

# Tanner Street Church/ KidVenture Ministries

## Volunteer Commitments and Standards in Ministry/Life

### \*Commitments

1. I acknowledge the lordship of Jesus Christ and have a personal relationship with Him.
2. I am committed toward becoming a “Fully Devoted Follower,” of Christ. To be faithful in church attendance; committed to personal growth and tithing. To strive to live out 2 Peter 1: 3-11.
3. I will make choices and live a lifestyle that are both godly and “above reproach.”
4. I will live a life of worship, loving God and loving people.
5. I will attend Volunteer Team meetings and make these times a priority on my calendar.
6. I will be faithful and dependable in attendance to all weekly/monthly children’s ministry volunteer positions that I have committed to.
7. I believe in the principles, practices, goals and purposes of Tanner Street Church and KidVenture Ministries.
8. I will be on time to the programs I am committed too, and will communicate with a substitute volunteer and the Children’s Pastor when I will be unavailable.
9. I am committed as a team member and will participate in training and grow in my understanding of children’s ministry.
10. If I have a disagreement with another volunteer staff or the Children’s Pastor, I commit to following the Matthew 18:15-17 principle and will communicate in person with that individual first.
11. I will be a person of integrity within my spiritual disciplines of devotions and prayer.
12. I will always strive to bring team unity.
13. I will communicate with the Children’s Pastor any needs, celebrations and where I see God at work.
14. I will keep in confidence any matter asked of me to keep in confidence. I will live out Ephesians 4: 25-29.

### \*Appearance

*“People look on the outward appearance but God looks on the heart.”*

Others will base their impression of the Children’s Ministry on their impression of us. (1 Corinthians 9:19-23)

- The activity should dictate the type of clothing worn.
- All of our clothing should be modest and appropriate, protecting the reputation image of the Holy Spirit.

### \*Student Relationships

Discretion in volunteer staff members’ personal lives is fundamental to both spiritual integrity and to continuing to do spiritual ministry among children and their families (Ephesians 5: 1-12, 15-16). To live wisely and without any hint of sexual misconduct we keep the following standards:

- Any verbal or nonverbal sexual interaction with any child is inappropriate.
- Discretion must be used in physical contact with any child. Innocent behavior can be misinterpreted. A hug around the shoulders is not sexual abuse but a full body-to-body hug, stroking, massaging, or affectionate kissing raises questions. Any display of affection, appropriate hugging for example, should be made in a public setting in front of other group members.
- Sexual gestures or overtures to a volunteer staff member by a child should be reported to the Children Pastor so that discussion can be held with the student.
- Staff should form male/female ministry teams whenever possible.

- When a situation arises where you are alone with a child of the other gender, quickly move that situation to a public setting. Make the meeting as brief as necessary to accomplish God's purpose.
- Driving alone with a child should be avoided at all times (especially children of the other gender).
- All suspicions of child or sexual abuse must be reported to the Children's Pastor who will report it to the mandated reporter in the organization. That person will notify the appropriate agency.

## **\*Character Expectations**

The importance of one's integrity is deeply valued in this ministry. Our ability to function as a team and impact the lives of children can be directly influenced by the strength of our personal integrity:

- To keep our INTEGRITY: the motives, attitude, and actions of staff should be completely transparent to any observer. Our honesty should be testable by Luke 16:10-12.
  1. Faithfulness in the little things—being on time, keeping our word, filling requests on time, following through with students and other responsibilities.
  2. Faithfulness in money—turning in receipts, being very cautious with event cash, remembering people who have sacrificially given that dollar.
  3. Faithfulness in that which belongs to another—treating all the church equipment, supplies and property with utmost respect, not taking credit for another persons work, idea or effort.
- To be Teachable: None of us must claim to have arrived at infallibility or perfection. We must continually attend sessions, conferences, worship services, read, and observe with a teachable spirit, continually seeking to grow.
- To be an Appropriate Role Model: Volunteer Staff responsibilities naturally require frequent interaction with children and their families, as well as the community. Volunteer Staff come into Christian ministry from a variety of backgrounds and beliefs—especially in the gray areas of Christianity. Because staff are leaders and role models, they must use careful, prayerful discretion when choosing movies, music, etc.
- We believe that the public use of alcohol or tobacco can be a stumbling block to others. We must adhere to the Biblical standard of drinking and never harm the image of God's kingdom. II Corinthians 6:3 "We put no stumbling block in anyone's path, so that our ministry will not be discredited." Volunteer Staff will abstain from the use or possession of alcohol and/or tobacco in the presence of children and their families.
- A biblical standard of sexual abstinence shall be lived out by all unmarried staff. Ephesians 5:3, "But among you there must not be even a hint of sexual immorality." Married staff should always display honor and loyalty to their spouse.
- To develop a servant's heart: "Let nothing be done through strife or vain glory; but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others. Let this mind be in you, which was also in Christ Jesus...who makes Himself of no reputation and took upon Him the form of a servant...He humbled Himself, and became obedient...even to death on the cross." (Phil. 2:3-8)

We are not concerned about rank or position; the one in the pulpit is of no greater importance in God's eyes than the one leading a small group or driving the busses. As we faithfully serve one another within the ministry, the Lord expands our outreach and provides opportunities to serve those outside of the ministry. In homes, at church, and in the community, others should remember us by our willingness to serve them. "Humble yourselves in the sight of the Lord, and He will lift you up" (James 4:10 and Luke 17:10). Finally, "Whatever you do, work at it with all your heart, as working for the Lord, and not for men." Colossians 3:23.

Signed \_\_\_\_\_ Date \_\_\_\_\_

*(Any conflicts with statements on this page should result in volunteer staff member contacting the Children's Pastor immediately to discuss the difference.)*