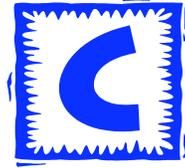




CORNERSTONE FELLOWSHIP
MILILANI MAUKA (A SBC)



Cornerstone Keiki Volunteer Orientation Manual



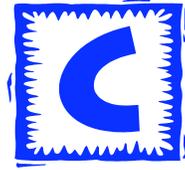
Serving Our Children
Infants, 1's, 2's, 3's, 4's,
& Kindergarten – 5th Grade



Cornerstone Keiki

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Cornerstone Keiki

Welcome Letter

Welcome to Cornerstone Fellowship's Children's Ministry!

This handbook will introduce the many opportunities available to you within our ministry. We are working diligently to establish guidelines to ensure a Christ-centered, safe, and fun environment for the children of Cornerstone Fellowship. This handbook provides you with the opportunity to gain an understanding for our purpose, programs, and ministry policies.

You don't have to be an expert.

If you have a heart to serve God and a desire to work with children, then you have the two basic ingredients necessary to become a volunteer in the Children's Ministry. You do not need a degree in early childhood development or elementary education to serve in the Children's Ministry. We will equip and train you for your ministry.

There are many different opportunities for you to serve within the Children's Ministry.

Whether you enjoy holding babies, telling Bible stories, singing songs, setting-up, or even assisting in office work, there is a place for you. We will discuss these different opportunities and will work with you to find a place where you can use your God-given gifts to invest in the lives of children.

You do not need all the time in the world.

You can successfully minister to children with a minimal time commitment. In just an hour each week, you will be able to form relationships with children and their parents that will communicate love and value not only from you, but also from God.

You are not alone.

You will be supported in your ministry through the children's ministry leaders and other volunteers. We will meet as needed to encourage, equip, energize, and empower you for the ministry.

We look forward to getting to know you and to ministering alongside you. It will be exciting to watch God at work in you and through you as you minister to the children of Cornerstone Fellowship.

Serving with you in His Love,

Joyce Inouye

Joyce Inouye
Small Group Ministry Director



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Orientation Process

Orientation: Completed by potential volunteer

- Attend the children's ministry orientation.
- Complete the *Servant Application* and *Background Check Form*.
- Turn-in or mail forms to the church office.

Interview: Completed by Team Leader

- Reference checks and Background Check will be completed.
- Interview with the Team Leader to ensure a good fit.

Placement: Completed by Team Leader

- Assignment and start date will be communicated.
- Volunteer will receive a job description.
- Volunteer will be assigned to a trained volunteer for 2 weeks or 2 times.
- Schedule an appointment for a follow-up upon completion of training to see whether or not the position is a good fit.



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Ministry Opportunities

<u>Volunteers</u>	<u>Requirements</u>
Students Grades 6 th -12 th	<ul style="list-style-type: none"> • May serve without their parent. • Must serve in a room with an adult. • Must be part of a small group and worship. • Must complete the orientation processes.
Adult 18 years and above	<ul style="list-style-type: none"> • Must be part of a small group and worship. • May serve in any area after completing the orientation processes.

Prayer Partner: Commit daily to praying for children, their parents, and volunteers.

Time Investment: Anytime

Material Coordinator: Make copies and gather materials needed for the lesson activities from Cornerstone Fellowship's resource room and/or stores. *Note: Money for materials will be provided.

Time Investment: Every other month 1 time for 3-4 hours.

Host Team: Greets and escorts new families to their child's(ren's) classroom(s). Assists in registering children.

Time Investment: One quarter of the year. Before service: 15 minutes. During Service: 15 minutes.

Registration Team: Set-up/put away registration materials and table and check-in children.

Time Investment: One quarter of the year. Before service: 15 minutes. During Service: 15 minutes.

Small Group Leader (at least one for each small group): Lead Bible based activities from the provided curriculum and work to grow relationships with a group of children.

Time Investment: One quarter of the year. Before and after service: 15 min. During service: 1 hour.

Small Group Assistant (at least one for each small group): Assist the leader(s) and work to grow relationships with a group of children.

Time Investment: One quarter of the year. Before and after service: 15 min. During service: 1 hour.

Preschool-1st Grade Team Leader: Communicates with, encourages, and schedules leaders and assistants for the infants through 1st graders.

Time Investment: At least 2 hours a month. Before service: 15 minutes.

2nd-5th Grade Team Leader: Communicates with, encourages, and schedules leaders and assistants for students in 2nd-5th grades.

Time Investment: At least 2 hours a month. Before service: 15 minutes.

Support Team: Support each small group by helping in time of emergency, general assistance, and set-up and/or clean up in the classrooms. Keep cabinets stocked with snacks for the children.

Time Investment: One quarter of the year. During service: 1 hour 15 minutes.

Substitute Leaders and Assistants: Sub for our small group leaders and assistants who are unable to be there on a Sunday morning.

Time Investment: As needed.



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Our Mission and Values

*Love the LORD your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.
Deuteronomy 6:5-7(NIV)*

Cornerstone Fellowship's Mission Statement

We are a Christ-centered fellowship that worships God, shares Jesus with others, reaches out and nurtures in love, grows in Christian maturity, and ministers in the community and around the world.

Values

Our Children's Ministry is a Christ-centered, safe, and fun environment for our children.

- **Christ-centered**
Knowing and becoming more like Jesus is at the center of all we do.
- **Safe**
Church must be a safe place for children, knowing that safety and security are among a child's highest needs. Children cannot learn well in an environment where they are afraid and don't feel safe spiritually, emotionally, or physically.
- **Fun**
Our goal is to have our children come back week after week because they enjoy their visit so much they can't wait to return. We want to make our children's ministry the best hour of a child's week.



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What We Teach

LifeKIDS.tv curriculum is what we use to teach children who God is, what the Bible says, how to have a relationship with Jesus, and how to serve God and others.

Under the Sea: 2's Curriculum

-  God made everything
-  God made me for a reason
-  I can obey God
-  God made my family
-  Jesus can do everything
-  I love to share
-  I can obey

In the Jungle: 3's & The Ark: 4's Curriculum

-  The Bible is God's story
-  God has a plan for me
-  I can do what's right
-  God is with me
-  The Bible is true
-  I will follow Jesus
-  Jesus shows me how to live

Crosstown: K-1st Grade Curriculum

-  God has a plan for me
-  Jesus is God
-  The Bible is true
-  The Bible tells me who Jesus is
-  Jesus can do anything
-  Jesus show me how to act
-  I can love others

Toon Town: 2nd-5th Grade Curriculum

Each week we teach the kids to memorize scripture, how to apply God's Word to their life, and learn how to have a relationship with Jesus Christ.



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Registration Procedure

1. Registration Team and/or Host Team will assist parents/guardians.
2. **Register and Sign in:** First time guests fill out a registration form or input information directly on the Lambslist site. Upon completion of the registration form, parents go to the Lambslist site on any of the computers and sign in their child(ren).
3. If the child has any allergies or special instructions, registration team ensures that this is noted on the child(ren)'s information. (Allergies will be printed automatically on the name label as well.)
4. Two labels will print – smaller label for the parent. A random three-digit number will be generated. Teachers use this number to release the child to the correct parent. If a parent needs to be called, the parent will be notified via text message or number will be posted on the big screen in the service.
5. A duplicate name label will be printed for infants and toddlers to be placed on the child's diaper bag.
6. Escort first time guests to their respective classrooms and introduce the family to the teacher.
7. Continue registering children until 15 minutes past the service time.
 - **8:00 a.m. SERVICE:** Arrive at 7:30 a.m. to set up the computers and printers. At 8:45 a.m., straighten up the attendance tables before going to service.
 - **9:30 a.m. SERVICE:** Arrive at 9:15 a.m. to relieve the previous registration team.
 - **11:00 a.m. SERVICE:** Arrive at 10:45 a.m. to relieve the previous registration team. At 11:15 put away all the computers and printers in the blue bin and roll the blue bin into the storage closet. Take attendance in all of the classrooms.

Classroom Assignments

<u>Name</u>	<u>8:00AM</u>	<u>9:30AM</u>	<u>11:00AM</u>
Starry Night: Infants		Room 104	Room 104
Sunbeam: 1's		Room 103	Room 103
Under the Sea: 2's		Room 102	Room 102
In the Jungle: 3's	Room 101 (PreK)	Room 101	Room 101
The Ark: 4's		Room 205	Room 205
Crosstown: K-1 st Grade		Room 201	Room 201
Toon Town: 2 nd -5 th Grade	Room 204 (K-5 th)	Room 204	Room 204



Cornerstone Keiki

Children's Small Group

Policies & Procedures

Set-up:

1. All volunteers need to be in the classroom no later than **15 minutes** before the start of the service to receive the children. It is very important that you be in your room ready to greet parents and children before they begin arriving. Our goal is to create a positive experience for parents and children. You are a child's first impression of church and God. You may also be a parent's first impression of the church. Make it a great one!
2. Put on a Cornerstone Fellowship Children's Ministry nametag.

Curriculum:

1. Curriculum materials will be in the classroom, ready to be used by the leader.

Check-in:

1. Greet parents and children at the door (smile!).
2. Check each child's identification (ID) tag for any allergies or special instructions.
3. Begin the Creation Station activities (from the curriculum) for early arrivers.

Well Child Policy:

1. If a child has had or currently has a fever, vomiting, or diarrhea in the last 24 hours, rash, pink eye, persistent cough, or any communicable disease please ask the parent to keep their child with them.
2. If the volunteers notice this during the service time, please notify the Support Team Member to contact the parent.

While in Room:

1. Interact with the children at all times.
2. Start Curriculum DVD at 8:00AM, 9:30AM or 11:00AM and follow through until the end.
3. Snack Time: Use hand sanitizer or wash hands with soap prior to serving the children
 - Serve only the snacks provided by the church.
 - Serve the snacks using a cup or plastic gloves – never bare hands.
 - Some children may have their own snacks due to dietary restrictions. Please make sure that only that child eats the snack he/she brought.
4. INFANTS-2'S ROOMS ONLY: Check diapers before the end of service and change them if necessary.

Reasons for getting a parent:

1. If a child becomes ill.
2. If the child has been injured.
3. If a child gets to the 3rd Discipline Procedure (refer to "Discipline Procedures" on pages 11-12)

Diaper Changing Procedure:

1. Only change a diaper in the presence of another volunteer.
2. Collect all necessary supplies.
3. Put on gloves.
4. Place child on the changing table. Never turn away from a child on a changing table, not even if the child is strapped onto the table. Keep one hand on the child at all times while on the changing table.
5. Talk with child about what you are going to do.

6. Remove the soiled diaper and use baby wipes to clean the diaper area, wiping from front to back. Place diaper and wipe(s) in a small plastic bag.
7. Put clean diaper on child and remove child from changing table.
8. Remove gloves and place in plastic bag along with soiled diaper and wipes. Close, knot bag, and throw away in the bathroom trashcans only.
9. Wipe changing table with a disinfectant wipe and allow it to dry before changing the next child.
10. Wash hands thoroughly with soap and water.

Restroom Procedure:

1. If a child or group of children needs to use the restroom **WITH assistance**, then two screened volunteers should escort the child(ren).
2. One screened volunteer is to assist the child with the restroom door open.
3. The other screened volunteer is to stand visible to others in the classroom while watching the volunteer who is assisting the child using the restroom.
4. You may call on the Support Team Member to help, if no one else in the classroom is available.
5. If a child or a group of children need to use the restroom **WITHOUT assistance**, clear the restroom of adults or children and then one screened volunteer should escort the child(ren) to the restroom and stand in the restroom doorway to be visible to others.
6. The only other person to assist a child in the restroom, besides a screened children's volunteer, is the child's parent(s)/guardian.
7. Volunteers and children must wash their hands with soap before returning to the classroom.

Check-out:

1. Please ask for the ID tag before releasing any child and match the numbers. Children are released only to the person who presents the ID tag.
2. If the parent does not have an ID tag, please notify the Support Team Member. Do not release the child until notified to do so by the Support Team Member.
3. Make sure children take the coloring page home so the parent(s) know what their child is learning about.
4. **8:00AM & 9:30AM Classes:** Remain in the room until the next set of volunteers are present. Leave the room neat with all the toys and/or items picked up before the next class.
5. **11:00AM Class:** Remain in the room until all children are checked out and room is cleaned-up.

Clean-up Procedures

Starry Night: Infants & Sunbeam: 1's Rooms:

1. Clean all toys that were played with using disinfectant wipes before putting away in the toy box. SUNBEAM: 1'S ROOM ONLY: Roll blue toy bin and gates into room 104.
2. Return snacks container and *Praise Baby* DVD's to cabinet/drawer.
3. Turn off the air conditioner, lights, ceiling fan, TV, and DVD player.
4. Close the vertical blinds.
5. Consolidate the trash into one bag and dispose in outside dumpster.
6. STARRY NIGHT: INFANTS ROOM ONLY: Store mats, gates, nursing screen, bouncer, swing, exersucer, etc. on the side of the room. Bring in and set up the rectangular table and six chairs.
7. Shut and lock the doors.

Under the Sea: 2's, In the Jungle: 3's, The Ark: 4's, Crosstown: K-1st Grade, & Toon Town: 2nd-5th Grade Rooms:

1. Return all daytime preschool toys to their original location.
2. Return the snack, cup, and scarf containers to the cabinet. Wash and dry the water pitcher and store in the kitchen.
3. Straighten out the room to its original configuration. (See diagram on the cabinet doors.)
4. If necessary, wipe the tables, push in the chairs, and sweep the floor.
5. Turn off the air conditioner, lights, ceiling fan, TV, and DVD player.
6. Close the vertical blinds.
7. Consolidate the trash, including the trash in the restroom, into one bag and dispose in outside dumpster.
8. Return unused lesson items, unit folder, and DVD back into the curriculum box. Then take the curriculum box to the resource room upstairs.
9. UNDER THE SEA: 2'S ROOM ONLY: Put all the church toys into the rolling drawers. Put rolling drawers back in to Room 104 across the hall.
10. Shut and lock the doors.



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Discipline Procedures

The following procedure should be followed with every child. Every child should only be warned and placed in time out one time before the parent is notified. Even if it is close to checkout time, the parent should still be notified, as we need to be consistent with every child. No child should ever be humiliated, embarrassed, yelled at, or rejected. No child should be subjected to abusive or profane language or any form of corporal or physical punishment.

1. Warning:

- ♥ Always take children aside, away from the rest of the children when giving a warning.
- ♥ Get down on their level and look at them eye to eye.
- ♥ The child should be told that their conduct is inappropriate and why.
- ♥ Explain to the child the acceptable behavior in that situation so that he/she understands what is expected of him/her.
- ♥ Treat children with dignity by watching the tone of your voice and your body language.

2. Time Out:

- ♥ Before Time Out:
 - Always take children aside when you need to put them in time out.
 - Get down on their level and look at them eye to eye.
 - The child should be told that their conduct is inappropriate and why they are in time out.
 - Explain to the child what is acceptable behavior in that situation.
- ♥ Time out should be one minute of time per age year but no more than five minutes. (Example: A three year old gets three minutes of time out).
- ♥ After time out:
 - Have the child explain what behavior is appropriate and what behavior is inappropriate.
 - Have the child apologize to another child or adult, if needed.
- ♥ When parent comes to check-out their child:
 - Be sure to inform the parent the child was warned and had to sit in time out.
 - Inform them of the child's inappropriate behavior, so they can work with their child on the behavior at home. Remember when talking with the parent to *give a positive statement first* followed by an explanation of the child's inappropriate behavior, *followed by another positive statement*.

3. Get the Parent:

- ♥ Call Support Team Member on the walkie-talkie to page the parents. Inform Support Team Member of the situation.
- ♥ Before Parents Arrive:
 - Take child aside to tell them their conduct is inappropriate and why.
 - Explain to the child what is acceptable behavior in that situation.
 - Inform the child that you have notified his/her parent to come and pick him/her up.
- ♥ When parent arrives:
 - Inform the parent of the situation and your previous course of action.
 - Inform the parent of the child's inappropriate behavior, so that the parent can work with his/her child on the behavior at home. Remember when talking with the parent to *give a positive statement first* followed by an explanation of the child's inappropriate behavior, *followed by another positive statement*.

Endangering Others or Themselves:

In an infrequent situation where a child's behavior is totally unacceptable (endangering others or himself), the following steps should be taken:

No warning or time out, immediately call Support Team Member on the walkie-talkie to page the parent. Inform Support Team Member of the situation.

- ♥ Before Parent Arrives:
 - Take child aside to tell them their conduct is inappropriate and why.
 - Explain what is acceptable behavior in that situation.
 - Inform the child that his/her parent will be coming to get him/her right now.
- ♥ When parent arrives:
 - Inform the parent of the situation and your previous course of action.
 - Inform the parent of the child's inappropriate behavior, so the parent can work with his/her child on the behavior at home. Remember when talking with the parent remember to *give a positive statement first*, followed by an explanation of the child's inappropriate behavior, *followed by another positive statement*.

Effective Discipline Techniques

<u>Behavior</u>	<u>Discipline</u>
Temper Tantrum	Calmly address the child to stop, remove the child from the situation and talk to the child when the child calms down.
Overexcitement/Hyper	Distract them with another activity.
Hitting/Fighting or Biting	Immediately remove child from the situation, discuss the consequences of his/her actions (pain, damage, hurt feelings) to himself/herself or others.
Not Paying Attention	Establish eye contact, ask the child a question, you might need to alter your expectations based on their age.
Refuses to Help or Clean-up	Don't allow the child to play until he/she does what you have asked. Show the child how to accomplish the task and help them. Then praise the child when he/she finishes. Use positive reinforcement by recognizing children who are showing good behavior. For example: Suzy, you are doing a great job picking up the crayons."



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Interaction with Children

Appropriate Interaction with Children:

- All physical contact should encourage self-esteem.
- All physical contact should occur in public.
- All physical contact should be age-appropriate.
- Be sure to be encouraging and acknowledge good behavior.
- Short congratulatory or side greeting hugs.
- A brief, assuring pat on the back or shoulder.
- Handshake and high fives.

Inappropriate Interaction with Children:

- NEVER touch a child in anger or disgust.
- NEVER touch a child in any manner that may be constructed as sexually suggestive.
- NEVER touch a child's private parts (use discretion with children who are in diapers or potty training).

Reporting of Abuse:

Any person who has reason to believe a child is the victim of physical abuse, sexual abuse, or neglect should report such evidence to the Team Leader immediately. All allegations will be taken seriously and will be reported to the Department of Children's Services as required by the law.



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Evacuation Procedures

Fire:

1. Before evacuating count the number of children in your class.
2. Evacuate to the nearest EXIT and walk to the **fence along Makaikai St. or on the sidewalk on Ukuwai St.**
 - a. Babies/Crawlers: Carry them out, one to one or two to one.
 - b. Toddlers – 5 years old: Have children hold hands.
3. The Team Leader will give each small group leader the classroom attendance sheets to call roll when the class arrives safely in the **fenced in area**. Please stay with your group at all times. Do not leave to go get your own children, to obtain first aid, or for any other reason. First aid will be brought to you if needed.
4. Release children only to their parents (for ALL ages) and only after you have been given the okay to dismiss by the Team Leader or a member of the church staff. Do not dismiss any children, including elementary aged children, to go on their own. Do not allow parents to take their child from your care during the “process” of your evacuation. Remind parents they can walk with you but you cannot release a child until you have arrived at the **fenced area or sidewalk**.

Hurricanes:

1. Put babies and crawlers in rolling playpens and roll to the indoor hallway.
2. All other children and volunteers are to take cover in the indoor hallway, away from windows.
3. Instruct the children to “drop and cover” until the hurricane stops.
4. Do not evacuate the building unless instructed to do so by an emergency personnel or a member of the church staff.
5. Before evacuating count the number of children in your class.
6. Evacuate to the nearest EXIT and walk to the **fence along Makaikai St. or to the sidewalk on Ukuwai St.**
7. Infants: Place in playpens (w/ wheels).
2– 5 years old: Have children hold hands.
8. The Team Leader will give the children’s small group leaders the classroom attendance sheets to call roll when everyone has arrived safely in the **fenced in area**. Please stay with your group at all times. Do not leave to go get your own children, to obtain first aid, or for any other reason. First aid will be brought to you if needed.
9. Release children only to their parents (for ALL ages) and only after you have been given the okay to dismiss by the Team Leader or a member of the church staff. Do not dismiss any children, including elementary aged children, to go on their own. Do not allow parents to take their child from your care during the “process” of your evacuation. Remind parents they can walk with you but you cannot release a child until you have arrived at the **fence along Makaikai St. or on the sidewalk on Ukuwai St.**

Earthquakes:

1. For babies, crawlers, and toddlers: At the first sign of an earthquake quickly cover them with either play pens or your body ensuring that the children have room to breathe, but are protected from any falling debris.
2. Direct all other children to “drop and cover” until earthquake stops.
3. Do not evacuate unless given instruction to do so by the Team Leader or a member of the church staff.
4. Before evacuating count the number of children in your class.
5. Evacuate to the nearest EXIT and walk to the **fence along Makaikai St. or on the sidewalk on Ukuwai St.**
 - a. Babies/Crawlers: Place in playpens (w/ wheels).
 - b. Toddlers – 5 years old: Have children hold hands.
6. The Team Leader will give you the classroom attendance sheets to call roll when you arrive safely to the **fence along Makaikai St.** Please stay with your group at all times. Do not leave to go get your own children, to obtain first aid or for any other reason. First aid will be brought to you if needed.
7. Release children only to their parents (for ALL ages) and only after you have been given the okay to dismiss by Team Leader or a member of the church staff. Do not dismiss any children, including elementary age, to go on their own. Do not allow parents to take their child from your care during the “process” of your evacuation. Remind parents they can walk with you but you cannot release a child until you have arrived at the **fence along Makaikai St. or on the sidewalk on Ukuwai St.**



Cornerstone Keiki

Medical Procedures

Typically an injury can be treated with a little tender loving care, a cool cloth, and a Band-Aid, but we need to be prepared for everything. We keep a First Aid Kit in every classroom and restroom.

After an accident has occurred, please take the following steps:

1. Complete an Injury Report form (located at the registration table) if you give aid to a child.
2. Give one copy to the parent and put the other copy in the office door pocket.
3. Do not dispense any over the counter or prescription medications to anyone under 18 years of age (this includes Tylenol and Desitin).
4. If the child needs more attention than can be provided, the parent will need to be notified.
5. Please talk to the parent upon their arrival and let them know what happened.
6. A staff member will follow up if necessary.

Serious Injuries

Injuries involving broken bones, convulsions, fainting unconsciousness, or other serious bodily injury should be treated as follows:

1. Keep calm and keep children and the injured child as calm as possible. Speak reassuringly to the child.
2. Do not move the injured child and do not leave them alone.
3. Have a fellow leader go and get the Team Leader for assistance.
4. The Team Leader will call 911, if necessary.
5. The Team Leader will contact the parent and advise them of the child's situation.
6. The Team Leader will refer to the parents for details on doctor or hospital preferences.
7. If the child is to be transported to a hospital and the parents cannot be located in time, a staff member will accompany the child to the hospital.
8. A staff member will follow-up with the parent as needed.
9. All volunteers and staff members involved in the emergency should complete an incident report immediately following the emergency. This should be turned in to the church office.



Cornerstone Keiki

Volunteers'

Attendance Policy

Cornerstone Fellowship takes our commitment and our obligation to children very seriously. Volunteers are expected to arrive prepared to carry out the ministry they are scheduled to do. Attendance is one of the most important obligations as a children's volunteer.

Attendance Guidelines:

- ♥ Arrival: Volunteers must arrive **15 minutes prior** to the service time.

- ♥ Departure: Volunteers must remain at their assigned post until the last child has been picked up by a parent and clean up is complete.

- ♥ Notification of Absence:
 - All volunteers should try to find their own replacement by switching with someone or calling a substitute from the Volunteer Phone & Email List.
 - If you find a replacement, please contact your Team Leader to notify him/her of the change.
 - For planned absences, find a replacement no later than one week before your planned absence.
 - If you cannot find a replacement, please contact your Team Leader **one week in advance** for assistance.
 - In the event that you or one of your children are sick on a Sunday morning, where you will be unable to serve in your assigned role, please contact your Team Leader immediately.



Cornerstone Keiki
Children's Ministry
Expectations

Volunteers will strive to:

1. Support the ministry of Cornerstone Fellowship by attending worship, a small group, and by modeling servanthood.
2. Be a Godly role model in and outside of church.
3. Be committed to fulfilling the assigned area of service for three months. During the three month commitment, if a volunteer needs to stop serving in the children's ministry, they will need to replace themselves with another trained volunteer before leaving.
4. Be committed to teamwork and continued training as needed.
5. Fulfill the duties given to volunteers to the best of their ability.
6. Keep private information associated with their position in confidence.
7. Pray for this ministry, leaders, the children and their families.
8. Care for the children and show them the love of Jesus.

Children's Ministry Director will strive to:

1. Provide support, encouragement, and training as needed for the volunteers.
2. Assist with recruitment of additional volunteers as needed.
3. Hold volunteers accountable in their spiritual growth and development.
4. Pray for the volunteers and their ministry.