

Practical Systems That Help Our Kids Ministry Thrive

1. Build a Leadership Structure, Not Just a Volunteer Team

A healthy kids ministry isn't built around one person it's built around leaders.

Our structure:

- Infant Room
- One-Year-Old Room
- Two-Year-Old Room
- Three-Year-Old Room
- Kid Sanctuary (Ages 4–8)

Each room has a **Room Leader** responsible for recruiting volunteers, training and onboarding, building relationships, planning engaging activities, and creating the monthly schedule. This allows the Children's Pastor to lead instead of managing every detail.

2. Keep Volunteers on a Consistent Schedule

We have 100+ volunteers who each serve **once a month** on the **same Sunday every month**. Planning Center invitations are sent the Monday before they serve. Consistency reduces burnout and improves retention.

3. Recruit All Year Long

We recruit primarily through personal invitations and a yearly stage highlight. Personal asks are the most effective recruiting tool.

4. Train for Excellence

Every volunteer completes a background check and is trained by their Room Leader before serving.

5. Plan Ahead

Plan Sunday holidays 3 months in advance and major events (VBS, Christmas productions, etc.) 6 months ahead. We use High Voltage Curriculum along with Planning Center Check-Ins and Planning Center Scheduling.

6. Stay Organized

Complete a monthly classroom inventory, replenish supplies early, and prepare lessons ahead of time.

7. Create a Culture People Want to Be Part Of

Regularly appreciate volunteers, celebrate wins, encourage families and friends to serve together, and intentionally build community.

8. Our Core Values

Kids encounter Jesus. Safety is never compromised. Learning is fun and engaging. Every child is equipped to step into God's calling.

9. One Leadership Lesson

Don't promote people into leadership too quickly. Character, faithfulness, and consistency should always come before a title.