



TEAM HANDBOOK

VISION

Partnering together with parent to impact children to become devoted followers of Jesus. Encouraging them to reach their full potential by: Teaching God's Word and sharing His Love.

VALUES

1. Safe: Physical, Spiritual, Emotional.
2. Biblical Teaching: Relevant, creative
3. Relational: Environment that promotes caring relationship.
4. Empowering: We encourage kids to use their god given gifts to serve others.
5. Fun: fun fun fun.

Kidz Rock



WELCOME TO THE KIDZ ROCK MINISTRY TEAM!

What an exciting journey you are embarking on! Be prepared to be challenged, encouraged, loved on, trained, appreciated, tired, tested and used by God! Did we let TESTED and TIRED slip in there? Yes, we did because we also believe that your own faith will be strengthened, and God may be teaching you through the process of ministry to children. While this ministry may be a small investment of your time, the impact will be a life-long one for the children you come into contact with.

We appreciate your time, and your commitment. We know it's not always easy, so we are giving you this handbook to help you navigate your way through our procedures and best practices. We hope the handbook helps you better understand what we are trying to accomplish, what is expected, and how we strive to maintain excellence.

Children's Ministry Overview

Baby Rockz: Ministry and care during weekend services for infants from birth to 24 months.

Kidz Rock: Ministry and programming during weekend services for children ages 2 to Grade 3.

Collide: Ministry and programming during weekend services for kids Grades 4-6

If you have any further questions, suggestions, or concerns about Kidz Rock, please do not hesitate to contact us here at Church of the Rock.

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KIDZ ROCK ORIENTATION



Reporting For Duty

- ❑ Please arrive on time, check in by scanning your name tag at the designated computer.
- ❑ We pray as a team at 9:00am and 10:50am in the Temple.
- ❑ Please be ready to receive the kids by 9:25am and 11:10am
- ❑ If you are unable to make it on your scheduled day, please find a substitute and let the appropriate ministry staff know who will cover for you. Email reminders are sent the week you serve with the sub list attached – choose either a sub only person or someone who is in the same role as yourself on the opposite month.

Classroom Management

- ❑ Be prepared to handle minor behavioural issues of the children under your care.
- ❑ Arriving on time and knowing your lesson is the best classroom management technique.
- ❑ Lessons are available online (churchoftherock.ca/kr-curriculum), the link is included in your volunteer reminder email. Hardcopies also available in the classroom & check-in area

Receiving and Releasing Children

- ❑ Children must have a nametag before they are accepted into any class or small group.
- ❑ In nursery to Grade 3 in order to release a child, the parent/caregiver must have a pick-up tag that matches the child's tag code. Please check all tags before releasing a child.
- ❑ Children in Collide grades 4-6 are released on their own unless otherwise indicated by the parent/caregiver.

Appropriate Touch

- ❑ Hold a preschool child who is crying or needs comfort.
- ❑ Hands, shoulders, or back are ok areas for all ages
- ❑ Do not have a child sit in your lap in any circumstance. Invite the child to sit beside you if they insist on being close.

Paging Procedure/EMRT

- ❑ All children from Nursery to Grade 3 are given a tag code. If a parent/caregiver is needed for behavioral issues or for the child to use the bathroom, the code or child's first name is entered in the computer/tablet. You will be shown how to enter those codes.
- ❑ If required, page EMRT with room number for minor medical assistance. If serious medical event happens, call 911 first, EMRT, then parents.

Bathroom Procedure

- ❑ From age 2 to Grade 3 the parent/caregiver is to be paged by using either tablet or computer in rooms. If necessary, two unrelated staff/volunteers may take them to the washroom, but must wait in the hallway and cannot assist the child in any way.
- ❑ Children in Collide grades 4-6 can be released on their own to go to the washroom. Unless indicated differently by parent/caregiver

Parents in the Classroom

- ❑ Parents are allowed to be in the classroom as needed. They must have a parent nametag if they are staying with the child, available behind the check-in desk or by Temple tech.

Snacks

- ❑ For preschool children (age 0 to 4) the church provides a snack. Due to allergies some children cannot have a snack; if this is the case it will be indicated on the child's nametag. Snacks are in each of the preschool rooms in labeled bins.
- ❑ Tabletop water dispensers are in the preschool rooms. Mini cups are provided.

Children with Disabilities & Custody Orders

- ❑ Leaders will be informed if any they are overseeing children with disabilities or have custody orders to be aware of. This info must be kept private and away from the other children & parents.

House Keeping

- ❑ Please keep your room neat and tidy after your class.
- ❑ Wipe down tables if unclean and throw away any garbage.

Report Form Binder

- ❑ There is a binder in each preschool classroom and one in the volunteer breakroom containing Suspected Abuse Forms and Incident/Accident Forms.
- ❑ Suspected Abuse Report Form must be filled out as per our Protection Policy Procedures

Volunteer Training

- ❑ All volunteers must attend the yearly Kidz Rock kickoff training in September
- ❑ All volunteers over 18 years old are required to take Protection Plan on-line or in class training and complete the Foundations class within the first 6 months of serving.
- ❑ All volunteers must take a Protection Plan refresher every year (usually at the Kidz Rock kickoff)

Kidz Rock Handbook

- ❑ Please fully read the Kidz Rock Handbook and keep your copy for future reference.

TOUR

Kidz Rock Resource Area (Behind Check-In Desk)

- ❑ Nametags, check-in, & hardcopy lesson plans

Tour of Classrooms & Paging Parents

- ❑ Age 2 (K4)
- ❑ Age 3 (K5)
- ❑ Age 4/5 (K2 & K3)
- ❑ Kindergarten, Grade-3 (Temple)
- ❑ Various breakout rooms for small groups to meet.
- ❑ Collide 4-6 (youth room)

Get t-shirts!

Kidz Rock Staff Contact Info

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KIDZ ROCK POLICY AND PROCEDURE OVERVIEW

Nursery to Grade 6

1. Ministry Personnel Expectations

- Check-in, arrive prepared and ready to serve.
- Be on time and in your room, ready to receive the children.
- Keep classrooms and areas clean and organized; put away unused supplies.
- If you are unable to make your commitment that day, contact the volunteer who is serving on your alternate month. The sub list is online and the link is included in weekly reminder emails.
- Be flexible. Things don't always go as expected. The service may go longer or shorter.
- Attend meetings and training sessions.
- Be a role model to the kids. Kids are always watching. Demonstrate the love and heart of Jesus.
- Invite others to join Kidz Rock. If your enthusiasm is contagious, the Kidz Rock Team will continue to grow and thrive.

2. Reasons for Ministry Personnel Dismissal

- Below are the standards that Kidz Rock Staff may dismiss ministry personnel from service:
 - Regularly misses volunteering commitments without notice
 - Misses 25% or more volunteering commitments with or without notice
 - Disregards procedures or policies 2 or more times
 - Endangers a child at any time
- The Kidz Rock Director has sole discretion to remove ministry personnel for any other reason not listed above

3. Code of Conduct During Class

As well as having met all criteria for becoming a children's ministry personnel and be in conformity with the standards set out in the Church of the Rock Code of Conduct (See handbook **Appendix #4**), all ministry personnel should:

- Always conduct themselves in a Godly manner, being an example of obedience, respect, honesty, and love to those in their care.
- Treat all children with respect and dignity.
- Watch their speech, tone of voice and body language.
- Encourage an atmosphere that is conducive for sharing and praying for one another.
- Be prepared to lovingly deal with any behavioral problems.
- Supervise children without unnecessary means of discipline.
- Pray for children and seek God's direction for the class.
- Come to class prepared using the curriculum set out for that class.
- Express love and care in an appropriate manner.

Never should you:

- Ridicule or reject a child.
- Show favoritism to any one child.
- Be alone with a child under any circumstance
- Allow unknown adults unsupervised access to children.
- Allow abusive peer activities (i.e. ridiculing, bullying).
- Use corporal punishment.
- Lock or confine a child in a room separate from other children or adults.

4. Health & Safety Guidelines**General Safety**

- During class time, children are not allowed to leave the premises unsupervised.
- All classrooms are equipped with first-aid kits.
- The supervisory staff will make regular visits to the classroom to make sure the class is properly staffed and supervised.

Illness

- Children with any of the following symptoms will not be allowed in class: fever, diarrhea, vomiting, consistent coughing or sneezing, coloured nasal discharge, any discharge from the eyes or any communicable disease manifesting in a rash or breakout.
- Any child with a known communicable disease should not be received in a classroom.
- If a child displays any of the above symptoms while in our care, the parent/guardian will be asked to remove the child from the classroom.

Medications

- Ministry personnel are not to give or apply any medications.
- Parents/guardians are to be contacted and should administer all medications.
- In the extreme case where Epi-pens and puffers may be needed for allergies or asthma, written instructions are to be provided by the parent/guardian to the ministry lead. These should be written, signed, dated and filed permanently.

Dealing with Cuts or Injuries Involving Blood

- Blood pathogen procedures will be posted in the departments. (See Appendix 16).
- When an individual is injured, they are to be separated from others. The area where the injury occurred or where any blood may have dropped on the floor, equipment or toys is also to be isolated. Ministry personnel are to alert custodial staff of any blood contamination.

- Ministry personnel need to ensure that no other individuals have had contact with any of the blood from the cut or injury.
- If other children have had contact with any blood from the injury, parents/guardians are to be informed by ministry personnel as soon as possible.
- Depending on the severity of the injury, EMRT is to be paged
- Non-latex safety gloves are to be used when dealing with the injury, avoiding contact with mouth, ears and eyes.
- Extreme care will be taken in cleaning up all blood and bloody bandages and the safe and secure removal of waste and disposal of gloves to a secure waste removal container.
- Hands are to be washed carefully with sterilizing soap available in the first aid kit (all classrooms are equipped).

Emergencies

- Emergency evacuation procedures will be reviewed regularly by Fire Chief (or assigned designate.) These procedures are to be posted in a visible place in each classroom stating the planned route of escape to the nearest exit.
- A first aid kit will be kept in each classroom with ministry personnel being educated on the kit's contents. Each kit will contain a list indicating what contents should be included and should be updated annually.
- A parent/guardian will be contacted when an injury, accident or medical emergency occurs. A Vulnerable Individual Incident-Accident Report form is to be completed for any and all accidents and filed and turned in to a Senior Leader to be filed at COTR indefinitely (see handbook Appendix 5).

In case of a medical emergency

- Ministry personnel are to call **911** using a cell phone or the phone in the Resource Room.
- Using computers/tablets in the room page **EMRT** followed by the classroom **room #**.
- The in-house emergency medical teams are on hand to respond.
Example: EMRT K2.
- This procedure will be posted in each room (See handbook **Appendix #2**).

In the case of a fire

- line up the children in the direction of the appointed fire exit (map in each of the classrooms).
- Have the children follow the teacher out of the room, the teacher/helper should follow in behind the line of children.
- Turn off the lights and close the door behind you.
- The teacher is to bring the attendance sheet along to the designated assembly point (east side of building under the power lines).
- This procedure is posted in every room. Ministry personnel should review this procedure in detail (See handbook **Appendix #3**).

5. Bullying Among Peers

- All ministry personnel will take action to prevent bullying, teach against it, and assist and support Vulnerable Individuals who are being bullied. Bullying in any form will not be tolerated.
- In the case of a child hurting another child or ministry personnel the child will be gently restrained until the their parents/guardians are called. The child will then be removed from class.
- The parents/guardians of the child that was hurt must be informed of what happened and what was done to resolve the issue. An Incident/Accident Report Form must be filled out by the ministry personnel and turned into the Children's Ministry leader (See handbook **Appendix #1**).

6. Photography and Video Taping

- No photographs of children or youth will be taken without prior written approval;
- Photography and videotaping will be done by designated ministry personnel who have been screened and trained in Vulnerable Individual Protection Procedures

7. Ministry Personnel/Child Ratios

- Each group or class is to have at least two unrelated adults present. Children are not to be received until two ministry personnel are present; in the event that only one adult is present, the door must be left open. Hall monitors will check in periodically.
- Family ministry teams (i.e. husband and wife) work well together and are encouraged as a method of staffing. However, to protect this family unit, we recommend the presence of at least one other ministry personnel not related to the family.
- The ratio of personnel to children for the nursery (age 0 to 24 months) is 1:3.
- The ratio of personnel to children for preschool classes (ages 2 to 5) is 1:5.
- The ratio of personnel to children for elementary classes (Kinder to Grade 6) is 1:10.
- All ministry personnel and staff must wear a lanyard/nametag and approved clothing to identify them accordingly.
- Supervision should be maintained until all the children are in the custody of their parents/guardians.
- Minimum requirements for serving in Kidz Rock are:
 - Have regularly attended COTR for at least six months and have taken the Foundations of the Rock classes.
 - Complete Volunteer Questionnaire of Kidz Rock Volunteer Application
 - Interview with Volunteer coordinator or Ministry Leader
 - Complete a Child Abuse Registry check.
 - Complete an Enhanced Police Information Check ("EPIC").
 - Reference checks from at least two unrelated adults
 - Complete Protection training
 - Receive final approval from the Ministry Leaders and/or Pastor
 - Sign Confidentiality Agreement



8. Occasional Observers

- Occasional Observers who join a group of children will have their attendance recorded and kept on file with the group attendance for that day. Visitors will be clearly identified and if they have not been screened and approved, they will not be placed in a position of trust with children.

9. Receiving Children

- The receiving and releasing of children will be closely monitored. A mandatory Check-in/Check-out system is to be used (sign-in and sign-out form when check-in system is not available) for all programs
- Children are to be received in the designated room by ministry personnel.
- Children are not to be dropped off or left in a room without ministry personnel present to receive them.
- First time families are required to fill out a Family Registration Form. Every family will be encouraged to update their information yearly or on an as-need basis
- Parents/guardians are to indicate on the Family Registration Form any special care requirements that their child may have and also to make the ministry personnel aware of the need.
- All children Aged 0 to Grade 3 are required to be checked-in by a parent/guardian.
- Children in Grades 4 to 6 are allowed to check in and come to class on their own.
- At check-in time, parents/guardians will be given a nametag for each of their children.
- Parents/guardians and visitors are not to enter the nursery or preschool area when picking up their child unless requested to do so.
- Parents/guardians will receive a pick-up tag code receipt. This receipt will need to be presented to the ministry personnel in order for the child to be released to them.
- All children must have a nametag on in order to be received into their classrooms.
- All children are under the care and responsibility of their parents/guardians until the children are released from the sanctuary by a pastor.
- Parents/guardians are required to bring their child/children to the classroom personally once they have been checked in.
- Should a parent/guardian be needed for their child, they will be paged by the tag code on their receipt.

10. Releasing Children

Nursery, Preschool and Grades K - 3:

- The parent/guardian must present the parent pick-up receipt to the ministry personnel and the child demonstrates recognition of the parent/guardian in order for the child to be released.
- If the receipt is lost the parent/guardian must present an I.D. verifying their relationship to the child or call KR Supervisor to verify relationship. **Children will not be released on their own.**

Grade 4 to 6:

- Children are released when the service is over unless the parent/guardian has requested that they be kept until they are picked up (as indicated on the registration form).

11. Attendance

- Attendance is done through the Check-in Stations and class rosters are generated and delivered to each room. Ministry personnel are to verify all children in attendance by checking them off and initialing the attendance sheet. Attendance sheets are to be returned to the resource area and placed in a labeled bin.
- These attendance records are carefully maintained and kept on hand indefinitely.

12. Washroom Guidelines

Parents/guardians are encouraged to take their children to visit the washroom prior to each class or service. This recommendation is to be communicated to parents/guardians at the beginning of each new school year, and throughout the year to newcomers.

Nursery

- Diaper changing is to be done only by the parent/guardian. Parents/guardians will be paged so that they may attend to their child.

Preschool-Age 5

- A parent/guardian will be paged to come accompany their child to the washroom. Preschool children are not to go to the washroom alone.
- If the parent/guardian does not come, two (2) ministry personnel will escort a group of children to the washroom.
- Ministry personnel are never to be alone with a child in an unsupervised washroom and they are never to go into a cubicle with a child and shut the door.
- When a preschool child needs assistance in a washroom and a parent/guardian is not available, ministry personnel may only enter the washroom cubicle to assist following these guidelines:
 - The outside washroom door must be propped open and the adult ministry personnel must stand in an open cubicle.
 - The second ministry personnel (or hall monitor) must be at the outside washroom door with line of sight on the ministry personnel offering assistance.
 - Ministry personnel will take into consideration the privacy of the child.

Grades K to 3:

- A parent/guardian will be paged if elementary children need to use the washroom.
- In the event that a parent/guardian does not come, two (2) ministry personnel will escort a group of children to the washroom, prop the door open and remain outside the washroom door and wait for the children before escorting them back to the room.
- Ministry personnel are not to be alone with children in an unsupervised washroom and are never to enter a cubicle with a child and shut the door.

Grade 4 to 6:

- Children may be released on their own to go to the washroom unless their parent/guardian indicates otherwise on the Family Registration Form.
- If a child is not allowed to go on his/her own, the parent/guardian will be paged to escort their child to the washroom.

13. Proper Displays of Affection**Appropriate Touch**

Appropriate touch of children will be age and developmentally appropriate. This may include:

- Hold a preschool child who is crying.
- Speak to a child at eye level and listen with your eyes as well as your ears.
- Hold a child's hand when speaking, listening or walking with them to an activity.
- Gently hold the child's shoulder or hand to keep his or her attention while you redirect the child's behaviour.
- Put your arm around the shoulder of a child when comforting or quieting as needed.
- Pat a child on the head, hand, shoulder or back to affirm them.
- Holding a preschool/nursery child who is crying.

Inappropriate Touch

All touch must be done in view of others. The innocence of children must be protected and thus the following actions are inappropriate and will not be permitted:

- Do not kiss a child or coax a child to kiss you.
- Do not engage in extended hugging and tickling.
- Do not hold a child's face when talking to or disciplining the child.
- Do not touch a child in any area that would be covered by a bathing suit.
- Do not carry school-age children and do not allow them to sit on your lap.
- Avoid prolonged physical contact with a child.
- Seductiveness or suggestive contact.
- Physical contact of any kind that is done for the pleasure or satisfaction of care providers.
- Any touching used to express power or control over a child
- Ministry personnel are not to be left alone with a child.

14. Classroom Management

Preventative Practices

- Create a loving, caring atmosphere.
- Arrange your environment so it is a positive learning experience for all children.
- To gain respect, you must grant respect.
- Establish and communicate realistic expectations for the children.
- Come in **prepared** and ready to teach the curriculum.
- Be fair and consistent with all children.
- Be sure your focus is on positive actions.
- Be mindful and sensitive to children with disabilities. (The attendance report will indicate this).

Remedial Management

- Handle issues that may arise individually.
- Explain why the behaviour is improper.
- Redirect the child to a more positive action. (Using distraction is one way to do so).
- Explain the results of unacceptable behaviour by defining the acceptable way to behave as well as the result if a change is not made (parent/guardian will be paged).
- Offer alternatives that are acceptable to both you and the child.

Appropriate Management

- Praising the specific behaviours you want to see in your group (i.e. “good listening,” “thank you for waiting”).
- Use a firm, gentle voice to address and redirect the behaviour (i.e., “you are running; walk please”).
- Only, if necessary, withdraw a child from an activity until they are self-regulated and are able to rejoin the activity.
- Have a confidential parent/guardian discussion when necessary.
- Should a **child behave in a manner that is improper and/or disruptive**, and after a few attempts to redirect, the parents/guardians should be paged. A parent/guardian is encouraged to stay with their children in class, or the child is asked to join parent/guardian in the service.

Inappropriate Management

- Corporal punishment of any kind.
- Any words or tone that would humiliate a child, undermine a child’s self-respect or cause a child to think he/she is the “problem” rather than the specific behaviour being addressed (i.e. “strong boys don’t cry,” “shame on you,” or “you’re a bad girl”).
- Deprivation of a child’s basic needs.
- Lock or confine a child in a room separate from other children or adults.
- Ridiculing a child in front of others.



Classroom Guideline Suggestions

- One voice talking at a time.
- Use inside voices.
- “Please listen so you don’t miss what’s being taught.”
- Use good manners. Good manners are contagious.
- Respect one another.
- Show kindness and be friendly.
- Visit the washroom before class begins.

Children with disabilities

- Parents/guardians are to indicate on the Family Registration Form what the child’s needs are. Should a safety issue arise, parents/guardians would be asked to assist in class.
- For children with needs that are beyond the volunteer’s abilities, parents/guardians will be asked to stay in class.

Snacks

- **Nursery/Preschool** (ages 0 to 5): Church will provide snacks for nursery and preschool children; parents/guardians are required to indicate on the Family Registration Form whether their child is allowed to have a snack as well to indicate any allergies. This information will be printed on the child’s nametag as well as the attendance sheets.
- Snack ingredients are available in the classrooms.
- If you are unsure if a child can have snack, please page the parent/guardian to confirm.
- **Grades K to 6:** Parents/guardians are to indicate on the Family Registration Form whether their child may have a snack, provided at the teacher’s discretion. This information will be printed on the child’s nametag. Alternatively kids this age can answer for themselves.

15. Reporting & Responding to Allegation & Suspicions of Abuse

The following outlines the procedure for reporting suspected abuse cases. Discussing any suspected abuse or dangerous situation must only be with the person(s) outlined below and not discussed with anyone else.

- For the protection of our Vulnerable Individuals, all allegations and/or suspicions of abuse against Vulnerable Individuals will be taken seriously.
- Immediately upon hearing of potential abuse or allegations of abuse to a vulnerable individual, the ministry personnel must complete a Suspected Abuse Report Form documenting all pertinent information (See handbook **Appendix #5**). The victim should not be asked leading questions nor should the accused or any other parties be contacted at the point of completing the Suspected Abuse Report Form.
- All forms must be kept permanently unless otherwise directed by legal counsel.



Reporting Procedures: Reporting an Allegation or Suspicion of Abuse

- According to the Child and Family Services Act, any person with a reasonable suspicion of child abuse has a legal responsibility to immediately report the matter to child protection authorities (Child and Family Services) or the police. Reporting must be done by telephone or in person promptly at the point of observing signs of abuse or receiving a report of abuse. The reporting must be immediate, direct, and ongoing. The report may be done in conjunction with a senior pastoral staff member or immediate ministry leader.
- A person who knowingly fails to report in these circumstances is in violation of the law, may be found to have committed an offence, and may be subject to disciplinary action in COTR.
- COTR requests that when a ministry volunteer or staff member in the line of duty reports a suspicion of abuse or an allegation of abuse to authorities that they also notify the Senior Pastor that a report has been made. It is understood that the report is to be kept confidential.
- The Senior Pastor or his designate must notify COTR's insurance provider and seek legal counsel upon hearing of a suspected child abuse case.
- If the suspected abuse happened in the context of a COTR sanctioned event, ministry or was committed by a church member or attendee, the parents/guardians of the victim must be notified by the Senior Pastor.

TO REPORT CHILD ABUSE, PHONE POLICE OR THE FOLLOWING NUMBERS:

If a child is in immediate danger, call the police

Dial 911 or the operator and ask for police assistance.

In Winnipeg:

Child and Family Services, All Nations Coordinated Response Network (ANCR)

835 Portage Avenue Winnipeg MB R3G 0N6

Phone: 204-944-4200 Toll-free: 1-888-945-2627

Province-wide intake and emergency after-hours child and family services: 1-866-345-9241

Further numbers available see handbook **Appendix #5**.

PLEASE KEEP THIS DOCUMENT SAFE FOR ONGOING REFERENCE

Thank you!



VULNERABLE INDIVIDUAL - INCIDENT/ACCIDENT REPORT FORM

The incident report should be completed as soon as possible after the incident occurs and should include as detailed a description of the situation as possible.

Child Name/s _____ Phone Number _____

Address _____

Incident Date _____ Incident Time _____

Incident Location _____ Event Title _____

Give a brief description of the incident/accident (*including who did what to whom*):

All Leaders Present:

Was it necessary to administer first aid? ☐ Yes ☐ No

If yes, please give name and phone number (if possible) _____

Please explain the **type of care** that was given:



Continued...

Parents / Guardian contacted? ☐ Yes ☐ Not yet

Their Response:

Parents/Guardian Name: _____ Signature: _____

Person completing the form - Please ensure that you now:

1. **Sign** then hand this completed form to a KidzRock Staff member (who must be the Kidz Rock Director)
2. **Notify** your KidzRock Ministry Leader of the above incident by email
- 3.

Please print your name: _____

Signature: _____

Phone #: _____

OFFICE USE ONLY

Was the incident reported to: Senior Leader (Name: _____) Police (File # _____)

Please note any follow up actions taken post-incident

Completed form must be filed at Church of the Rock indefinitely



EMERGENCY MEDICAL RESPONSE (EMRT) CHURCH OF THE ROCK

1. **Depending on the cause of the emergency** - ensure the child and others are safe.
2. **If the child is unconscious or seriously injured, call 911 immediately** – tell them you have an unconscious child or the nature of the injury
3. **For all emergencies**, call Emergency Medical Response Team (EMRT) using the paging system used to call parents.

For the page type: EMRT (and the room number)
Example: **EMRT K3** (emergency in room # K3)

4. **Obtain the First Aid Kit from the room and have it available.**
5. **Call the parents of the child using the paging system.** Put the child's first name instead of their paging code for parents to respond quickly
6. **Stay with and reassure the child.**
7. **If needed**, an Usher and/or Security and/or Kidz Rock leader will wait inside the **West Entrance Doors** to direct the First Responders to the appropriate room.



FIRE ESCAPE PROCEDURES CHURCH OF THE ROCK

Upon the sounding of a fire alarm:

- Classes line up in the direction of the appointed fire exit.
- Teacher takes attendance sheet.
- Teacher appointed person(s):
 - Turn out lights.
 - Close all doors.
- Teacher leads class out.
- Any other adults present, follow class out.
- Move quickly and quietly in a single file along your appointed escape route to the assembly point.
- Students in washrooms, in other rooms or in transit should leave by the nearest exit and proceed to the class assembly point.
- Teachers in charge of classes which are not in the regular classroom, please take students out of the building and to the assembly point.
- When the building is cleared an usher checks the washrooms.
- Classes line up in assembly area (no talking).
- Teacher takes attendance and sends a runner to report attendance to a pastor or designate.
- Stay in position until the all-clear is given to return to the building.
- In case of extremely cold weather, follow the instruction of pastor or leader.
- Unite Children to parents in the designated area.

DESIGNATED AREA

- Children's classrooms, youth room, northeast side of sanctuary – East exit to area under the power line.
- Chapel, kitchen, foyer, Northwest side of sanctuary – West exit to middle of west parking lot.
- Sanctuary – West east and south exits to far side of parking lot.

FLOW OF ESCAPE:

As indicated on map in rooms.

Doctrinal Statement of Faith

Church of the Rock asserts and holds to the following fundamental truths as the foundational doctrines of the kingdom of God.

1. The One True Eternal God

- a. There is one true eternal God, Creator of the universe, and Redeemer of mankind ([Deuteronomy 6:4](#), [Exodus 3:14](#), [Isaiah 43:10-11](#), [Psalm 90:2](#)).
- b. God has further revealed Himself as a triune being manifested as Father, Son, and Holy Spirit ([Isaiah 48:16](#), [Matthew 28:19](#), [Luke 3:22](#), [2 Corinthians 13:14](#)).

2. The Inspired Scriptures

The Scriptures, both Old and New Testament, are inspired of God, and comprise the infallible and authoritative Word of God to mankind. ([2 Timothy 3:15-17](#), [2 Peter 1:19-21](#)).

3. The Deity of the Lord Jesus Christ

- a. The Lord Jesus Christ is God as manifest to mankind, and shares in the divinity and deity of God ([Matthew 1:23](#), [John 5:22-23](#), [2 John 1:3](#), [Hebrews 1:1-13](#), [John 1:1-2](#), [John 20:28](#)).
- b. Christ lived a sinless life ([2 Corinthians 5:21](#), [Hebrews 4:15](#)).
- c. Christ performed divine miracles by the power of the Holy Spirit ([Acts 10:38](#)).
- d. Christ was born of a virgin ([Isaiah 7:14](#), [Matthew 1:23](#), [Luke 1:34](#)).

4. Original Sin and the Fall of Man

- a. Adam and Eve were created good and upright before God ([Genesis 1:26-27](#)).
- b. The first man, Adam, through disobedience, fell from the grace of God, and thus sin entered into the world and spread to all men ([Romans 5:12](#)). Since the fall of Adam all mankind has been born with a sinful nature ([Ephesians 2:3](#)).

5. The Existence and the Reality of Satan

- a. Satan is a fallen angel, and an enemy of God and mankind ([Isaiah 14:12-16](#), [Ezekiel 28:12-16](#), [1 Peter 5:8](#), [1 John 3:8](#)).

6. The Salvation of Mankind

- a. Mankind's only hope of salvation from the power and consequences of sin and death is through the shed blood of the Lord Jesus Christ, bringing us into life and victory in Christ ([1 Corinthians 15:55-57](#), [Acts 4:12](#), [Romans 5:8-13](#), [Romans 10:9-10](#), [James 1:21](#), [Ephesians 2:8](#)).
- b. Man's redemption was purchased through Jesus' substitutionary death, His bodily resurrection, and His ascension to the right hand of the Father ([2 Corinthians 5:21](#), [1 Corinthians 15:20-23](#), [Hebrews 8:1-6](#), [Hebrews 9:15-26](#)).

7. Water Baptism

- a. Water baptism is an important symbolic identification with the death, burial, and resurrection of Jesus Christ ([Romans 6:3-6](#), [Colossians 2:11-14](#)).

- b. Water baptism should be done by immersion ([Matthew 3:16](#), [John 3:23](#), [Acts 8:36–39](#)).
- c. Water baptism should be done into the name of the Father, Son, and Holy Spirit ([Matthew 28:19](#)), and should be done in the name of Jesus ([Acts 8:16](#), [10:48](#)).

8. Communion

- a. In communion the bread and fruit of the vine are symbolic of the body and blood of our Lord Jesus Christ ([Luke 22:19–20](#)).
- b. We are encouraged to partake of these elements in remembrance of him ([1 Corinthians 11:23–26](#)).
- c. In partaking of the elements in the right manner, God gives the promise and hope of spiritual life, emotional strength and physical healing ([1 Corinthians 11:27–34](#), [Acts 2:46](#)).

9. The Baptism in the Holy Spirit

- a. The baptism of the Holy Spirit is evidenced by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance ([Acts 2:4](#), [19:6](#)).
- b. With the baptism in the Holy Spirit comes the receiving of the power of God ([Luke 24:49](#), [Acts 1:4–8](#)).
- c. The Holy Spirit also gives the manifestation of the spiritual gifts, and distributes to each one individually as He wills ([1 Corinthians 12:1–31](#)).
- d. This experience is subsequent to the experience of new birth and distinct from new birth and water baptism. ([Acts 8:12–17](#), [Acts 10:44–46](#), [Acts 11:14–15](#), [Acts 15:7–9](#), [John 20:22](#), [Acts 1:4–8](#)).

10. Divine Healing

- a. Divine healing was provided for and purchased in the redemptive work of Christ; it is an integral part of our new covenant ([Isaiah 53:4–5](#), [Matthew 8:16–17](#), [1 Peter 2:24](#), [Psalm 103:1–3](#), [James 5:14–16](#)).

11. The Resurrection of the Dead

- a. Christ will return in glory for His church: the dead in Christ will rise first, then those who remain shall be caught up (raptured) to meet the Lord in the air. The believer shall live and reign with Christ ([1 Thessalonians 4:16–17](#), [1 Corinthians 15:51–57](#), [2 Timothy 2:12](#), [Revelation 5:10](#)).
- b. The resurrection of the unbelieving shall be to everlasting punishment in the lake of fire ([Revelation 20:11–15](#)).

12. Marriage

- a. Marriage is a living reflection of the relationship between Christ and the church ([Ephesians 5:31–32](#)). A Christian marriage is characterized and governed by Christian principles that are taught in the Bible.
- b. Marriage is a sacred covenant between one naturally born man and one naturally born woman. Therefore, as a church, we do not recognize common-law or same-sex marriage ([Genesis 2:18–24](#), [Matthew 19:4–6](#), [Hebrews 13:4](#)).

For further clarification refer to the *Statement of Marriage, Divorce and Re-marriage*.

13. Moral Issues

In all of its endeavours Church of the Rock seeks to glorify God. The standard of conduct in lifestyle and morality of employees, volunteers, directors and voting members of Church of the Rock must be in conformity with the standards as set out in the Bible (Old Testament and New Testament) as interpreted and applied by the senior leadership of Church of the Rock.

The Scripture presents standards that express loving faithfulness and service to Christ as a condition of service whether as a volunteer, employee, director or voting member. With Church of the Rock, volunteers, employees, directors and voting members are expected to adhere to our code of conduct.

Church of the Rock rejects the following conduct, viewing it as being incompatible with biblical standards and values for personal lifestyle of anyone serving with Church of the Rock:

- a. **Abusive behaviour;** ([Leviticus 18](#); [1 Timothy 5:22](#); [1 John 3:3](#))
- b. **Breach of trust or confidence;** ([Matthew 5:3, 19:18](#); [Philippians 4:8](#); [1 John 3:3](#))
- c. **Criminal activity;** ([Exodus 20:12–17](#); [Matthew 5:37](#); [1 John 3:3](#))
- d. **Extra-marital sexual relationships** (adultery); ([Exodus 20:14](#); [Leviticus 18](#); [Romans 7:3](#); [1 Corinthians 5:1–2, 9–13](#); [Ephesians 5:3–5](#); [Hebrews 13:4](#))
- e. **Gambling behaviour:** habitual, compulsive or addictive ([Proverbs 15:27a](#))
- f. **Lying,** deceit or dishonesty; ([Matthew 5:3, 19:18](#); [Ephesians 4:25–29](#))
- g. **Occultic practices;** adherence to or participation in occultic activities ([Deuteronomy 18:10–11](#); [Acts 13:6–9](#); [Galatians 5:19–21](#))
- h. **Participation or involvement in pornography** including reading, viewing, or listening to pornographic material; ([Philippians 4:8](#); [Colossians 3:5](#); [1 John 3:3](#))
- i. **Premarital sexual relationships** (fornication); ([Acts 15:29](#); [Ephesians 5:3–5](#); [Hebrews 13:4](#))
- j. **Physical aggression;** ([Leviticus 18](#); [1 Timothy 5:22](#); [1 John 3:3](#))
- k. **Racist conduct** or expressing racist viewpoints; ([James 2:1–4](#); [Colossians 3:10–11](#))
- l. **Same-sex unions** or unions involving transsexual and transgendered individuals, practices and relationships, promotion or support of such activity or organization, or any other sexual activity or organization departing from biblical standards; ([Leviticus 18](#); [Romans 1:26–27](#); [1 Corinthians 10:8](#))
- m. **Substance abuse** including the abuse of alcohol and drugs; ([Philippians 4:8](#); [1 Timothy 5:22](#); [1 John 3:3](#))
- n. **Sexual assault, abuse, harassment;** ([Leviticus 18](#); [1 Timothy 5:22](#); [1 John 3:3](#))
- o. **Theft or fraud;** ([Exodus 20:15, 17](#); [Matthew 5:37](#))
- p. **Use of profane or abusive language;** ([Ephesians 4:29](#); [Colossians 3:8](#))
- q. **Other behaviours** or activities deemed inconsistent with biblical moral standards.

While the previous list is not exhaustive, it does outline areas of conduct deemed inconsistent with Christian conduct and Biblical standards. Consequences for breaching these will vary depending on the circumstances and may result in church discipline including termination from a role or office as a volunteer, employee, director or official leader. The assessment of behaviour as being contrary to these standards and values and the determination of the consequences for such behaviour within the context of the Church, is in the entire discretion of the governing elders of the church.

Annual Affirmation (by staff, directors, leaders, agents and voting members) of the COTR Core Documents:

COTR Vision and Mission, COTR Statement of Faith, COTR Lifestyle Agreement and Code of Conduct, and the COTR Statement on the Sanctity of Life.

As Christians that possess a personal faith in Jesus Christ as Lord and Saviour, we wish to further the aims of COTR in a true spirit of love and compassion, combined with a genuine concern for the needs of those whom we will serve, seeking to do all for the glory of God.

I, _____, as an individual serving with COTR, believe in, and am committed to the statement of faith of COTR. I affirm that I have read and believe the Statement of Faith and accept it as a condition of continuing service with COTR. I also affirm that I have read and accept the COTR Lifestyle Agreement and Code of Conduct and the Statement on the Sanctity of Life, and I understand that these values are a condition of employment and/or a condition for leadership with COTR.

Signature: _____

Date: _____

Vision

Helping people to KNOW GOD, LIVE FREE, and FIND PURPOSE (Philippians 3:10-12).

Mission

IMPACTING our city, our country, the nations by: **PREACHING** the Gospel of Jesus Christ, **TEACHING** family values, and **REACHING** out to those in need.

Statement of Faith

1. There is one true eternal God, Creator of the universe, and Redeemer of mankind (*Deuteronomy 6:4; Exodus 3:14; Isaiah 43:10–11; Psalm 90:2*). God has further revealed Himself as a triune being manifested as Father, Son, and Holy Spirit (*Isaiah 48:16; Matthew 28:19; Luke 3:22; 2 Corinthians 13:14*).
2. The scriptures, both Old and New Testament, are inspired of God, and comprise the infallible and authoritative Word of God to mankind (*2 Timothy 3:15–17; 2 Peter 1:19–21*).
3. The Lord Jesus Christ is God as manifest to mankind, and shares in the divinity and deity of God (*Matthew 1:23; John 5:22–23; 2 John 1:3; Hebrews 1:1–13; John 1:1–2, 20:28*). Christ lived a sinless life (*2 Corinthians 5:21; Hebrews 4:15*), performed divine miracles by the power of the Holy Spirit (*Acts 10:38*), and was born of a virgin (*Isaiah 7:14; Matthew 1:23; Luke 1:34*).
4. Adam and Eve were created good and upright before God (*Genesis 1:26–27*). The first man, Adam, through disobedience, fell from the grace of God, and thus sin entered the world and spread to all men (*Romans 5:12*). Since the fall of Adam all mankind has been born with a sinful nature (*Ephesians 2:3*).
5. Satan is a fallen angel, an enemy of God and mankind (*Isaiah 14:12–16; Ezekiel 28:12–16; 1 Peter 5:8; 1 John 3:8*).
6. Mankind's only hope of salvation from the power and consequences of sin and death is through the shed blood of the Lord Jesus Christ, bringing us into life and victory in Christ (*1 Corinthians 15:55–57; Acts 4:12; Romans 5:8–13, 10:9–10; James 1:21; Ephesians 2:8*). Man's redemption was purchased through Jesus' substitutionary death, His bodily resurrection, and His ascension to the right hand of the Father (*2 Corinthians 5:21; 1 Corinthians 15:20–23; Hebrews 8:1–6, 9:15–26*).



7. Water baptism is an important symbolic identification with the death, burial, and resurrection of Jesus Christ (*Romans 6:3–6; Colossians 2:11–14*). Water baptism should be done by immersion (*Matthew 3:16; John 3:23; Acts 8:36–39*), done into the name of Father, Son, and Holy Spirit (*Matthew 28:19*), and should be done in the name of Jesus (*Acts 8:16, 10:48*).
8. In communion the bread and the fruit of the vine are symbolic of the body and blood of our Lord Jesus Christ (*Luke 22:19–20*). We are encouraged to partake of these elements in remembrance of Him (*1 Corinthians 11:23–26*). In doing so, God gives the promise and hope of spiritual life, emotional strength and physical healing (*1 Corinthians 11:27–34; Acts 2:46*).
9. The baptism of the Holy Spirit is evidenced by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance (*Acts 2:4, 19:6*). With the baptism in the Holy Spirit comes the receiving of the power of God (*Luke 24:49; Acts 1:4–8*). The Holy Spirit also gives the manifestation of the spiritual gifts, and distributes to each one individually as He wills (*1 Corinthians 12:1–31*). This experience is subsequent to the experience of new birth and distinct from new birth and water baptism (*Acts 8:12–17, 10:44–46, 11:14–15, 15:7–9; John 20:22; Acts 4–8*).
10. Divine healing was provided for and purchased in the redemptive work of Christ; it is an integral part of our new covenant (*Isaiah 53:4–5; Matthew 8:16–17; 1 Peter 2:24; Psalm 103:1–3; James 5:14–16*).
11. Christ will return in glory for His church: the dead in Christ will rise first, and then those who remain shall be caught up (raptured) to meet the Lord in the air. The believer shall live and reign with Christ (*1 Thessalonians 4:16–17; 1 Corinthians 15:51–57; 2 Timothy 2:12; Revelation 5:10*). The resurrection of the unbelieving shall be to everlasting punishment in the lake of fire (*Revelation 20:11–15*).
12. Marriage is defined to be a living example of the relationship between Christ and the Church (*Ephesians 5:31–32*). It is a holy sacrament of the church defined as being between one naturally born man and one naturally born woman. As a church, we do not recognize common-law or same-sex marriage (*Genesis 2:18–24; Matthew 19:4–6; Hebrews 13:4*).

COTR Lifestyle Agreement and Code of Conduct

This agreement sets out standards that express loving faithfulness and service to Christ as a condition of service. Church of The Rock elders, volunteers, employees, directors, agents and voting members are expected to adhere to our code of conduct.

Church of the Rock rejects the following conduct, viewing it as being incompatible with biblical standards and values for personal lifestyle of anyone serving with Church of the Rock:

- a. **Abusive behaviour;** (*Lev 18; 1 Tim 5:22; 1 John 3:3*)
- b. **Breach of trust or confidence;** (*Matt 5:3, 19:18; Phil 4:8; 1 John 3:3*)
- c. **Criminal activity;** (*Ex 20:12–17; Matt 5:37; 1 John 3:3*)
- d. **Extra-marital sexual relationships** (adultery); (*Ex 20:14; Lev 18; Rom 7:3; 1 Cor 5:1–2, 9–13; Eph 5:3–5; Heb 13:4*)
- e. **Gambling behaviour** (habitual, compulsive or addictive); (*Prov 15:27a*)
- f. **Lying,** deceit or dishonesty; (*Matt 5:37; 19:18; Eph 4:25–29*)
- g. **Occultic practices** or adherence to or participation in occultic activities; (*Deut 18:10–11; Acts 13:6–9; Gal 5:19–21*)
- h. **Participation or involvement in pornography,** including reading, viewing, or listening to pornographic material; (*Phil 4:8; Col 3:5; 1 John 3:3*)
- i. **Premarital sexual relationships** (fornication); (*Acts 15:29; Eph 5:3–5; Heb 13:4*)
- j. **Physical aggression;** (*Lev 18; 1 John 3:3*)
- k. **Racist conduct** or expressing racist viewpoints; (*James 2:1–4; Col 3:10–11*)
- l. **Same-sex unions** or unions involving transsexual and transgendered individuals, practices and relationships, promotion or support of such activity or organization, or any other sexual activity or organization departing from biblical standards; (*Lev 18; Rom 1:26–27; 1 Cor 10:8*)
- m. **Substance abuse,** including the abuse of alcohol and drugs; (*Phil 4:8; 1 Tim 5:22; 1 John 3:3*)
- n. **Sexual assault, abuse, or harassment;** (*Lev 18; 1 John 3:3*)
- o. **Theft or fraud;** (*Ex 20:15, 17; Matt 5:37*)
- p. **Use of profane or abusive language;** (*Eph 4:29; Col 3:8*)
- q. **Other behaviours** or activities deemed inconsistent with biblical moral standards.

Statement on the Sanctity of Life

Church of the Rock affirms that all human life is sacred. Scripture teaches that every human being is created in the image of God. (Genesis 1:26–27) Further it asserts that every individual is known by God from before the foundation of the world (Jeremiah 1:4–5, Psalm 139:13–17).

It is our understanding from Scripture that life, or at the very least the potential of future life, begins at conception. Therefore human life is not more sacred at one point than another. Since all life exists for God's purposes and all human lives are equally sacred, it is our belief that only God has the right to terminate innocent life.¹ (This statement acknowledges that an argument could be made that Capital punishment² and/or Just War³ may not be prohibited by Scripture.)

Therefore as a church we would oppose induced abortion, infanticide, euthanasia, murder, or any shedding of innocent blood (Proverbs 6:16–17, Exodus 20:13, Exodus 21:22–25). That being said, God is gracious and His mercy endures forever. We will always endeavor to extend grace, dignity, and forgiveness to those that in their past have found themselves on the wrong side of this moral imperative.

Enforcement of Lifestyle Agreement and Morality Standards

While the previous list is not exhaustive, it does outline areas of conduct deemed inconsistent with Christian conduct and biblical standards. Consequences for breaching these standards will vary depending on the circumstances and may result in church discipline including termination from a role or office as a volunteer, employee, director, agent or official leader. The assessment of behavior as being contrary to these standards and values and the determination of the consequences for such behaviour within the context of the Church, is in the entire discretion of the governing elders of the church.

Disciplinary Action:

- Probation
- Monitoring
- Loss of membership, volunteer privileges, termination from staff or disfellowship (denied participation in church group activities)

¹ Our position could be described as similar to what is known as the *Consistent Life Ethic* which opposes abortion, infanticide, capital punishment, assisted suicide, euthanasia, and unjust war.

² *Contra Faustum Manichaeum* – Saint Augustine

³ *City of God* – Saint Augustine



HOW TO LEAD A CHILD TO CHRIST

Leading a child to Christ is one of the most exciting things you will ever do. It can also be intimidating. Remember that, while God has called you to share this message, it's the work of the Holy Spirit that leads a child to give his or her life to Christ. Don't give into your fears. Pray first. Then, invite the Holy Spirit to work with you as you share.

1. ***Be Conversational***

When counseling one-on-one with a child, be conversational. Ask open-ended questions, then listen closely to the child's reply. Questions to ask a child might include:

- Who is Jesus?
- What is sin?
- What is a Christian?
- Why do you want to become a Christian?
- How do you feel? (Sometimes the feelings we have are God's way of speaking to us.)
- What has led you to start thinking about becoming a Christian?
- How long have you wanted to be a Christian?

2. ***Use the Bible***

During the conversation, show the child verses in the Bible. Slowly explain the following verse to the child.

◆ Verses you may need:

- 1 John 4:10 (God loves you)
- Romans 6:23 (sin separates us from God)
- Romans 5:8 (Christ died for us)
- Romans 3:23 (everyone sins)
- 1 John 1:9 (confess and ask for forgiveness for sin)
- Acts 16:31 (Believe and be saved)
- Romans 10:9 (follow Jesus).

Use language that children can understand to describe what each verse means. Avoid using abstract concepts. For example, instead of saying "giving your heart to Christ," say "Give your whole self—your actions and your thoughts—to Christ."

3. ***Avoid Pressure***

Ask the question, then listen. Avoid pressuring the child to make a decision.

4. ***Follow-up***

After counseling with the child, follow up with one or both parents or a church leader. Let them know about your conversation.

Also, follow-up with the child within the week. Ask if he or she has any new questions.



Suspected Abuse Report Form

The following information must be completed for any suspected abuse of a vulnerable individual. A Senior Pastor must be informed of all the details of the suspected abuse.

Please fill in the questions below as completely as possible.

Date _____ Name of Vulnerable Individual _____

Age _____ Grade _____ Birthdate _____

Address _____

Postal Code _____ Phone Number _____

Parent/Guardian Name(s) _____

Sibling Name(s) _____

Name of person filing report _____

Name of Senior Pastor receiving report _____

Has CFS been contacted yet? ☐ Yes ☐ No

(If yes) Name of Social Worker _____ Phone Number _____

Name of Alleged Perpetrator _____ M ☐ F ☐

Relationship between suspected victim and alleged perpetrator _____

Nature of suspected abuse: ☐ physical ☐ sexual ☐ emotional ☐ neglect

Indications of suspected abuse *(including facts, physical signs and course of events)*



Action taken (including dates and times)

If a vulnerable individual is reporting: What did they say? (*Give quotes where possible*)

What was your response?

Printed Name of person reporting _____

Signature of person reporting _____ Date _____

To Be Completed by a Senior Pastor;

Conclusions

Action taken (including dates and times)

Senior Pastor's Name _____

Senior Pastor's Signature _____ Date _____



The submitted information will serve as a guide and will be necessary if a formal report is filed with the police and/or appropriate government agency.

All information received is to be kept **STRICTLY CONFIDENTIAL** and not shared with anyone or influenced by anyone.

TO REPORT CHILD ABUSE: PHONE THE POLICE OR USE THE FOLLOWING NUMBERS

If a **vulnerable individual** is in **immediate danger**, **Dial 911** and ask for police assistance

Child and Family Services, All Nations Coordinated Response Network (ANCR)

835 Portage Avenue Winnipeg MB R3G 0N6

Phone: 204-944-4200 Toll-free: 1-888-945-2627

Province-wide intake and emergency after-hours child and family services: 1-866-345-9241

Klinic Crisis Line 1-888-322-3019 or (204) 786-8686 (24 hours)

Provides counselling, support and information for people in crisis or distress

Domestic Violence Crisis Line 1-877-977-0007

You can call this 24-hour domestic violence information/crisis line to discuss options and get information about services available in your area

Manitoba Suicide Line 1-877-435-7170 (24 hours)

Counseling/info for people thinking about suicide, or affected by another's thoughts/attempts of suicide

Kids Help Phone 1-800-668-6868 (24 hours)

Canada wide service providing information and support to youth.



KIDZ
ROCK