



WELCOME GUIDE



Welcome

Welcome to CompassKids!

We are thrilled that you chose to be part of our children's ministry.

As a parent, you know first-hand how challenging it is to raise kids — especially kids who love and follow Jesus. The good news is you are not alone.

We believe that God has called the church to come alongside parents by equipping and supporting them. When parents and the church work together, we are much more effective in passing our faith to our kids.

We pray that you find many opportunities here where we can combine our influences and have an eternal impact on the next generation. Our hope is this guide would serve as a helpful resource as you navigate through the children's ministry here at The Compass Church. We aspire to make it one of the best.

CompassKids is a unique place where kids can meet God and grow in their relationship with Him. Because kids are wired to laugh and have fun, we embrace that in our classrooms. At the same time, we are serious about helping families go deep into God's Word and grow spiritually. For that reason, we teach children in ways that are enjoyable and memorable.

We are committed to building a healthy faith community that knows, loves and supports each other. Wherever your family is on their spiritual journey, you are welcome here and we look forward to joining you on your parenting adventure.



Our Mission

Why we exist...

Helping Kids Find & Follow God

We believe that the church was never intended to raise up spiritual champions — parents were! Paul writes about the responsibility of the church in Ephesians 4:12. He said...

“Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”

—Ephesians 4:12 (NLT)

In addition to this, the church simply does not have the influence needed to make a lasting impact on children. Parents are the primary influencers of their children by far. The church has maybe 40 hours a year with children while their parents have over 3,000 hours.

Our mission is focused on kids, however our method is to partner with parents. We want to leverage our expertise in ministry and your influence. Together we are better!

Our Values

As a ministry, our desire is to be fully submitted to God's leadership. We pray that God shapes us into faithful servants that honor Him above all else. Like Paul, our hearts are filled with gratitude to God for the incredible opportunity to serve Him and the families of The Compass Church.

“I thank Christ Jesus our Lord, who has given me strength to do His work. He considered me trustworthy and appointed me to serve Him.”

–1 Timothy 1:12 (NLT)

Who we are...

1. Safe & Secure

We will protect our children from harm. Today's world can be a scary place, especially for children. Our number one priority will always be making our environment safe and secure so that children have the freedom to laugh, play and learn about God's great love for them.

See Proverbs 1:33

2. Biblically Grounded

We love God and His word. For this reason, we will teach the Bible chronologically and highlight what it teaches. Instead of trying to force Bible stories into our creative theme or topic, we will stay true to what God's word says.

See 2 Timothy 3:16



3. Child Friendly

We love kids and having fun! We must never forget that a Children's Ministry exists to minister to kids. We will be most effective as a ministry when we engage children and then teach them in ways they actually enjoy.

See 1 Corinthians 9:22

4. Family Focused

The more we involve parents in communicating our message, the more effective we will be at passing on our faith. If we do not focus on families, we will dramatically limit our influence and impact on the next generation.

See Deuteronomy 6:6-7

5. Relationally Connected

We love and support one another. If we are going to become all that God wants us to be, we must commit ourselves to teamwork. Not only will we be more effective in ministry, but we will enjoy new friendships that naturally form.

See Ecclesiastes 4:9

6. Livin' It!

In today's culture, children need positive role models who love, follow and serve God. Unless we are willing to actually live out what we are teaching children, our efforts will be in vain. Children naturally mimic what they see, but not always what they hear.

See 1 Timothy 4:12b



We Are Better Together

We are here for your family! We believe when parents and the church work together, our children's faith will soar. We are better together when we coordinate our efforts, because two combined influences always have a greater impact than when they operate alone.

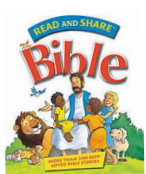
Below are some practical ways that we can work together.

- **Arrive on-time.** We open our classroom doors 15 minutes before the service and have lots of friendship building fun planned.
- **Attend the same service time.** When children attend different services, it is harder for them to develop friendships with other children and leaders.
- **Get to know us.** Introduce yourself to your children's leader so we can get to know you, encourage you and pray for you.
- **Serve with us.** When you and your child have a shared experience at church, you will find more moments to reinforce the message at home. We are a flexible and fun team!
- **Use Take Home materials.** Your child will most likely go home with something they made or a sheet of paper explaining what they learned. Use these items to spark discussions about the lesson. Consider asking your child these two questions.
 1. What did you enjoy most?
 2. What did you learn?
- **Go online.** For your convenience we have our Bible story videos online at thecompass.net/online/compasskids. Scan QR code below to quickly navigate there.

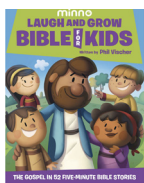


Recommended Bibles

At CompassKids, we don't just want kids to have their own Bible, we want them to learn to use them. Below are our recommended Bibles. Please see us if you need help finding any of these.



- **Early Childhood Bible.** We recommend *The Read and Share Bible* because it follows along with our Age 2-4 curriculum. We use this Bible in our classrooms which makes it a great partnership tool for you. Your child will remember the pictures and tell you the story.



- **Preschool Bible.** We recommend *The Laugh and Grow Bible for Kids* because it covers most of the Bible stories we teach in our Age 4-5/K-1 classroom. We also love the Family Connection questions which will help you talk to your child about important biblical truths.



- **Early Elementary Bible.** We love the *The Action Bible* because of its fast-paced narratives through the Bible. Illustrated by famed comic book artist, Sergio Cariello, who worked for Marvel and DC Comics. Don't be surprised if your child reads the entire Bible before you do.



- **Elementary Bible.** We recommend the *New International Readers Version* (NIRV) because it is written for 3rd grade reading level. This is not a picture Bible but the full Bible translated in language your child will understand. This is the translation we use in our Grades 2-5 classroom. We have these Bibles available to borrow if they do not have their own.



- **What's in the Bible.** This is not a Bible, but a highly recommended video series from *VeggieTales* creator Phil Vischer that teaches kids (and parents!) the big story of the Bible — God's great rescue plan!

Check-In Process

Our classrooms open 15 minutes before services.

- Each child must be registered into our system and wear a tag before they can enter into our care. For new or visiting families, you can save time by pre-registering your children using this QR Code.



- Each week you will be assigned a unique family ID number that will print on both the parent or guardian's pick up tag and the child's name tag. For security purposes, this ID number is different each week.



- Consider taking a picture of your parent tag on your phone to make sure it does not get lost. For security purposes, we only release children if the family ID number matches their tag.
- Please accompany your children to the door of their classroom and into the care of the CompassKids volunteers. You are welcome to step into the classroom to meet the teachers and leaders. If you would like to stay and observe the service, please ask for a Visiting Parent name badge.



Check-Out Process

Please pick up children no later than 15 minutes after service.

- Parents or guardians need to have their pick up tag with them to retrieve each child in our care. We will accept a picture of the tag on your phone.
 - In our Early Childhood area, please wait patiently at the door while we bring your child to you.
 - In our Elementary classrooms, only parents with pick up tags may enter the classroom. For the safety of our children, please have all other family members wait outside the room whenever possible.
- For security reasons, no one under 18 years old is allowed to pick up children, even if they have the proper tag.

Lost Tag?

- Many times children's tags fall off somewhere in the classroom. These children can safely be released to their parents as long as the parent has their tag and we verify that the child is theirs.
- However, if a parent loses their pick up tag, we cannot release the children until we verify their identity. Thank you for your patience as we ask for your driver's license and verify your identity on our registration system.

Custody Concern?

- Your child's safety is our #1 priority. If there are any custody concerns, please see someone on the Registration Team immediately so we can update our system and ensure that your children are only released to approved people.

Volunteer Screening

The safety of your children is our #1 priority.

All CompassKids volunteers in the classrooms must clearly display their badge when volunteering in our program. All volunteers are required to complete the following before they are able to serve with CompassKids:

- State background check.
- Three approved reference checks.
- Volunteer training on our mission, values and all our policies and procedures.
- Read through our CompassKids Team Member Handbook and sign a covenant agreeing to follow all guidelines and expectations.

Our CompassKids volunteer team is carefully screened. In addition, we have a Never Alone Policy that is strictly enforced. No one in our ministry is ever alone with children. We also have video cameras installed throughout our ministry areas so that we can keep eyes on the safety of the children in our care.

Our volunteer team realizes that they are expected to be a good role model for all children.

The goal is to develop healthy friendships with children so they see a living example of someone (other than their parents) who teaches them about Jesus and is living out the Christian faith.

We simply call this Livin' It!





Parent Paging System

If we need to reach you during the service, your child's ID number will be posted in the main service. If you have an infant or toddler, you may be given a parent pager at Check-In. We can also contact you via a simple text message. We will only use these methods when it is absolutely necessary.

Situations that would require us to contact you include the following:

- Injury (more than a little boo-boo)
- Sickness
- Discipline issue
- Inconsolable crying (over 10 minutes)

NOTE: Young children may experience separation anxiety when a parent leaves a classroom. This is normal. Our staff will try to soothe and redirect a child and, most often, they will settle down and relax. If a child is inconsolable for 10 minutes or more, you will be contacted.

We take our responsibility caring for your child seriously and ask that you respond to a page immediately. Thank you.



Well Child Policy

In order to promote a healthy environment at CompassKids, we ask that parents keep their child at home when any of the following are observed in their child:

- Vomiting
- Fever greater than 99 degrees (axillary)
- Conjunctivitis (pink eye)
- Diarrhea
- Constant Coughing
- Chest Congestion/Raspy breathing
- Rash
- Head Lice
- Runny Nose (with thick discharge)
- Hand, Foot, Mouth Disease

If a child is being treated with antibiotics for any reason, he or she should receive treatment 24 hours before coming to CompassKids. Please understand CompassKids team members are unable to administer medication of any kind to your children.

As an added precaution, no one is permitted in our rooms if they've had any of these COVID-19 symptoms in the last 5 days.

- Fever or feeling feverish (chills, sweating)
- New cough
- Difficulty breathing
- Sore throat
- Muscle aches or body aches
- New loss of taste or smell

CompassKids reserves the right to turn children away if they display any of the above signs of sickness. If a child becomes ill or displays any of the above symptoms while in our care, parents will be immediately paged.

For your children's protection, we ask that all CompassKids team members follow these same precautions.

First Aid Policy

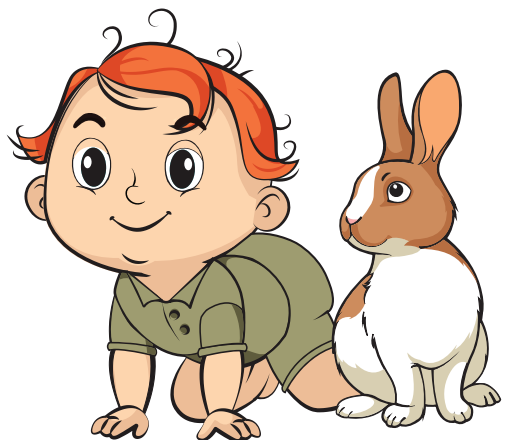
If a medical situation (beyond a little boo-boo), or illness requires medical attention, the parent will be notified immediately using our paging system.

Again, we ask that you respond immediately to all pages.

If a life-threatening illness or injury occurs, emergency services will be contacted and the parent will be paged.

All injuries that take place while a child is in our care will be documented. An "Incident Report" will be completed by staff or the volunteer team member on duty. A copy of the report will be kept for our records.

Parents should contact the staff leader to discuss any medical concerns or serious allergies.



Bathroom Policy

To preserve a safe environment for our children, and the integrity of our team members, we will strongly enforce the following diapering and bathroom policies.

- Diapers are changed only in the designated diapering stations where they can be observed by another team member. Stickers are placed on the front of a child's name tag alerting you that their diaper was changed. No one under 18 is allowed to change diapers.
- If your child is potty training, please take them to the bathroom before dropping them off in their CompassKids classroom. We do have Pull-ups available in case of an accident.
- No one will ever be behind a closed door with a child in the bathroom. When toileting a toddler or preschool-age child, a second adult will be present to observe.
- If a Preschool child can go to the bathroom by themselves, then they will be encouraged to do so with no adult present in the bathroom. Adults will check the bathroom before and after a child uses it to make sure it is clean and sanitary for the next child.
- Elementary children may go to the bathroom after receiving permission from their CompassKids leader. Children go in alone while the leader waits outside. Another adult or safety team member will also be present nearby to observe.
- Adults must never use the bathrooms in the CompassKids area which are clearly marked as Kids Only!





Discipline Policy

All discipline will be done out of love and will carefully consider a child's dignity and fragile self-esteem. Gentleness, respect, and understanding will guide all actions and words. Please know that physical discipline is never used in our ministry!

Below are the three simple rules we follow:

1. Be Listening

2. Be Nice

3. Be Helpful

Below are the steps we follow if a child is not following these rules:

Be Reminded

As a first step we give the child a verbal reminder using positive words and a warm smile.

Be Warned

If behavior occurs a second time, the child will be given a verbal warning. We may separate the child from the group (but remain in the same room). At this time, we will talk to the child about the behavior that needs to change in loving and positive words.

Be With Parents

If the behavior occurs a third time, we will page the parent and ask that the child be removed from the CompassKids classroom. We may have a Family Room available where you can sit together. We will also fill out an "Incident Report" to document the occurrence. The child is welcome to return to their classroom the following week. We also welcome specific ways we can partner with you in helping your child follow our rules.



THE COMPASS CHURCH
thecompass.net/compasskids



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