

THE TEN STANDARDS OF EXCELLENCE

A CHILDREN'S WORKER SHOULD BE...

1. A Christian

Our ultimate goal in children's ministry is to lead kids to Christ and then help them grow in their Christian life. Therefore, our volunteers themselves should have a personal relationship with Christ. If you are unsure about where you stand in your relationship with God, do not hesitate to talk to one of the pastors. The pastors would be delighted to open God's Word and share with you how you can know for sure that you are saved and a child of God.

This is how God loved the world: He gave his one and only Son, so that everyone who believes in him will not perish but have eternal life. (John 3:16)

2. A Regular

A volunteer should be a regular in church attendance and involvement, not only in children's ministry functions, but also in regular worship services and other church events.

Let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near. (Hebrews 10:25)

3. Encouraging in Speech

Our words should be encouraging, uplifting, and positive. No insults, cut-downs, gossip, slander, or any talk where someone may be hurt—especially in the presence of children. Humor should reflect a walk with God.

Speak as though God himself were speaking through you. (1 Peter 4:11)

Obscene stories, foolish talk, and coarse jokes—these are not for you. Instead, let there be thankfulness to God. (Ephesians 5:4)

4. An Example in Christian Character

Because volunteers should be examples and positive influences, they should refrain from gray area activities. They should be sensitive to convictions from others in both their actions and conversation. In their personal life they should be committed to Bible study, prayer, and Christ-like living.

You yourself must be an example to them by doing good works of every kind. Let everything you do reflect the integrity and seriousness of your teaching. (Titus 2:6–7)

Don't you realize that your body is the temple of the Holy Spirit, who lives in you and was given to you by God? You do not belong to yourself, for God bought you with a high price. So you must honor God with your body. (1 Corinthians 6:19–20)

Being an example includes being *modest in dress*. Without our defining exactly what you may wear, just be sure that your clothing glorifies God, not yourself. Don't allow your dress to distract others from spiritual things.

I want women [and men] to be modest in their appearance. They should wear decent and appropriate clothing and not draw attention to themselves. . . . For women [and men] who claim to be devoted to God should make themselves attractive by the good things they do. (1 Timothy 2:9–10)

5. Responsible in Leadership

This involves attending meetings and training, or if unavailable, communicating ahead of time. Leadership responsibility also includes planning church events or outings only with the prior knowledge and approval of the children's pastor. Respect church procedures by following them.

Respect everyone, and love the family of believers. (1 Peter 2:17)

6. Faithful in Commitments

When a volunteer gives their word, they should honor it. If they say they will do something or be somewhere, they will follow through. If something unexpected happens and they cannot show up, they must communicate as soon as possible with those who will be affected by their absence.

Now, a person who is put in charge as a manager must be faithful. (1 Corinthians 4:2)

The trustworthy person will get a rich reward. (Proverbs 28:20)

7. Pure in Relationships

No teacher or volunteer is ever to be alone with a child. This is not only for your protection and the church's protection, but it is especially for the protection of the children. Also remember: We are not only to avoid sin, but even the appearance of sin.

- Only women assist girls in the washroom. Only men assist boys.
- Ministry room doors must be open at all times.
- Volunteers should never give a child a ride home without having another unrelated adult present.
- Hugs are best from the side.
- Do not place children in your lap.
- See our Appropriate Touch Policy for more details on what is appropriate touch.

Talk to younger men as you would to your own brothers. Treat older women as you would your mother, and treat younger women with all purity as you would your own sisters. (1 Timothy 5:1–2)

Among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people. (Ephesians 5:3 NIV)

8. Respectful of Authority

Always be respectful of church leaders in word, action, and attitude.

Obey your spiritual leaders, and do what they say. Their work is to watch over your souls, and they are accountable to God. Give them reason to do this with joy and not with sorrow. That would certainly not be for your benefit. (Hebrews 13:17)

Now we ask you, brothers and sisters, to acknowledge those who work hard among you, who care for you in the Lord and who admonish you. (1 Thessalonians 5:12, NIV)

9. In Partnership with Parents

The spiritual upbringing of children belongs first to the parents. The church's role is to supplement the training from home.

- Always seek to work with parents.
- Welcome parental input, and listen to their concerns.
- Never side with a child against a parent or contradict a parent in front of a child. You are on the parent's team.

If you have a concern about a parent or a home situation, talk to the children's pastor immediately. Report any signs of abuse to leadership.

Direct your children onto the right path, and when they are older, they will not leave it. (Proverbs 22:6)

10. Teachable in Spirit

This may be the most important trait of any volunteer who is seeking to serve the Lord. We all have weaknesses, but if we remain teachable, we will always be improving. We must be willing to listen to constructive criticism and prayerfully consider the input of others. We don't need to always agree, but if we fail to listen, we rob ourselves of an opportunity to grow.

Fools think their own way is right, but the wise listen to others. (Proverbs 12:15)

Get all the advice and instruction you can, so you will be wise the rest of your life. (Proverbs 19:20)

All children's ministry staff and volunteers are expected to uphold and follow these standards of excellence. Any questions or concerns from or about a volunteer should be addressed with the children's pastor.