

STANDARDS AND AGREEMENTS

Please remove and read the following 3 pages of information & sign the agreements page. These pages are for you to keep.

CHRISTIAN & MISSIONARY ALLIANCE STATEMENT OF FAITH

There is one God,¹ who is infinitely perfect,² existing eternally in three persons: Father, Son, and Holy Spirit.³

Jesus Christ is the true God and the true man.⁴ He was conceived by the Holy Spirit and born of the virgin Mary.⁵ He died upon the cross, the Just for the unjust,⁶ as a substitutionary sacrifice,⁷ and all who believe in Him are justified on the ground of His shed blood.⁸ He arose from the dead according to the Scriptures.⁹ He is now at the right hand of Majesty on high as our great High Priest.¹⁰ He will come again to establish His kingdom, righteousness and peace.¹¹

The Holy Spirit is a divine person,¹² sent to indwell, guide, teach, empower the believer,¹³ and convince the world of sin, of righteousness, and of judgment.¹⁴

The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for the salvation of men. They constitute the divine and only rule of Christian faith and practice.¹⁵

Man was originally created in the image and likeness of God:¹⁶ he fell through disobedience, incurring thereby both physical and spiritual death. All men are born with a sinful nature,¹⁷ are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ.¹⁸ The portion of the unrepentant and unbelieving is existence forever in conscious torment;¹⁹ and that of the believer, in everlasting joy and bliss.²⁰

Salvation has been provided through Jesus Christ for all men; and those who repent and believe in Him are born again of the Holy Spirit, receive the gift of eternal life, and become the children of God.²¹

It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,²² being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.²³ This is both a crisis and a progressive experience wrought in the life of the believer subsequent to conversion.²⁴

Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body.²⁵ Prayer for the sick and anointing with oil are taught in the Scriptures and are privileges for the Church in this present age.²⁶

The Church consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, and are born again of the Holy Spirit. Christ is the Head of the Body, the Church,²⁷ which has been commissioned by Him to go into all the world as a witness, preaching the gospel to all nations.²⁸ The local church is a body of believers in Christ who are joined together for the worship of God, for edification through the Word of God, for prayer, fellowship, the proclamation of the gospel, and observance of the ordinances of Baptism and the Lord's Supper.²⁹

There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life,³⁰ for the latter, a resurrection unto judgment.³¹

The second coming of the Lord Jesus Christ is imminent³² and will be personal, visible, and premillennial.³³ This is the believer's blessed hope and is a vital truth which is an incentive to holy living and faithful service.³⁴

[1] Deuteronomy 6:4, [2] Matthew 5:48, [3] Matthew 28:19, [4] Philippians 2:6–11, [5] Luke 1:34–38, [6] 1 Peter 3:18, [7] Hebrews 2:9, [8] Romans 5:9, [9] Acts 2:23–24, [10] Hebrews 8:1, [11] Matthew 26:64, [12] John 14:15–18, [13] John 16:13; Acts 1:8, [14] John 16:7–11, [15] 2 Peter 1:20–21; 2 Timothy 3:15–16, [16] Genesis 1:27, [17] Romans 3:23, [18] 1 Corinthians 15:20–23, [19] Revelation 21:8, [20] Revelation 21:1–4, [21] Titus 3:4–7, [22] 1 Thessalonians 5:23, [23] Acts 1:8, [24] Romans 6:1–14, [25] Matthew 8:16–17, [26] James 5:13–16, [27] Ephesians 1:22–23, [28] Matthew 28:19–20, [29] Acts 2:41–47, [30] 1 Corinthians 15:20–23, [31] John 5:28–29, [32] Hebrews 10:37, [33] Luke 21:27, [34] Titus 2:11–14

Plymouth Alliance Church's STANDARDS OF EXCELLENCE

We love to have fun at **Plymouth Alliance**, but we recognize that Kingdom Work is serious business! We hold our volunteers to the highest standards, and all volunteers are expected to maintain the following standards of excellence. We understand that no one has a perfect life, but we would like to be able to talk and walk with you if it becomes obvious that you are struggling in one of the areas listed below.

- 1. Faith in Jesus Christ** – Since our ultimate goal at **Plymouth Alliance**, is to lead kids to Christ and then help them grow in their Christian life, volunteers need to have a personal relationship with Christ themselves! If you are unsure of where you stand in your relationship with God, please speak with one of the pastors or staff members at **PAC**. We would love to look in God's Word with you and show you how to know for sure that you are saved and a child of God. **John 3:16**
- 2. Spiritual Growth** – A healthy spiritual diet is necessary for all leaders. Check your diet with the following questions: How much time have I spent in personal devotions? How much time do I watch TV? How much time do I spend with my family? How much time do I spend alone with my spouse in meaningful conversation? How much time do I spend in prayer? Am I memorizing God's Word? **1 Peter 2:2, Ephesians 6:13-18**
- 3. Love** – Ministry and serving in the church should be motivated by love for children and Jesus Christ, not out of guilt, a feeling of obligation, or a desire to build ourselves up. A commitment to serving in Discovery Land should be made with prayerful consideration. **1 Corinthians 13:1-3**
- 4. An Example in Christian Character** – As a volunteer, you are in a "fish bowl." You are being watched—by children and their families—even outside of Sunday morning. **Plymouth Alliance** volunteers should be proper examples and a positive influence on the children they minister to. By refraining from activities that do not glorify or honor God, volunteers express that they are sensitive to the convictions of others in both their actions and conversation (i.e., living together before marriage.) **Titus 2:6-8, 1 Corinthians 6:18-20, Ephesians 5:3-21**
- 5. Regular Church Attendance** – This includes attending regular worship services and other church events. **Hebrews 10:25**
- 6. Encouraging in Speech** – Our words should be encouraging, uplifting, and positive. There should be 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. **Colossians 4:6, 1 Peter 4:11**
- 7. Preparation and Ongoing Training and Development** – Our service to the Lord should be done to the highest standards. Volunteers should come prepared each week with a full understanding of the lesson and truths that are going to be presented. To determine your preparation time, ask yourself this question: "If I knew Jesus was physically going to show up in my class, would I be excited to show Him my class in action?" This also involves faithfully attending meetings and training that is required or offered. **2 Timothy 2:15, 1 Peter 4:10**
- 8. Faithful in Commitments Made** – When you give your word, keep it. If you say you will do something, or be somewhere, follow through on it. If something happens where you cannot, then communicate so that those affected can take necessary action. If necessary, find a substitute to take your place. **1 Corinthians 4:2, Proverbs 28:20**
- 9. Respectful of Authority** – In word, action, and attitude. If you have a disagreement with another team member or one placed in a position of authority, approach them humbly and in private. Give respect to church procedures by following them. **1 Peter 2:17**
- 10. Teachable Spirit** – This is an important trait for any volunteer who is seeking to serve the Lord! We all have weaknesses, but if we remain teachable, there is always hope! We must be willing to listen to constructive criticism and prayerfully consider the input of others. We do not need to always agree, but if we fail to listen, we hurt ourselves and rob ourselves of another chance to grow. **Proverbs 12:15, Proverbs 13:10, Proverbs 19:20**

Personal Safety Procedures

1) Classroom ratios

- A) We recommend that there be a minimum of two approved volunteers in any room with children, except in the event of an emergency situation. This standard not only helps to provide a safe and loving environment, it also gives volunteers more encouragement, creativity and flexibility. In addition, this arrangement allows a gift-mix in each classroom that will make for a richer teaching environment.
- B) When, in an emergency, only one adult teacher is in a room alone with children, the door of that room will remain slightly open or be a window door that will allow the Ministry Administrator or pastors to look in occasionally without interrupting the teaching process.

2) Worker Behavior

- A) Workers should always conduct themselves in a godly manner, setting an example of obedience, respect, and honesty to young believers. Behavior that the pastoral staff, Discipleship Ministry Team, or Elders would see as inappropriate will immediately be investigated by a committee established by the board of elders.
- B) Physical touch is an important element in the communication of love and care. It is an essential part of the nurturing process that should be characteristic of our ministry with students. Volunteers need to be aware of, and sensitive to, the special and differing needs and preferences of each individual child. Physical contact should be age and developmentally appropriate.
- C) Parties and Field Trips - The following precautions need to be taken with these activities:
 - a) Always have another adult present at these activities.
 - b) Secure a signed parental release statement from each parent if the activity is away from the normal boundaries of that ministry.
 - c) Notify the person that heads up the ministry you are a part of and inform them of your activity.

3) Nursery / Pre-school Procedures

- A) The names and addresses of parents and children shall be carefully maintained.
- B) An accurate sign-in procedure will be maintained for each preschool child, recording the child's name, parent's name and parent's location during the service. A line on the sheet should be provided for parents to list special needs of their children. Workers must not release a child to an adult without following the proper procedure.
- C) The names of each nursery volunteer shall be recorded for each hour the nursery is being used.
- D) Diaper changing must be done in such a way that other nursery workers can easily see the child that is being changed as well as the other children and workers in the room.

4) Emergencies

- a) First aid boxes will be kept on hand, and stocked regularly. The Discipleship Ministry Team will appoint someone to be responsible to make sure that it is checked monthly and replenish it when necessary.
- b) Procedures will be reviewed annually for fire emergencies. Maps will be posted in each room for fire evacuation routes.
- c) A list of medically trained personnel in our church will be updated annually by the Discipleship Ministry Team.
- d) A parent should be contacted when an injury, accident, or medical emergency occurs.
- e) Any accident resulting in serious injury should be reported to the ministry leader in charge, the ministry leader will then be responsible to fill out an incident report.