



**LAKE CENTER**  
**CHRISTIAN SCHOOL**

**2025-2026**

**VOLUNTEER**  
**HANDBOOK**

**Glorifying God through a  
Christian Community of Excellence!**

[lccs.com](http://lccs.com)

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# 1 Welcome to Lake Center Christian School

Lake Center Christian School (LCCS) fosters a culture of volunteerism that strengthens and unites our school community.

We are passionate about Service to Christ. It is one of our school's core values. ("As each has received a gift, use it to serve one another, as good stewards of God's varied grace." I Peter 4:10) Those who serve as volunteers help advance God's Kingdom at LCCS, and we thank you for your willingness to provide your time and talents to be used by Him at our school.

We take the responsibility of stewarding your generous gifts seriously and put together this Volunteer Handbook as a helpful resource to ensure a Christ-centered, safe, and productive educational environment for our students, teachers, and staff members. We appreciate having volunteers supporting our school by meeting needs.

## 1.1 Mission & Core Values



Our core values are what make Lake Center Christian School different. These values are the driving forces behind everything we do.

- We believe in a **Biblical Worldview** and infuse the importance of scripture and who God is in all we do.
- We are passionate about **Service to Christ**, so we teach our students to seek opportunities to selflessly serve others while seeking God's plan for their lives.
- We value **Diversity** in ethnicity, economics, and learning styles.
- We nurture **Christian Character** through godly role models, chapels, and service opportunities.
- We commit to **Academic Excellence** and prepare students for college and career with a comprehensive and challenging curriculum.

## ***1.2 Statement of Faith***

**GOD.** We believe there is one God, infinitely perfect, eternally existing in three persons: Father, Son and Holy Spirit. God reveals Himself through the Bible and through His creation. (Genesis 1:1, 26; Deuteronomy 6:4; Mark 12:29; 1 Corinthians 8:6; 2 Corinthians 13:14)

**God the Father.** We believe in the Father as revealed in Scripture, a person of the triune Godhead. In His wisdom and compassion He sent His Son for the salvation of the world. His Son Jesus Christ claimed and addressed Him as His Father. He is a Father in a personal relationship to all who confess and follow Jesus Christ as Savior and Lord. (Genesis 1:1, 26; Psalm 104; 148; Matthew 28:19; Mark 12:29; John 1:1-4, 14, 18; 2 Corinthians 13:14; 1 Timothy 2:2-4)

**God the Son, Jesus Christ.** We believe that Jesus Christ was God in human flesh, at once fully divine and fully human. We believe in His virgin birth, His sinless life, His miracles, His vicarious (substitutionary) and atoning death on the cross, His bodily resurrection, His ascension to the right hand of the Father, His present ministry of intercession and His personal return in power and glory. (Colossians 1:15; Isaiah 7:14; Matthew 1:18-25; Luke 1:26-35; John 1:14-18; 5:16-29; Philippians 2:6-11; 1 Peter 2:24-25; 1 Timothy 2:5-6; Hebrews 1:1-14; 1 Thessalonians 4:16-18)

**God the Holy Spirit.** We believe the Holy Spirit is God present and active in the world. He convicts of sin and ministers comfort, assurance, guidance, and victory. He enables the Christian to pursue a life of faithful discipleship in obedience to Jesus Christ. (Psalm 139:7-12; John 14:16-17; 16:7-8, 13-14; Romans 8:9; 1 Corinthians 6:19; Ephesians 4:30; 1 Thessalonians 5:19; Ephesians 5:18; Galatians 5:16; Galatians 5:22-23)

**The Bible.** We believe the Bible, both Old and New Testaments, to be the Word of the living God, divinely inspired, inerrant, and infallible. The Scriptures are the complete revelation of God's will for the salvation of humanity, and the Divine and final authority for Christian faith and life. (Luke 24:27; John 5:39; Acts 28:23; Romans 15:4; 1 Corinthians 2:10-14; 2 Timothy 3:16-17; 2 Peter 1:19-21; Hebrews 4:12; Matthew 4:10; 5:17-18; John 17:17; 10:34-35)

**Creation.** We believe that God created the universe and that He sustains it by His power. (Genesis 1:1-17; 2:7-25; 3:1-24; Hebrews 1:1-3; Colossians 1:16-17; Psalm 104:30; Psalm 19:1; 33:5-6; 104:24; Isaiah 40:26, 28)

**Humanity.** We believe that human beings were created in the image of God but rebelled against God, and are therefore fallen, lost, and estranged from their Creator, under the sentence of death, and in need of salvation. We believe in the resurrection of all people: those who are saved to everlasting blessedness with the Lord, and those who are lost to eternal separation from God. (Genesis 1:26-27; Romans 3:10, 23; John 3:3; John 3:16; 2 Corinthians 5:1; Matthew 25:46; 2 Thessalonians 1:7-10)

**Salvation.** We believe that regeneration by the Holy Spirit through the redeeming blood of Jesus Christ is absolutely essential for the salvation of lost and sinful people. Only those who repent and believe in Jesus Christ are born again of the Holy Spirit, receive the gift of eternal life, and become the children of God. This salvation is by God's grace and not a result of human effort. (John 1:12; 3:16-18, 36; John 5:24; Acts 13:38-39, 4:12; 16:31; Romans 3:23; 6:23; 4:1-5; 10:9-10; Ephesians 2:8-9)

**The Church.** We believe that the church, the "body of Jesus Christ," is composed of all those of every nation who through saving faith have entered into a vital relationship with Jesus Christ as Savior and Lord. God has committed to the church the task of making Jesus Christ known throughout the world. We believe that local congregations of baptized believers exist to equip the body of Christ by worship, prayer, teaching, fellowship and service. (Matthew 18:15-17; 28:18-20; 1 Corinthians 1:2; 12:12-28; 7:17; Ephesians 1:22-23; 4:11-16)

**Marriage and Family.** We believe Lake Center Christian School is a religious institution providing an education in a distinct Christian environment, and believe that our biblical role is to work in conjunction with the home to mold students to be Christlike. We believe that the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union as delineated in Scripture. On those occasions in which the atmosphere or conduct within a particular home is counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student. This includes, but is not necessarily limited to, living in, condoning, or supporting sexual immorality; practicing homosexual lifestyle or alternative gender identity; promoting such practices; or otherwise having the inability to support the moral principles of the school. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture, nor the doctrines of this religious Christian institution. (Genesis 1:27; Genesis 2:24; Ephesians 5:31-32; Genesis 1:27; 2:24; Ephesians 5:31-32; Malachi 2:15; 1 Corinthians 7:3-4; Hebrews 13:4; Exodus 20:14; Matthew 5:27-38; 1 Corinthians 6:9-10, 18; Ephesians 5:3; 1 Thessalonians 4:3-4; Leviticus 20:13a; Romans 1:26-27; Matthew 19:4-6; 2 Chronicles 19:6-7; Romans 12:10; Philippians 2:3; 1 Peter 2:17)

**The Christian Life - The Way of Love.** We believe that the way of love and reconciliation as fulfilled by Jesus Christ is God’s way for His people. The people of God are called to value all human life as sacred, alleviate suffering, confront injustice, work for peace in all relationships and live as responsible stewards of the earth’s resources. We believe that parents are responsible to train each child diligently in God’s truth.. We believe in respect of and obedience to the institution of government, as long as its decrees do not violate the Word of God. ( John 13:34; 1 John 3:16-17; 4:20-21; Amos 5:15; Matthew 22:34-40; Matthew 5:44; 2 Corinthians 5:18-20; Psalm 139:13-16; Exodus 21:22-25; James 2:14-17; Acts 11:29-30; Romans 14:17-19; Psalm 34:14; 2 Corinthians 13:11; 2 Timothy 2:22; Proverbs 3:5-6; Matthew 22:16-21; Romans 13:1-7; 1 Peter 2:13-17; Titus 3:1; Daniel 3; 6; Acts 5:20)

### ***1.3 Community Lifestyle Commitment***

Lake Center Christian School (LCCS) is a Christian community in the Anabaptist/Mennonite tradition joined together for the purpose of academic study, personal development, and spiritual growth. We are committed to the Lordship of Jesus Christ and believe that Scripture establishes basic principles that should guide our lives together. These principles include the responsibility to love God with all our being, love

our neighbor as ourselves, seek righteousness, practice justice, help those in need, forgive others, seek forgiveness, and exercise freedom responsibly with loving regard for others.

## **2 Volunteer Definition**

An **LCCS volunteer** is defined as any individual who performs a service for the school without compensation or incentives. A volunteer must be at least 18 years of age and not a current senior high student. LCCS volunteers can be parents, grandparents, legal guardians, other student relatives, leaders from the community and area businesses, pastors within the local church, foster parents, and alumni. A volunteer is never considered a substitute for school faculty or staff. To maintain clear boundaries and balance, volunteers are capped at a maximum of 10 hours of service per week.

Alternatively, an **LCCS visitor** is an individual who comes into the school on sporadic occasions and for small increments of time. A visitor simply is someone visiting the school to attend a chapel, meet with staff, pick up a student during the school day, or make a presentation as a community member or college representative. A visitor is not considered a volunteer.

Serving as an **LCCS volunteer** is a privilege and requires the individual's willingness to go through a thorough screening process prior to being permitted to serve. Volunteers will be held accountable by the Communications and Engagement Coordinator and school administration.

## **3. Screening Process**

Please allow two weeks for the screening process. The screening process is for safety purposes and is outlined as follows:

- Submit an LCCS Volunteer Application
- Authorize school administration to obtain a background check. **There is no fee. The screening is valid for three years. Fingerprinting is not required for volunteering.**
- Complete the Abuse Prevention – Online Training Module (Praesidium) initially and annually.
- Commit to attend an LCCS Volunteer Kick-Off Meeting.
- **Follow the emailed instructions from Praesidium to complete the annual mandatory Child Abuse Reporting Training.**
- **Note: Volunteers are asked to renew by completing another background screening after three years of service. Instructions will be sent at that time.**

### **3.1 Application**

Those interested in serving as a volunteer at Lake Center Christian School first must fill out the LCCS Volunteer Online Application, located on the school website, [www.lccs.com](http://www.lccs.com), under “volunteers.”

Once completed, the application will be reviewed by Human Resources in a timely manner.

Applications that demonstrate alignment with Lake Center’s Statement of Faith and Community Lifestyles Commitment and have a pastoral reference will be further considered.

If information on the application is not in alignment with Lake Center’s Statement of Faith and Community Lifestyle Commitment, or absent of a referral from a faculty member, staff, or administrator and a pastoral reference, the applicant will be notified that their application has not been approved. Those who would like to appeal the decision should discuss the matter further with the Head of School.

### **3.2 Background Screening**

Upon application review and approval, the **Human Resources representative** will contact you to complete a background check.

Information obtained through the background screening is kept confidential. Background checks are good for three years. When the background check is expiring, the Volunteer Coordinator will contact you with instructions on how to obtain another background check.

If the screening process reveals an individual is ineligible to serve as a volunteer, his or her application will be removed from further consideration. The applicant will be notified if a background check reveals he or she is not fit to serve as an LCCS volunteer for any reason.

### **3.3 Volunteer Guidance/Annual Kick-Off Meeting**

Providing guidance to our volunteers, thus preparing them for a proper context for ministry on our campus and at school events off campus, is important.



As a volunteer at Lake Center Christian School or while on an LCCS-sponsored activity, it is your responsibility to model a Christian lifestyle for our students. This is emphasized at our annual Volunteer Kick-Off Meeting at the start of each school year.

The Kick-Off includes reviewing the guidelines in the current Volunteer Handbook with the Volunteer Coordinator so there are no questions regarding expectations. We ask you to serve as a strong advocate of the school by sharing your positive experiences and encouraging others to become involved in the Lake Center Volunteer Program.

## ***4 Volunteer Expectations***

As a volunteer, model Christ-like behavior on our campus, modeling the ROARS conduct expectations followed by our students and faculty/staff (included on page 13).

To give a service area your full attention, no other children are permitted to accompany you while volunteering on campus or during a school-related activity, unless special permission is given.

### ***4.1 Arrival/Departure***

Arrive at your designated door 15 minutes before your assigned time to volunteer. Upon arrival, check in with the appropriate receptionist before reporting to serve. Once checked in, volunteers should report directly to their designated area of responsibility, and once their task is complete, they should promptly leave the building. Volunteers are not permitted to visit any other areas of the school.

Come dressed professionally and modestly, following our school dress code. Please note: jeans are allowed on Fridays (free of holes, tears, and frays). Volunteers should dress professionally and modestly at school events, following the school dress code. Neat jeans without holes, tears, or frays are allowed. Please refrain from wearing leggings while volunteering.

Additionally, cell phones should be placed on “do not disturb” and no other electronic devices brought out while serving as a volunteer unless special permission has been given. This includes when chaperoning field trips. Cigarettes, alcohol, and other controlled substances should not be used before,

during, or after serving in your volunteer position on campus or during an off-site school-related activity.

For end-of-day procedures, note that you should not pick up your student from the Cafenadium. Instead, please follow the usual pick-up process. If your volunteer duties end at the conclusion of the school day, you are welcome to leave with your student from the classroom you are assisting in.

## ***4.2 Working with Faculty/Staff***

To protect the student and the volunteer, a Lake Center Christian School faculty or staff member will be present during any volunteer activity.

All interaction with LCCS faculty and staff must be done in a professional manner, displaying a positive attitude while following the employee's leadership.

Volunteers should not create curriculum or teaching plans, take full responsibility for a classroom, assess students' needs or achievements, or provide counseling. However, sixth grade mentors, who serve by invitation only, are selected for their experience in leading Bible studies, pastoring, and discipleship. These mentors offer spiritual support and help nurture students' faith.

A volunteer may monitor a group of students with at least one faculty or staff member present at all times. A single volunteer cannot oversee more than 10 students at a time without additional volunteer/staff support.

If sent instructions in advance, please come prepared.

Volunteers are asked to refrain from visiting teachers during their volunteer hours. If you wish to discuss a matter with a teacher, please arrange an appointment. Volunteers are not permitted to leave their post and enter classrooms or engage with other teachers and staff members.

## ***4.3 Working with Students***

Be ready to accept differences. Each child is special.

Volunteers are not permitted to touch students. If a student is attempting to hug a volunteer, a side hug is acceptable. Volunteers should not allow a student on

their laps or pick up/carry any student. However, a volunteer may hold a student's hand to keep him or her safe during an activity.

The discipline of a student is the responsibility of LCCS faculty/staff only. As an additional, supervising adult, you may ask students to follow the directions given. When a student is not listening, a volunteer should notify the supervising teacher or staff member of the situation so he or she can properly address the situation.

Do not use inappropriate language, including swearing and offensive speech.

Volunteers are not permitted in the students' restrooms. Use the adult-only restrooms while serving on campus. There are usable adult restrooms at Door 1 and Door 4.

Volunteers may not take a student(s) off campus for any reason and may not drive a student(s) in their vehicles.

#### ***4.4 Technology/Social Media***

Volunteers should represent themselves and the school on their social media in a way that honors Christ.

Do not take photographs of LCCS students while serving as a volunteer unless instructed to do so.

Due to privacy concerns, volunteers should not post pictures of school students other than their own children on their social media. Parents should submit pictures to the teacher.

#### ***4.5 Confidentiality***

Volunteers are expected to keep family and student and school-related information confidential. Federal Law prohibits the sharing of private information. A volunteer may encounter personal and school information while volunteering but must not disclose this information. A volunteer is expected to protect a teacher's and student's right to privacy.

#### ***4.6 Removal of Volunteer***

Lake Center Christian School deeply values the partnership and service of our volunteers. To ensure a safe, respectful, and Christ-centered environment for all,

we kindly ask that volunteers uphold the standards outlined in our Mission Statement, Statement of Faith, and Community Lifestyle Commitment.

If a concern arises regarding a volunteer's actions or conduct, a school administrator, faculty, or staff member may ask the volunteer to step away from their duties. In such cases, the Volunteer Coordinator will follow up to provide clarity and support.

At the discretion of the administration, a volunteer's status may be paused or discontinued if their actions do not align with the values and expectations of our school. This may include situations where the Volunteer Handbook is not followed or if there are open investigations. Should this occur, a principal will personally reach out to explain the reason for this decision.

## ***5 Volunteer Opportunities***

Volunteer requests are communicated to the Volunteer Coordinator. The Volunteer Coordinator then works to fill the need. Regularly, service opportunities are communicated through classroom newsletters and Volunteer Program Updates posted on the ParentSquare app.

### ***5.1 Parent Ambassador Program***

We have a Parent Ambassador Program focused on welcoming new families, answering any questions they may have during their first year at Lake Center Christian School. This program is intended to strengthen the LCCS community and streamline communication by connecting families. A new family, upon enrollment, is assigned a Parent Ambassador who is involved in our school activities.

### ***5.2 Volunteer Areas***

The following are some volunteer areas for involvement. These opportunities do not include all the volunteering avenues at Lake Center Christian School.

#### **➤ Elementary Field Trip Chaperone**

Parents wanting to serve as chaperones for school field trips are required to be approved volunteers. Chaperones may monitor a group of students and assist in keeping them together and doing activities in an orderly fashion. Spaces are

limited. We kindly ask that parents sign up to chaperone one field trip per child's class to help ensure that every volunteer has the opportunity to be part of these special experiences.

➤ **Elementary Classroom Support**

A classroom volunteer supports faculty and can perform various tasks. The volunteer may be asked to listen to students recite Bible verses, read a book to the class, assist with learning centers, lead children in an educational game, decorate a bulletin board, and perform other tasks.

➤ **Fine Arts Volunteer**

Volunteers may be invited to assist with elementary art or music classes, school programs, or secondary productions as needed. A volunteer in art class, for example, is called upon to help prepare crafts, help students with cutting and gluing, and encourage students to follow instructions. A Fine Arts volunteer may be asked to assist with backstage support, set design, or helping students rehearse songs or lines.

➤ **Advancement Volunteer**

Volunteers may participate in all or in a few aspects of the planning, promoting, and implementation of events held at LCCS and in the community. Volunteers should let the Advancement Office know if they have an interest in helping with annual events, including the Family Round Up and Annual Auction.

➤ **At-Home Volunteer**

A volunteer can be of assistance to LCCS by completing tasks at home, including project prepping, putting together teacher appreciation gifts, organizing refreshments for faculty/staff, etc.

➤ **Athletics**

There are ways for volunteers to be involved in the LCCS Athletic Department. All coaches, whether serving in a paid or unpaid capacity, should complete the application process for that opening through our Human Resources department rather than through the volunteer program.

### **5.3 Volunteer Cancellation**

If a volunteer is no longer needed, the Volunteer Coordinator will contact the volunteer to let him or her know. If a volunteer is unable to fulfill a commitment to serve, the volunteer is asked to contact the Volunteer Coordinator as soon as possible so another volunteer can be contacted to fulfill the need.

### **Volunteer Conduct Expectations (ROARS)**

Lake Center Christian School is committed to fostering a Christ-centered workplace where employees honor God, respect one another, and serve with excellence. The following expectations align with our Biblical values and serve as a guide for personal and professional conduct.

## **1. Respect God and People**

- Recognize that all individuals are created in the image of God (Genesis 1:27).
- Value and embrace differences among colleagues, including cultural, academic, racial, and socioeconomic backgrounds, treating others with grace, respect, and dignity (Isaiah 1:17, Acts 10:34-35, Romans 12:3, 9-13, Colossians 4:5-6, James 2:1).
- Seek wisdom and apply Scripture as the foundation for decision-making in work and life (Matthew 7:24-27, Philippians 4:8, 2 Timothy 3:16-17).
- Show respect and pray for those in leadership and authority (1 Samuel 12:23, Romans 13:1, Ephesians 6:1, Hebrews 13:17, 1 Peter 2:13-17).
- Demonstrate justice, mercy, and humility in interactions with colleagues, students, and families (Deuteronomy 10:12-13, Micah 6:8, Luke 10:30-37, James 2:12-13).

## **2. Own Your Actions**

- Foster unity and a spirit of collaboration within the school community (Romans 12:10, Ephesians 4:3, Galatians 3:28, Philippians 2:2-4).
- Strive to glorify God through your work and actions (Matthew 5:16, 1 Corinthians 10:31, 1 Peter 2:9).
- Communicate with integrity, using words to encourage and uplift (Matthew 12:34-37, Colossians 4:6, 1 Peter 4:11).
- Approach work with diligence, responsibility, and dependence on Christ (Matthew 6:33, 1 Corinthians 4:2, Hebrews 12:1-2).
- Uphold honesty and integrity in all professional responsibilities (Exodus 20:16, Proverbs 16:11, Titus 2:6-8).

## **3. Attitude That Pleases Christ**

- Exhibit gratitude in all circumstances (Psalm 100, Ephesians 5:20, 1 Thessalonians 5:18).
- Acknowledge Christ's authority and rely on the power of the Holy Spirit (Matthew 7:32, Matthew 28:18, Luke 24:44-49, John 14:10, John 14:26, John 16:7-11, John 17:1-5).
- View work as an act of worship and service to the Lord (Philippians 2:14-16, Colossians 3:23-24).
- Promote reconciliation and seek to restore relationships when conflicts arise (Matthew 5:9, Matthew 5:23-24, Romans 12:17-21).

## **4. Responsible**

- Care for and steward God's creation, including the resources entrusted to you (Genesis 1:28-30).
- Manage time, talents, and resources with wisdom and discernment, honoring God in all aspects of work and life (Matthew 6:19-23, Matthew 25:14-21, 1 Corinthians 6:19-20, 2 Corinthians 9:7, Hebrews 6:12).
- Engage thoughtfully with cultural issues, standing firm in Biblical truth while demonstrating love and grace (Matthew 5:13-17, Romans 12:2, 2 Corinthians 10:3-5, 1 Peter 2:11-17).

## **5. Serve Others**

- Actively seek opportunities to serve students, colleagues, and the broader community

- (Matthew 9:35-38, Galatians 6:9-10, Colossians 3:17, James 2:14-18).
- Take initiative to support and uplift others, demonstrating Christ's love through service (Romans 12:6-13, 1 Peter 4:10, 1 John 3:16-18).
  - Cultivate a lifestyle of faith and love within your family, workplace, and community (Matthew 5:13-16, Galatians 5:22-23, Colossians 3:12, James 2:17).

Lake Center Christian School is dedicated to creating a place that reflects Biblical principles, fostering an environment of respect, professionalism, and servant leadership. Volunteers are expected to uphold high standards of conduct, striving to honor God in all aspects of their work and interactions.