

The Children's Ministry of Fellowship Community Church applies to any volunteers who work with children (17 years and younger) as part of any ministry or program at Fellowship Community Church.

Our ministry to children exists to provide a safe, loving place for kids to get to know Jesus, to love Him as Lord, to serve others in their own sphere of influence, and to enjoy God.

Onboarding Adult Volunteers

To serve with children (17 years old and younger) here at Fellowship Community Church, each adult volunteer..

- Must have attended Fellowship Community Church for at least 6 months.
- Must have completed the Children's Ministry - Adult Volunteer Application and/or the Youth Leader Application (Youth Group).
 - Each adult volunteer application includes 2 non-family references.
- Must have completed our safety training in person at annual volunteer training or online (video + quiz).
- Must have passed a background check which includes SSN Trace, Sex Offender Registry Check, Global Watchlist Check, National Criminal Records Check, and County Crime Records Check in the current county.
 - These background checks are repeated every 3 years.
- Must have met with the FellowshipKids Director or the Pastor of Children's Ministries before starting to serve.

Classroom Policies

- At least two adults or one adult and one teen age 13 or older will be present with each group of children.
- No child is left alone without supervision after drop off through pick up.
- For the safety and supervision of each child, security cameras are in place in each nursery and classroom.

Training Notes

As part of annual onboarding training and before each camp or event with kids, we review our policies on appropriate/inappropriate affection. We state which behaviors are appropriate and inappropriate so that

- (1) decisions are not left up to the individual,
- (2) volunteers understand how to appropriately show positive affection, and
- (3) individuals can be identified who are not maintaining safe boundaries with children.

Child Protection Policy

If any person in a position of trust, which includes adults working with children or youth in a church ministry, suspects that there has been any form of physical abuse, sexual abuse, or neglect by any paid staff, volunteer or parent/guardian against a child or youth, they are required to report to the authorities.

By New Jersey law, any persons in a position of trust are required to report their suspicion.

- Volunteers are to report any suspicion of abuse to the Pastor or Ministry Leader. All reports are followed up with a written report.
 - Reporting is anonymous to the state hotline.
- Church staff will meet with the volunteer to report the suspected abuse to the NJ Abuse hotline OR that volunteer may report to the hotline directly.
- Documentation of the suspicion and reporting will remain confidential within the appropriate authority on the FCC staff.
- Volunteers are not to discuss the information shared by the child with any other volunteer, family member, or other parents. It is important that all information about the suspected child abuse (victim and abuser) be kept confidential.

Other Protocols & Policies

We discuss fire and dangerous intruder evacuation, child health & injury protocols, bathroom and diapering procedures and more at our annual training each year.

If there are further questions or concerns about any of our policies or procedures, we encourage you to email info@fellowshipsj.org.

