



Robin's Nest Team's Manual

This manual is for teams serving Robin's Nest Children's Home in an onsite multiple overnight capacity.



MISSION

To provide a nurturing, loving, safe Christ-centered atmosphere in which all children will grow at their own speed - physically, mentally, and spiritually - so they may develop their own individual gifts, talents, and abilities - and become the person who God intended.

VISION

SAFE ENVIRONMENT, EDUCATION, & CHRISTIAN UPBRINGING

Our Vision is to provide a safe and secure Christian environment for the children God places in our care - while providing basic needs, medical care, unconditional love, and education which they need to grow. Our goal is to transform hurting children into spiritually, physically, and mentally healthy believers who are prepared to impact the world around them.

STATEMENT OF FAITH

WE BELIEVE the Bible to be the divinely inspired, infallible, and authoritative Word of God.

“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be competent, equipped for every good work.”

2 Timothy 3:16-17, ESV

WE BELIEVE that there is only one God, manifested in the Trinity: Father, Son, and Holy Spirit.

“The grace of the Lord Jesus Christ and the love of God and the fellowship of the Holy Spirit be with you all.”

2 Corinthians 13:14, ESV

WE BELIEVE in the deity and humanity of Jesus Christ, in His virgin birth and sinless life. He died on the cross for our sins, rose again, ascended back to heaven, and will return again in power and glory. Jesus Christ is the only way to God and eternal life.

“For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life.”

John 3:16, ESV

DAILY SCHEDULE

MORNINGS

Our children wake up early and eat porridge around 6 am, and then have breakfast at 8 am. Teams typically start their day after they are finished with breakfast.

EVENINGS

The main house children eat dinner at 4:30 p.m., are bathed and get into their pajamas, and then have some additional time in the multi-purpose room ("Adventure Room") before going to bed around 7:30 p.m.

The boys at Jake's House swim around 4:30 p.m. and eat dinner at 5:30 p.m. In the evenings they work on homework, have free time activities with the teams, or they may do a Bible study. They begin their bedtime routine around 8 p.m.

SCHOOL DAYS

During the school year, our older children leave by 6:30 a.m. and return around 4 p.m. We walk our preschool aged children to their school, which starts at 9:00 a.m. and finishes at 2:00 p.m. In the afternoons, the children rotate through our Adventure Room. They do a craft, listen to a story, or have lessons on various subjects. Other "stations" include swimming and the playground.

WEEKENDS

Saturdays may be filled with activities for the children or they may have a project they are working on. We also will walk up the road to the football (soccer) field with the older children.

On Sundays we leave for church at 8:30 a.m. One of the directors will pack a snack and juice for the bus ride home. When we arrive home from church there will be sandwiches for lunch. After lunch, the kids will have a quiet/nap time. In the evenings we make sure that homework is set for school on Monday morning and then the children typically hang out until bedtime, which is between 7:00-7:30.

SUMMER

Our summer schedule (July and August) includes some morning schooling for the children. Occasionally teams will come prepared to lead Vacation Bible School (VBS). We work to keep our children active, learning, growing, and having fun with just the right balance of free time and structure. The children rotate through our Adventure Room each day in small groups. During this time they will possibly do a craft, listen to a story, or have lessons on various subjects. Other "stations" include swimming and the playground.

TEAM GUIDELINES

Robin's Nest is a Christian-based children's home and all behavior and words should honor the Lord. Help us continue to provide a loving and joyful home for our kids! (If this is not followed, you will be asked to leave with no refund.) Remember that you are setting an example to the children you are serving. We believe you are God's tangible hands and feet here on earth.

GENERAL

- Alcohol, drugs, or tobacco substances are not to be used onsite or offsite while serving at Robin's Nest.
- Although the team rooms are locked, it is important to leave valuables (jewelry, electronics, etc.) home to prevent them from being lost, broken or stolen. The less jewelry, the better.
- Although Robin's Nest is nestled atop of a mountain, it is important to not walk around alone, especially off-site.

ELECTRONICS / WIFI

- Directors will inform the team of the WI-FI password upon arrival. Feel free to access the WI-FI during down times in your schedule.
- We understand cell phones are commonly used as cameras but we ask that they are rarely used while serving. They are distractions not only for the kids but yourself as well. They take time away from interacting with each other, are easily lost or broken, and are tempting for the kids to play with.

SOCIAL MEDIA

- **Posting photos of the children on social media is strictly prohibited!**
No identifiable pictures, videos, or names of the children are allowed on any social media, per the government of Jamaica. We must protect our children as they are wards of the government. Please do not post any picture where someone can identify the child. This is for their safety and security. Social media includes (but is not limited to) Facebook, Twitter, YouTube, Instagram and Snapchat. Do not tag "Robin's Nest" on social media.

WATER USAGE

- Water is a valuable resource in Jamaica. Please make every effort to conserve it.
- Please turn off the water when you are not using it and don't allow it to run.
This includes brushing teeth, washing hands, and showering.
- Please limit the number of showers you take. Quickly get yourself wet, turn off the water, soap up, and then quickly rinse. We only have cold water in team rooms.
- Quickly rinse off under the outdoor shower, which is inside the pool area, before using the swimming pool.
- Our water is filtered and safe to drink. However, we do ask teams to bring their

own bottled drinking water in order to avoid running out of water when we have more people at Robin's Nest. Bottled water can be purchased in town prior to coming up to Robin's Nest.

- Please do not flush the toilet unless necessary. If it's yellow...let it mellow. If it's brown...flush it down. Also, please do not flush anything other than toilet paper down the toilet.
- Guests staying longer than two weeks are the only visitors who may use the laundry facilities to wash clothes. If you have an emergency need, please contact a director.

FOOD

- Please do not give the Robin's Nest children any food which you brought from home without permission from the directors.
- Please refrain from eating food not provided by the kitchen in front of the Robin's Nest children and staff.
- Typical meals at Robin's Nest range from eggs and toast for breakfast, PB&J for lunch, and spaghetti or chicken for dinner. Please let us know immediately if you have any special dietary requirements. Also be aware that we may not have the resources to accommodate each individual dietary need.
- Chewing gum is not allowed (for the children or team members). This can become quite a mess around the Nest!
- Meals are served buffet style from the counter area in the kitchen.

Breakfast: 8:00-8:30, Lunch: 12:00-12:30, Dinner 5:00-5:30.

(Teams will eat when the children are done with their meal). Upon arrival your team will be asked to assign 3 members per meal to help with the dishes immediately following a meal. Please be on time for this assignment as we work together in keeping our kitchen clean and supporting our cooks!

DRESS CODE

- Teams are required to wear clothing free of inappropriate graphics or language.
- Men: Please ensure your underwear is covered by your pants/shorts. No sagging of pants. We ask you to keep your tank tops/T-shirts on while working around Robin's Nest. Please do not wear speedos, we prefer swim trunks at Robin's Nest or at beach days with the kids.
- Women: Please do not wear anything that is skimpy or revealing.
Tank tops are fine for women, however we ask that you are aware of being properly covered (even when you are bending over to interact with the children). Make sure your shorts are long enough to cover your bottom if you bend over. Modest one-piece and two-piece swimsuits with midriff coverage are allowed. Please wear a tank top or T-shirt over your swimsuit if it does not meet this guideline. Please wear a beach cover-up to and from the pool.

CHILDREN / STAFF ETIQUETTE

- Please do not promise the children ANYTHING such as gift items or your desire to take them home, etc. The children at Robin's Nest have the privilege to meet many visitors. We want them to remember the fun they had with you, not the things you gave or promised them.
- Do not allow the children at any time to hold your cell phone, camera, tablet, laptop, etc. They can be easily broken, create distractions, and discourage personal interaction. It is best to keep electronic items in your team room for the majority of your trip to avoid any issues.
- Please do not allow the children to hold any of your personal items (sunglasses, hats, or watches etc.). We do not want to see anything lost or broken.
- Please do not give any money to the children OR staff. We have a staff bonus fund in place, which is distributed three times a year and is part of our annual operating budget.
- Please keep in mind that our children all have unique stories. Please do not ask the children why they are at Robin's Nest or about anything related to their families. If a child opens up to you, please feel free to listen. Please do not put yourself in a position of counseling them. Bring any concerns about one of our children to the attention of our on-site directors immediately.
- Robin's Nest Children's Home strives to have our children feel that they are part of a loving family. In that effort, we have developed the "POD" system. A POD is a group of 5-7 children that have 2-3 "POD MOMS" who oversee that POD at any given time. The age and gender of the children within each POD varies as in a family. We believe the younger children learn from the older ones and vice versa. We currently have 3 PODS and we differentiate those PODS by color: red, green, yellow. Jake's House is its own POD and is made up of our oldest boys.
- Remember, the POD mom who is on duty is in charge of taking care of all of the needs of those children in her POD. If needed, teams will have the opportunity to assist the POD moms at various times throughout the day. You may be asked to help feed the children, to read or play with them, or to assist with cleaning. It is important to connect with the POD mom when you arrive at your designated time. She will give you directions on what she would like for you to do.
- Never take a child out of the view of his/her POD mom unless you have special permission from the POD mom.

ADOPTION

Robin's Nest plays NO PART in the adoption process of our children. If you have any questions about adoption you can visit the Child Protection and Family Services Agency (CPFSA) website at www.childprotection.gov.jm for additional information. Also, keep in mind that Jamaica does not allow potential adoptive families to choose the child they wish to adopt. Any decisions of placement of children for adoption are handled by CPFSA. There are many children's homes across the island filled with children who need a

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loving home!

For additional information on Robin's Nest Children's Home and how it all began, please visit:

<https://www.robinsnestchildrenshome.org/copy-of-who-we-are>