

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 New Jersey law requires any person who has reasonable cause to believe that a child has been subjected to child abuse or neglect to report that information immediately to the New Jersey Division of Child Protection and Permanency (DCPP).

- **Volunteers and staff must immediately report suspected child abuse or neglect to the New Jersey Child Abuse and Neglect Hotline at 1-877-NJ-ABUSE (1-877-652-2873).**
- Volunteers and staff should also notify the Pastor or Ministry Leader as soon as reasonably possible. Notification to church leadership does not replace or delay the individual's legal obligation to report directly to DCPP.
- Reports to the New Jersey Child Abuse and Neglect Hotline may be made anonymously.
- If a child is in immediate danger, 911 should be contacted immediately.
- Volunteers and staff should not investigate suspected abuse, attempt to determine whether an allegation is true, or confront an alleged perpetrator.
- Church documentation concerning suspected abuse and reports will be maintained securely and treated as confidential, with access limited to those who have a legitimate need to know or as otherwise required or permitted by law.
- Volunteers and staff must not discuss suspected child abuse or a child's disclosure with other volunteers, family members, parents, or others who do not have a legitimate need to know.

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.

