
8. Communication to the concerns of the congregation will be left to the discretion of the Senior Pastor, the Elders, and the Church Council and, if needed, an attorney.

Policies & Procedures



The Mission of Hagerstown Bible Church

Our mission is to produce fully committed followers of Jesus Christ by taking His message to people, building caring relationships, providing relevant Biblical teaching, and participating in celebratory worship.



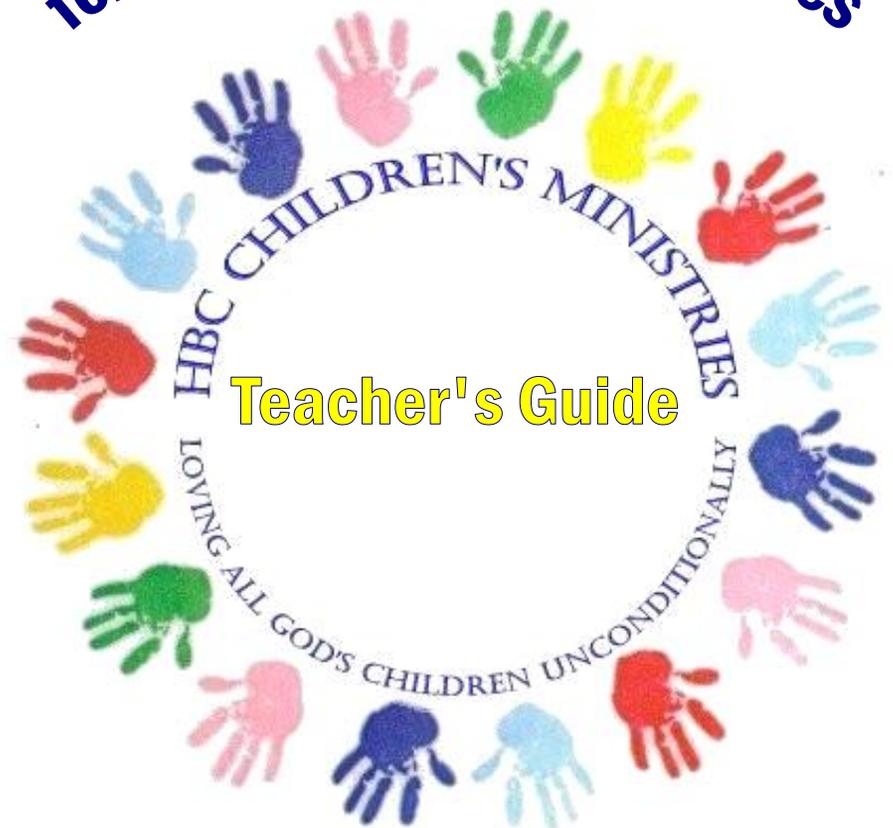
The Mission of Hagerstown Bible Church Children / Youth Ministries

The mission of the Children and Youth ministries at Hagerstown Bible Church is to assist parents in the spiritual training of their children. Our goal is for children to come to know Jesus, to experience His love and forgiveness, and to begin to grow as they apply Biblical truths to daily living.

9. When an allegation of abuse becomes public knowledge outside of the church, one official spokesperson shall be designated by the pastor to interact with the media.
10. The congregation shall cooperate with the legal and/or therapeutic process. The prosecuted shall be deposed from office or placed under continued suspension. Every attempt shall be made to restore the individual(s) involved to a right fellowship with God and the church.

Mission Statement

Hagerstown Bible Church
Handbook
for the Children's Ministries



Hagerstown Bible Church

203 Summit Ave. Hagerstown, MD 21740

Phone: 301-733-3936

Website: www.hagerstownbible.org

Pastor: Dale Carver

Youth Director: Joshua Brumbaugh

Worship & CE: Jeffrey Noll