



# *Child Safety Program Procedures and Policies*

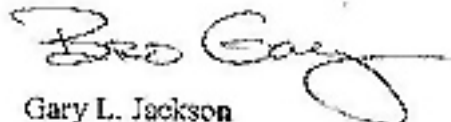
*Revised July 2011*





Dear Friendship Friend:

Thank you for your interest in ministering to children at Friendship Baptist Church! The following information explains how we screen potential workers, and provides the guidelines to which workers must abide. Both the safety of our children and the protection of our workers are important to us. Please read these materials and complete the necessary forms so that we may consider your service in our Children's Ministries. May God richly bless you for your desire to minister to our children.



Gary L. Jackson  
Pastor

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Please review these on a regular basis.

**FRIENDSHIP BAPTIST CHURCH**  
**CHILD SEXUAL ABUSE PREVENTION POLICIES AND PROCEDURES**

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**Policy**

Children are most precious to us. Our love for them cannot be overstated, nor our commitment to bringing them up "in the nurture and admonition of the Lord". Children who participate in the programs and use the facilities of Friendship Baptist Church are entitled to the very best care by persons who will treat them in a Godly and compassionate manner. We desire to be a safe place for all children who attend. Sadly, however, child abuse is a serious problem nationwide. As a result, we believe that preventative steps can be taken to promote the safety of children and of those who volunteer to work with them. These steps include screening of workers, and providing worker supervision and training to reduce the possibility of child abuse occurring in this Church.

**Definitions**

Child Sexual Abuse - Child abuse represents an action against a child. It is an act of commission. Child sexual abuse is any act of a sexual nature upon or with a child. The act may be for the sexual gratification of the perpetrator or a third party. This would, therefore, include not only anyone who actively participated in the sexual activity, but anyone who allowed or encouraged it. Child sexual abuse is criminal behavior.

Child/Children - Refers to any person under eighteen (18) years of age, or any physically or mentally handicapped person under twenty-one (21) years of age. Although terms more specific to a particular age range may also be used in this document, such as infants, youth, etc., these policies are intended to protect all children.

Worker - A person at least eighteen (18) years of age who has successfully met the qualifications for a worker at Friendship Baptist Church. This person may be a paid staff member or a volunteer. The role of a worker is to supervise the activities of and/or to have custody of the children while attending a Friendship Baptist Church function.

Helper - A person who has successfully met all the qualifications for a worker at Friendship Baptist Church, except he/she is between fifteen (15) and eighteen (18) years of age. The role of a helper is to assist the workers with children in fifth grade or under (or eleven (11) years of age or under).

Children's Safety Director - An appointee of the Pastor, whose responsibilities are to work with those in leadership and with those serving in Children's Ministries to ensure that the Children's Safety policies are adequate, implemented, and regularly reviewed and improved.

**Worker Selection Policy**

It is the policy of Friendship Baptist Church to select children's workers who meet the following requirements:

1. Saved, Baptized, and a Member of Friendship Baptist Church in good standing
2. At least eighteen (18) years of age
3. Burdened for the well-being of children and a desire to minister to them
4. Never been convicted of or pled guilty to child sexual or physical abuse, or of a crime involving actual or attempted sexual molestation of a minor
5. Completed an "Application for Children/Youth Work" form and an "Authorization for Criminal Records Check" form, and have the above forms accepted and on file in the Church office

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6. Completed a personal interview with the Pastor or Associate Pastor (some workers prior to May, 1997 are exempted)
7. Approved by the Pastor or Associate Pastor. It is the Pastor's prerogative to withhold or withdraw approval status for any activity deemed inappropriate, immoral or illegal.

**Worker Selection Procedures**

1. Anyone meeting the first four requirements of the Worker Selection Policy (adult member in good standing, burden for ministering to children, and no history of abusing children) may obtain an "Application for Children/Youth Work" and "Authorization for Criminal Records Check" from the Church Office. A Helper candidate between the ages of fifteen (15) and eighteen (18), who meets the Worker requirements except for age, may also obtain the same "Application for Children/Youth Work" and "Parental Permission Form" forms and complete them.
2. Once we receive the completed Application and Authorization for Records Check, we then send out reference letters to the persons indicated on the Application, as well as send the Records Check to the Hamilton County Sheriff's Department. After all information is received in the Church office, one of the Pastors will contact the applicant to schedule a personal interview. Only the Pastors, Church Secretaries, and Children's Safety Director will have access to an applicant's forms, as the contents of these are confidential. Prior to May, 1997, the Pastor may have waived the personal interview based upon his knowledge of the applicant's previous service in Children's ministries. As of May, 1997, all new applicants will be required to have a personal interview.
3. After completing a personal interview by one of the Pastors, he will assess the applicant's talents and compare them to the needs of the Church. If a ministry involving children appears to be an appropriate fit, he will contact the applicant to let them know in which areas of ministry they are approved to work with children. Alternatively, the recommendation may be that there is a better fit for the applicant in ministering to adults or in not ministering at this time.
4. The application on file will be renewed and updated annually. A follow-up personal interview for updated applications is optional, and may be requested by either the applicant or the Pastor based upon the contents of the application.
5. There will be training of all new church workers before ministering to children, and annual reviewing of these policies and to increase awareness of child abuse and its prevention.

**Worker Supervision Policy and Procedures**

It is the policy of Friendship Baptist Church for children's workers to:

1. Follow the Two-Adult Rule - Two workers (adult supervisors) will be present during any Church activity involving children (anyone under 18 years of age). Therefore, no one will work in any situation alone. A roster of adult supervisors will be maintained for each activity at the Church involving children. This may be accomplished through Sunday School attendance forms, sign-in or sign-up sheets, etc. These will be maintained in the Church office indefinitely.

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2. Obtain Parental Permission Prior to Any One-on-One Situation - In very rare situations where an adult has a legitimate reason to be alone with a child, the worker must obtain the consent of the child's parent or guardian before being involved in an unsupervised situation. Workers should also notify an appropriate Church leader of such meetings in advance.
3. Obtain Parental Permission for Activities / Programs - Workers must ensure that written parental permission is obtained for involvement in Church sponsored programs or activities. These forms will also be maintained in the Church office indefinitely. These include, but are not limited to:
  - Transportation via the Bus Ministry
  - Activities not located on the Church grounds
  - Activities which are primarily recreational or fellowship-oriented

By virtue of the children's attendance, it is considered that they have already been given permission by their parent/guardian to attend any regular Church service or class, such as a Sunday or Wednesday service, Sunday School, Youth Church, other Children's classes, Nursery, Vacation Bible School, revival services, etc.

4. Discuss Suspicious Behavior Immediately - Workers must immediately confront any inappropriate conduct or relationship between any adult worker and a child and report it to the Children's Safety Director. Prompt warnings will be issued when appropriate, and the situation will be monitored very closely. A worker's services will be terminated immediately by the Pastor for continued violation of such warnings, or for a single violation of sufficient gravity. Any report of suspicious behavior will be maintained in the workers file, along with the worker's application and other information. Again, this is highly confidential information and accessible only by the Pastors, Church Secretaries, or the Children's Safety Director.
5. Provide Adequate Supervision - Adequate supervision must be maintained before and after any event involving children until all children are in the custody of their parents or legal guardians. As a minimum, the two-adult rule will always be maintained. There will be occasions, depending on the type of activity (i.e., nursery, recreation events, etc.) where experience and common sense have shown a need for a larger number of workers. Each ministry area will establish and follow area guidelines designed to provide adequate supervision.
6. Review Policies and Procedures on Child Safety Annually - A worker renewal form must be submitted to the Church Office during January of each new year.

**Reporting Obligations**

No report of child abuse will be ignored. Immediate action will be taken, and professional advice sought from our attorney and other appropriate officials. The Ohio Revised Code mandates that our Pastor (or his designee) is required under penalty of law to report any suspected case of child abuse to the Hamilton County Department of Human Services. All workers are obligated to report any suspected case of child abuse to the Children's Safety Director (the Pastor's designee) for him to handle with the authorities.

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**Response to Allegations**

The Church's Pastoral Staff will review information concerning any allegation, and will respond on behalf of the Church. Should the allegation be made concerning a staff member, or close personal friend or family member of one of the staff, the Pastor will appoint three deacons to serve with the remaining staff to review the situation. The Pastor, the Children's Safety Director, or the Pastor's designee will be the single spokesman for the Church in matters pertaining to an allegation of child abuse. In most cases, this responsibility will be given by the Pastor to the Children's Safety Director. .


Upon receiving an allegation of child abuse, Friendship Baptist Church will do the following:


1. Document all efforts in handling the situation.
2. Report the incident immediately to the Church's insurance company and attorney.
3. Contact the proper civil authorities following the guidance of the insurance company and attorney.
4. Notify the parents.
5. Not confront the accused until the safety of the child or youth is secured.
6. Not prejudge the situation, but take the allegations seriously and reach out to the alleged victim and the alleged victim's family. The care and safety of the alleged victim is the first priority.
7. Treat the accused with dignity and support. If the accused is a Church worker, that person should be relieved temporarily of his/her duties until the investigation is finished.
8. If needed, use a prepared public statement to answer the press and to convey news to the congregation. Be careful to safeguard the privacy and confidentiality of all involved.

*On behalf of Friendship Baptist Church we commit ourselves to providing a safe place for all children who attend.*

  
\_\_\_\_\_  
Gary L. Jackson, Pastor

  
\_\_\_\_\_  
Keith E. Wells, Associate Pastor

  
\_\_\_\_\_  
Richard R. Schrenker, Associate Pastor, CSD

  
\_\_\_\_\_  
Philip C. Keller, Associate Pastor

  
\_\_\_\_\_  
Roger Vaught, Chairman of Trustees

**Friendship Baptist Church**  
*Children's Ministries Discipline Policy*  
Updated July 2011

**I. Purpose:** The purpose of the Children's discipline policy is to allow for the consistent enforcement of rules and regulations to provide the best possible environment to communicate Biblical truths to children.

**II. Christian Response:** It is understood that the Church, specifically, Friendship Baptist Church, is an institution of God's grace. It is assumed that the Church will offer forgiveness, grace and understanding to children, regardless of their behavior. There is, however, a need for consistent administration of fair and swift correction to those who violate the well being or potential safety of the group.

It is hoped that any child who must be penalized will be fully restored and genuinely seek the Church's and the Lord's forgiveness and will seek full restitution. The penalties that are administered are for the betterment of the child, the group, and the congregation in general.

The Church will offer forgiveness when true forgiveness is sought. Apologies and repentance are an important part of the forgiveness process. Any child who truly seeks forgiveness shall be entitled to forgiveness and restoration; however, the child may still have to face additional penalties based on the severity of the violation.

**III. Definitions:**


- Child:** Any person under the age of 18 or any physically or developmentally handicapped person under the age of 21.
- Discipline:** The systematic administration of conduct that develops self-control, character, orderliness and efficiency.
- Church Child:** Any child whose parent/custodian normally provides transportation for them to church/church activity.
- Bus Child:** Any child who is normally transported to our church/church activity by means of our bus(es).
- Time-Out Area:** Any place so designated by the ministry leader or adult worker for the purpose of removing a child from activity after misbehavior. This place must have the approval of the Children's Safety Director and the two-adult rule must be in effect.

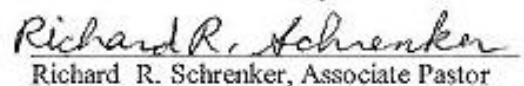



- Apology: The sincere recognition of wrongdoing and the desired expression for forgiveness.
- Forgiveness: The act of pardon; the dismissing of an offense.
- Restitution: The act of restoring. This may be verbal (apology), physical (repair or replace something broken) or financial (paying to replace or repair).
- Suspended: To be excluded from participation in Children’s Ministries at Friendship Baptist Church until terms of restitution are in place. A pastor or the Children’s Safety Director must approve suspension.
- Violations: Acts of behavior that disrupt the educational process and/or are disruptive to the well being of the class or of an individual.
- Course of Action: The systematic approach to handling misbehavior. Typically, there would be a lesser penalty for the first offense and a more severe penalty for second or persistent offense(s). This is to be followed by the workers.
- Penalty: The corrective measures used to ensure adherence to our policies. This is designed to cause the penalized to see the need for repentance and apology.
- Weapon: Any object that can be used to harm another, whether designed as a weapon or not.
- Proper Authorities: Those agencies that are empowered by the State to act on behalf of injured persons. For the Children’s Ministries, these typically would include (but are not limited to): Hamilton County Department of Human Services, Colerain Township Police, and The Hamilton County Sheriff’s Office. For many of our violations, if not most, parents are also considered proper authorities.


**IV. Violations:** Course of action and penalties: See chart.

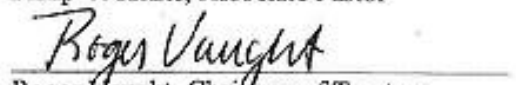
*On behalf of the Friendship Baptist Church, we affirm our desire to provide a safe place all the children who may attend.*

  
 Gary L. Jackson, Pastor

  
 Richard R. Schrenker, Associate Pastor

  
 Keith E. Wells, Associate Pastor

  
 Philip C. Keller, Associate Pastor

  
 Roger Vaught, Chairman of Trustees

VIOLATION	COURSE OF ACTION	PENALTY
<p><b>Minor Offenses:</b> These are the most common violations</p> <p>Talking back to a teacher, adult, or worker Arguing with another child Profanity, obscenities Failure to obey rules, misbehavior Minor pushing &amp; shoving (wrestling, playing around that got out of hand)</p>	<ol style="list-style-type: none"> <li>1) Verbal warning from teacher for first offense.</li> <li>2) Time-out area assignment - second or severe offense.</li> <li>3) If a child needs to be removed from class, he/she should be taken (by two adults) to the bus captain and bus director immediately. The offense should be shared with the bus captain and director and child should be left in their custody</li> <li>4) Child to be surrendered to parent upon repeated or most severe offense. Bus Child to be taken home. **</li> </ol>	<ol style="list-style-type: none"> <li>1) Receive verbal warning upon initial or minor offense.</li> <li>2) Time-Out assignment upon second or severe offense.</li> <li>3) Dismissal from remainder of activity upon third or repeated offense.</li> <li>4) Must apologize upon return.</li> </ol>
<p><b>Non-Minor Offenses:</b> (Rest of Chart)</p> <p><b>Fighting with another child</b> (non-playful)</p> <p>*If child is injured contact medical staff immediately. Call 911 if needed</p>	<ol style="list-style-type: none"> <li>1) Separate children involved.</li> <li>2) Responsible child(ren) to be surrendered to parents. Bus child to be taken home.**</li> <li>3) Incident report to be filed with office.</li> <li>4) Depending on age and severity, a pastor/the child safety director may notify authorities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Dismissal from the rest of activity.</li> <li>2) Apology to Pastor, workers and rest of class.</li> <li>3) Parents and child must meet with workers and Pastor before returning to Friendship Baptist Church activities. (Child may be suspended for one month.)</li> </ol>
<p><b>Misusing, defacing or destroying church property</b></p>	<ol style="list-style-type: none"> <li>1) Child will be removed and surrendered to parents. Bus child will taken home.**</li> <li>2) Incident report will be filed with office.</li> <li>3) Depending on cost and severity of damage a pastor/the child safety director may notify authorities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Immediate dismissal from activity.</li> <li>2) Must apologize to Pastor or workers.</li> <li>3) Must make restitution.</li> <li>4) Child and parents must meet with Pastor and workers before returning to Friendship Baptist Church. (Child may be suspended for up to one month.)</li> </ol>
<p><b>Persistent failure to obey rules</b> <b>Fighting with a teacher, worker, or adult</b></p> <p>*If injury contact medical staff immediately. Call 911 if needed.</p>	<ol style="list-style-type: none"> <li>1) Child to be removed and surrendered to parents. Bus child will be taken home.**</li> <li>2) Incident report to be filed with office.</li> <li>3) Adults involved, if injured, may choose to file report with authorities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Immediate dismissal from activity.</li> <li>2) Must apologize to Pastor, worker or adult.</li> <li>3) Child and parents must meet with Pastor and workers before returning to Friendship Baptist Church activities. (Child may be suspended for one month.)</li> </ol>
<p><b>Theft</b></p>	<ol style="list-style-type: none"> <li>1) Separate child(ren) involved and surrender to parents. Bus child will be taken home.**</li> <li>2) Incident report to be filed with office.</li> <li>3) Depending on severity, a pastor or the Child Safety Director may notify authorities.</li> </ol>	<ol style="list-style-type: none"> <li>1) Immediate dismissal from activity.</li> <li>2) Must apologize to Pastor and all parties involved.</li> <li>3) Child and parents must meet with Pastor and workers before returning to Friendship Baptist Church activities. (Child may be suspended for one to three months.)</li> </ol>
<p><b>Use of a weapon</b></p>	<ol style="list-style-type: none"> <li>1) Maintain safety of environment.</li> <li>2) Confiscate the weapon, if possible.</li> <li>3) Contact a Pastor or Child Safety Director.</li> <li>4) A pastor or the Child Safety Director will notify authorities at his discretion.</li> </ol>	<ol style="list-style-type: none"> <li>1) Immediate dismissal from all Friendship Baptist Church activities until all civil or criminal issues are settled.</li> <li>2) Parents and child must meet with the Child Safety Director, Pastor and other workers before returning. Apologies and repentance must be demonstrated.</li> <li>3) Possible permanent suspension.</li> </ol>

VIOLATION	COURSE OF ACTION	PENALTY
<p><b>Sexual Harassment</b></p> <p>*This is between two or more children as previously defined. Friendship Baptist Church has a clear policy regarding this area if an adult is involved.</p>	<ol style="list-style-type: none"> <li>1) Separate the children involved.</li> <li>2) Contact the Child Safety Director.</li> <li>3) Based on age and severity of issue, a Pastor or Child Safety Director will make decisions regarding the dismissal or suspension of the child, and determine if the proper authorities should be contacted.</li> <li>4) Take great effort to protect the harassed (care, dignity and privacy, while following the two-adult rule).</li> <li>5) File incident report with Office.</li> </ol>	<ol style="list-style-type: none"> <li>1) Child will be surrendered to parent or sent home.</li> <li>2) Depending on age and severity of offender(s), a pastor or the Child Safety Director will handle the penalty. Possible permanent suspension.</li> <li>3) It will involve apologies and parental discussions before child will be re-admitted to activities.</li> <li>4) If civil/criminal charges are filed, the offender may be dismissed from activities until all legal issues are settled.</li> </ol>
<p><b>Sexual Assaults</b></p> <p>*This is between two or more children as previously defined. Friendship Baptist Church has a clear policy regarding the area if an adult is involved.</p>	<ol style="list-style-type: none"> <li>1) Separate the child involved.</li> <li>2) Contact a pastor or Child Safety Director immediately.</li> <li>3) Incident report to be filed with Office.</li> <li>4) Based on age and severity of the offense, a pastor or Child Safety Director will contact the proper authorities.</li> <li>5) Great effort should be made to protect and secure the offended. (Two-adult rule must be enforced.)</li> </ol>	<ol style="list-style-type: none"> <li>1) Immediate dismissal from all Friendship Baptist Church activities (surrendered to parent or sent home).</li> <li>2) Exclusion from all Friendship Baptist Church activities until any or all civil or criminal issues are resolved.</li> <li>3) Child and parents must meet with Pastor, Child Safety Director and other workers before being eligible to return to Friendship Baptist Church.</li> <li>4) Possible Permanent Suspension.</li> </ol>
<p><b>Extreme Circumstances</b></p> <p>**Our most severe behavioral children</p>	<p>On occasion there is a need to permanently suspend a child from attending Friendship Baptist Church activities. This is only done for severe or repeated violations of our discipline code. The Pastor reserves the right to do this, in order to maintain a Christ honoring and safe environment at Friendship Baptist Church.</p>	<p>Restoration is only possible after the child has shown repentance and made restitution. The Pastor reserves the right to permit or deny the return of any suspended child to Friendship Baptist Church.</p>

*\*\* If a bus child needs to be removed, he/she should be taken (by 2 adults) to the bus captain or bus director immediately. The offense should be shared with the bus captain or director and child left in their custody. An incident report must be filed.*

*\*\*The Two Adult Rule must be honored at all times! If there are not enough adults on hand when it is necessary to remove a child from the class, please call the welcome center and ask for another approved adult to help with either the transport of the child or to help with the class.*



## ``Filing an Activity or Incident Report Correctly

1. Fill out every line on all forms. Use n/a if the line is not applicable.
2. If you list an incident on the activity form, you must file a separate Incident Report. See example below.
3. You must sign and date all paperwork
4. The Two-Adult Rule means two adults (approved workers over 18) must sign the activity log.
5. No one under age 18 should sign paperwork.
6. Please place the paperwork in the child safety paperwork box at the welcome center in the main foyer (near the conference room).

Example:

### ACTIVITY LOG

ANY UNUSUAL OR HIGH-RISK INCIDENTS? Tommy turned his ankle during gym time. Ice was applied and he continued to play

\*\*If an incident caused you to note it on the Activity Log, you must file a separate incident report to accompany the Activity Log with additional detail.

### INCIDENT REPORT

Date of Incident 1/1/05  
Name of Child Tommy Wilson Age 10  
Address 111 W. Galbraith, Cincinnati, OH 45239 Phone 555-6666

Any other children involved?  Yes  No  
If yes, list name(s) \_\_\_\_\_  
\_\_\_\_\_

Was anyone injured? If yes, explain in as much detail as possible on back, listing names of injured and names of adults offering assistance.

Type of incident or offence Injured during game time

Describe in as much detail as possible (use back if you need more space).

Tommy Wilson was running and turned ankle. We applied ice and he continued to play. I spoke with Mrs. Wilson when she picked up Tommy.

**FRIENDSHIP BAPTIST CHURCH  
CHILDREN / YOUTH MINISTRY ACTIVITY LOG**

**EVENT:** \_\_\_\_\_

**LOCATION:** \_\_\_\_\_

**DATE & TIME:** \_\_\_\_\_

**WHICH GROUP(S):** \_\_\_\_\_

(Above information may be provided by an attached announcement sheet for activity)

TOTAL NUMBER OF CHILDREN IN ATTENDANCE: \_\_\_\_\_

NAMES OF CHILD SAFETY APPROVED WORKERS PRESENT:

\_\_\_\_\_  
\_\_\_\_\_

ANY NON-APPROVED WORKERS IN THE CLASSROOM? (Please list)

\_\_\_\_\_

TWO ADULT RULE HONORED AT ALL TIMES?     YES             NO

ANY UNUSUAL OR HIGH-RISK INCIDENTS? (Please explain): \_\_\_\_\_

\_\_\_\_\_

ANY OTHER INFORMATION? \_\_\_\_\_

Please list names of all children/youth on the back.

\_\_\_\_\_  
Ministry Leader Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Other Adult Present

\_\_\_\_\_  
Date

Please provide one copy to Church Office for filing.



## Children's Ministries Incident Report Form

Date of Incident \_\_\_\_\_

Name of Child \_\_\_\_\_ Age \_\_\_\_\_

Address of Child \_\_\_\_\_ Phone \_\_\_\_\_

Any other children involved?  Yes  No

If yes, list name(s) \_\_\_\_\_

Was anyone injured?  Yes  No

If yes, explain injury in as much detail as possible on back, listing names of injured and names of adults offering assistance.

Type of incident or offense \_\_\_\_\_

Describe in as much detail as possible (use back if you need more space)

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Your name \_\_\_\_\_ Position \_\_\_\_\_

Your signature \_\_\_\_\_ Date \_\_\_\_\_

Other adult witnesses \_\_\_\_\_

Their signatures \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_ Date \_\_\_\_\_

## WITNESSING TO CHILDREN

### WHEN IS A CHILD CONSIDERED TO BE LOST AND READY FOR SALVATION?

1. When he clearly understands right from wrong and can make a clear choice between right and wrong.
2. When he realizes that he is a sinner.
  - This applies to everyone – not just children!  
(Romans 1:19-22; 2:15; 3:10-12; James 4:17)

What is the “*Age of Accountability?*”

The “*Age of Accountability*” (also called “*The Age of Comprehension*”) is a term used to describe the age at which a child is held accountable by God for his sin. God has a mercy covenant with children too young to be held accountable by God for his sin. (II Sam 12:23; Deut 1:39)

### WHAT IS THE CHILD’S RESPONSIBILITY IN SALVATION?

1. He must realize that he is a sinner and agree with God about his sinful condition. (Romans 3:10-13; 23)
  - Sin is: disobeying God; breaking God’s rules; actions, thoughts, or words that displease God.
  - The child must know he is lost before he can be saved.
  - If there is not sufficient evidence of true conviction of sin, you can go no further. Pray with and for the child and trust the Holy Spirit to do His work of conviction in His own good time.
2. He must realize that he can do nothing to earn salvation or to save himself. (Eph 2:8-9; I John 1:7)
3. He must believe that Jesus Christ died on the cross for his sin, and rose from the grave; then simply trust Christ as his personal Savior. (Romans 10:9; John 3:16)

REMEMBER: Jesus says in Matthew 18:3-4 that children can and do believe in him!

### WHAT IS MY RESPONSIBILITY IN A CHILD’S SALVATION?

AVOID:

- Yes and No questions
- Asking the child questions he may have memorized answers for
- Abstract or difficult symbolic language
- Discouraging a child from seeking Christ
- Pushing a child into a decision for Christ

DO:

- Use the Bible
- Use open-ended questions such as:
  - What made you start thinking about this decision?
  - Why do you want to become a Christian?
  - What is sin?
  - Why do you think Jesus died on the cross?
- Use the child’s answer to ask more questions.
- Use words the child understands in conversational tones.
- Allow the child to ask questions – find out why he is asking.
- Help the child to understand the seriousness of his decision.

REMEMBER:

- You are an instrument of God. The Holy Spirit will use you to guide a child and explain salvation, but never to push or force a child into a commitment.
- Always commend a child when he takes a step toward Jesus.
- When you witness to a child (or anyone else!) you are always planting seed, watering seed, or reaping a harvest! (I Cor. 3:6)
- Do your best and trust the Holy Spirit to do His work!

## ANSWERS TO QUESTIONS CHILDREN ASK

### WHO IS GOD?

(John 3:16) - God lives in Heaven. He made the earth, the stars, the animals, and people. He made everything and knows everything. God is good. God loves you.

### WHO IS JESUS?

(John 1:1-14; 14:6) - Jesus is God's Son who has never sinned. Jesus, who lives in Heaven, came to live on earth. He loves you and wants you to go to Heaven. He does not want you to go to Hell, so He died on the cross to pay the penalty of your sin. He was buried, then after three days He rose from the grave and went back to Heaven where He lives now. One day Jesus will return for people who love Him and are saved.

### WHERE DID WE COME FROM?

(Genesis 1:1) - God made all people. The first man and woman were named Adam and Eve. God was their friend. God made everything in the world. He made you.

### WHO IS THE DEVIL?

(1 Peter 5:8; Isaiah 14; Ezekiel 28) - The devil was a bad angel. He hated God and wanted His power. That was sin. God told the devil he could no longer be one of God's angels. Now the devil is God's enemy. The devil is also our enemy. He tempts us and tries to hurt us.

### WHAT IS SIN?

(Romans 3:23) - Sin means to disobey God. Sin is actions, words, or thoughts that displease God. Sin separates us from God. Adam and Eve were the first people to sin. Everyone has sinned. You have sinned.

### WHAT HAPPENS WHEN PEOPLE DIE?

(Romans 6:23; 10:13) - God must punish sin. All who have sinned must go to a terrible place called Hell when they die. There is much pain and sorrow there. But if you ask God to forgive your sins and trust Jesus as your Savior, He will take you to Heaven when you die. Heaven is a wonderful place full of happiness and joy where there is no more pain, sorrow, or death.

### HOW CAN I GO TO HEAVEN?

(John 1:12; Rom 10:9) - Jesus said you must believe that He died on the cross for your sin and rose from the grave. Ask God to forgive your sins and trust Jesus as your personal Savior.

## QUESTIONS TO ASK A CHILD

### WHAT IS SIN?

(Romans 3:23) - Sin is disobeying God; breaking God's rules; actions, words, or thoughts that displease God. Everyone has sinned.

### HAVE YOU EVER SINNED?

(Romans 3:10; Romans 3:23) - Our parents spank us when we disobey them. When we disobey our parents we sin against God. Have you ever been spanked?

REMEMBER if the child shows no true conviction of sin, then you can go no farther with him. Pray with him and for him and trust the Holy Spirit to do His work of conviction in His own time. Commend him for his step toward Jesus.

### WHY IS SIN BAD?

(Romans 6:23; Isaiah 59:2)

### WHY DID JESUS DIE ON THE CROSS?

(Romans 5:8)

### DO YOU BELIEVE THAT JESUS DIED ON THE CROSS FOR YOUR SIN AND ROSE FROM THE GRAVE?

(Romans 10:9)

### WILL YOU TRUST JESUS CHRIST AS YOUR PERSONAL SAVIOR NOW?

(Romans 10:13)