

# THANKIES 2026

## VC Kids Training & Orientation

### **Mission:**

We exist to make a way for kids and their parents to discover a growing relationship with Jesus.

**Strategy:** Love, Grow, Serve, Share and Play

**WIDE:** Create Irresistible Spaces: Large Group, Events, VBS

**DEEP:** Facilitate Community: Small Groups For Kids & Parents, Discipleship, Bible memorization

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." - Matthew 28:19-20 (NIV):

**Outcome:** Every Child Will....

Feel loved by God, their Church family, and nuclear family

- Will have a mentor that will equip them to grow in their walk with Jesus
- Will be able to make God honoring decisions.
- Will be able to know the word of God and how to apply it to their everyday life
- Will have the foundational knowledge of the seven major building blocks of being a Christian.

What Are the 7 MAJORS? The Bible is God's living word, the Divine Trinity, Christ is both God and son of man, we are saved by grace and not by works, the work of the cross, the Church is the hope of the world and second coming of Jesus.

"For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me." - Matthew 25:35-36 (NIV)

# POLICY AND PROCEDURES

VC Kids is committed to earning and maintaining the trust of every family by fostering a safe, transparent, and professional environment.

**Safety:** All staff members undergo comprehensive background checks. Doors to children's areas remain open or visible, and no unvetted adults are permitted in these spaces.

**Policies:** Children should not sit on adult laps. Staff are responsible for escorting children to the bathroom without entering with them. Children should not be allowed to wander or run unsupervised within the building.

**Younger Children & Storyland:** Due to the developmental needs of younger children, physical bonding such as holding may be necessary. The policy applies primarily to children up to approximately 3 years old.

**Crying Babies/Children:** It's very normal for children to cry when they are younger or sometimes if they are on the spectrum. When parents drop-off we want them to know that we have experience and the knowledge on how to soothe a baby. Build a rapport so that they can walk away with a warm feeling that their child is well taken care of. Explain that it's normal for the child to cry initially especially when they see their parents nearby, but after a few minutes they calm down. Also explain that the more often the child attends the program the easier drop off becomes. Let them know that if the child has a hard time settling down, we will text them to pick up. Explain we have a designated area near the atrium where they can enjoy the message while nursing the child. In order to give people the best opportunity to focus on God's word, we don't allow crying babies inside the auditorium. *Tip:* if the child has an older sibling in the program, let's tap them to see if they could help us calm the crying child. *Bonus Tip:* Carry the crying baby and rub their back to soothe them or help them get gasses out.

**Transparency:** Classroom doors should remain closed but unobstructed, allowing clear visibility into the activities taking place at all times to ensure accountability.

**Code of Conduct:** Staff and volunteers are expected to maintain professional boundaries at all times—this includes refraining from kissing, inappropriate touching, or making suggestive comments about a child's appearance. Sharing inappropriate stories, videos, pictures, or songs is strictly prohibited. This standard of conduct extends to interactions with parents, staff, and volunteers to uphold a respectful and safe environment.

"Let love and faithfulness never leave you; bind them around your neck, write them on the tablet of your heart. Then you will win favor and a good name in the sight of God and man." - Proverbs 3:3-4 (NIV):

## Have The Right Mindset

You and I have an opportunity to make a lasting impact on a child both positive and negative. At VC Kids we strive for creating a positive experience. Please refrain from serving on a shift if you are hungover, heavily medicated, or in a wrong state of mind with issues of anger, grief or experiencing depression. Don't self condemn yourself or disqualify yourself out of the ministry because everyone has areas they are walking with the Lord with. But if on a specific morning you are not 100% please talk to your leader and we will make other arrangements.

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."  
- Colossians 3:23-24 (NIV):

**Ratios:** Whimsy: 1 to 2 babies | Rhythm: 1 to 3 toddlers | Pre-K: 1 to 7 children Ink: 1 to 15 children

### Do's and Don'ts

#### Do's:

- Communicate through email, planning center, text and in-person
- Come prepared. Please watch the 2 min sneak peek and take a look at the attached files just to have an idea of what the topic is.
- Pray God uses you before serving in your one-on-one time with the Lord
- Ask for help when you don't know how to handle a situation or if you want to learn something new or insights on how to help a child.
- Come dressed appropriately.
- Arrive early for our 30 min before serving for our team huddles
- Follow safety protocols
- Show patience and understanding
- Redirect, incentivize and lead kids to engage in discussion
- Hold kids accountable to the 3 Rules 2 Rock
- Communicate with other volunteers to get help, tips and build fellowship
- Encourage the kids to become buddies on Roblox/Minecraft and in real life!

#### Don'ts

- Don't ignore safety protocols: Always follow established safety rules.
- Don't feel bad if you don't know an answer to a question. Ask your leader for help.
- Don't use harsh words or punishment: Be patient and gentle.
- Don't leave children unattended: Stay attentive and present.
- Don't discriminate or show favoritism: Treat all children equally and fairly.
- Don't engage in inappropriate conversations or behavior: Maintain professionalism at all times.
- Don't ignore behavioral issues; address them calmly and appropriately.
- Don't be distracted by your phone.
- Don't dismiss children's feelings or questions; listen actively.
- Don't forget to pray and seek God's guidance regularly.

## Small Group Leader Flow

Ice Breakers - Take 5-10 mins to do an ice breaker with them. It can be as simple as what is your favorite \_\_\_\_\_ (color/number/letter/food etc...)

***Why? - Get kids comfortable sharing things they like and getting them in the mindset that they matter in your group and that they can share whatever they want.***

3 Rules 2 Rock

***Why? - This lets kids know what their expectations are when they are with us. Delivered correctly it's a great tool to keep them accountable and on topic.***

Discussion Questions: These are only to get the conversation going and not a checklist. The idea is to help you lead the kids in processing what was taught during large group time. Help them connect it to their lives so they can take action steps in their walk with Jesus.

***Why? - Small group discussion goes beyond memorizing scripture and learning what's good and bad. It's about understanding the "Why" behind the lessons.***

Crafts/Drama(Acting): Lead them into a craft or improv skit that connects to the lesson.

***Why? We want to be able to reach them whether they are a visual, auditory, reading/writing and kinesthetic learner. Creating opportunities for them to apply what they just learned.***

Small Group Games- Prepare games you can do with your small group.

***Why? We normally do large group games but every small group can do their own games which helps the kids build stronger friendships.***

Best Buds/BFFS Rewards: Encourage the kids to build friendships outside on Sundays. This is a great way to help kids encourage and hold each other accountable in their Christian walk.

***\*"These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road"***

Deuteronomy 6:6-7 (NIV):

**Involving Parents & Families-** Share with parents anything amazing their child did today. They are most likely used to people complaining about their kids and hearing something positive will make their day. Ensure every child takes home what they made and that parents receive the Parent Cue sheet. The Parent Cue sheet is designed to equip parents to Disciple their children at home. Encourage parents to get connected to a small group (Family Fun Group Sundays/Parenting Groups)

## Why?

- Parents are considered the most important and influential person in a child's life.
- High Concern, Low Action: While 73% of U.S. parents are concerned about their children's spiritual development, few have regular faith-based conversations, with only 12% of mothers and 5% of fathers having regular spiritual dialogue
- Lack of Planning: Research shows despite recognizing their role, a large majority of parents, over 90%, lack a specific plan for their children's spiritual development

## Challenge Yourself

**Worship, Prayer & Scripture:** It's easier for us to speak the word of God when we fill ourselves with it. Take time daily to read the Bible. If you need help please reach out and we can come up with a personal plan. A misbehaving kid or a crying one can throw anyone off their game. This is where it's important to be anchored in God's word and in communion through prayer. He will give you His eyes when that one kid says to you "you have bad breath"

"So then, just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you received, and overflowing with thankfulness." - Colossians 2:6-7 (NIV):

**Multiply Yourself:** Mentor another volunteer on the team and help them grow to become the leader God has called them to be. Another way to multiply yourself is by inviting others to serve on the team. Many folks want to do the great commission by traveling abroad or preaching on the streets...but the easiest way to reach others for Christ is by serving in kids ministry. Reach them today so they are not lost tomorrow. You are on the front lines of the Lord's Army. Invite a fellow soldier to help you burp babies and sling memory verses like it's the battle of Jericho!