

## **1. TEAM CULTURE VIDEO: This is who we are.**

**Hello.** I'm pastor Philip Hahn, the children's pastor here at Bridge Church, and you're watching this training video because you want to serve in Bridge Kids. Well there's a few things you need to know about the culture of the team you're joining. We don't have ANY volunteers helping in Bridge Kids. Our volunteers are leaders, RUNNING this ministry.

### **Bridge kids exists to see kidmin leaders called, equipped, growing, and mentoring for the effective discipleship of the next generation.**

- How does a church effectively transform the lives of children with the gospel of Jesus Christ? The answer may surprise you. Take your attention off of the kids and pour your effort & energy into leadership development. If you were sick or injured, which hospital would you choose—a hospital that focuses all its effort and energy on customer service, or the hospital with the best doctors? When you focus on becoming a better leader and investing in other leaders, you give kids an army of well-equipped doctors.

### **Bridge kids exists to see kidmin leaders CALLED**

- When I say leaders Called: Get used to saying, "I see in you..."
  - In Bridge kids, our lips become affirmation factories. All of us are constantly looking for qualities in other people that we can call out and affirm. Every believer is a leader. Every believer is called into ministry. Every parent, teen, and new believer you meet has God-given qualities. When you see those qualities say, "I see in you this quality. I think you would enjoy developing it on that serve team" and point them to the leader of that team. We are NOT recruiting. You are empowering people to grow their gifts by using them.

### **Bridge kids exists to see kidmin leaders called and EQUIPPED**

- When I say leaders Equipped: Get used to saying, "I just want to be clear..."
  - Equipped means Clear expectations
    - Screening process, applications, background checks, and job descriptions
    - It's expected that you prepare well in advance of the day you serve
    - Clear expectations include Showing up 15-30 minutes BEFORE start time.
  - Clear communications
    - Communicate with your leaders often.
    - Communicate and asking when you have needs or questions
    - USE the available communication systems like Planning Center Services

### **Bridge kids exists to see kidmin leaders called, equipped and GROWING**

- When I say leaders Growing: Get used to saying, "What's next..."
  - Growing Faith. We care about your spiritual health more than anything you do for us. We want you attending church, plugged into bridge groups, worshipping, and asking what's next in daily habits like Bible reading and prayer.

- Growing Skills. We're all continually learning how to teach better, perform better, and manage classrooms better: asking what's next in DOING... WHATEVER you do... better.
- Growing Positions. You may have started out just to sit in the room and help kids pay attention, but soon, you may be a lead teacher in that group. When you learn more, you may end up being a Team Captain, Coordinator, or even a pastor someday. Where you start is not always where you stay. What's next?

**Bridge kids exists to see kidmin leaders called, equipped, growing, and MENTORING**

- When I say leaders mentored: Get used to saying, "Let's do this together"
- Nobody does anything alone. Everyone is learning what someone else does and teaching what they do to others.
  - You are LOOKING for ways to learn and do things your Team Captains and Coordinators do. Ask them how you can do it together.
  - Team Captains don't plan or prepare alone because that doesn't allow anyone to learn. They invite people from their team to do it with them.
  - Sharing jobs and mentoring others does so many things:
    - You grow. because It gives you input and keeps you excited about your ministry. Kids love it when YOU love your job.
    - Mentorship grows your ministry. Because your ideas, solutions, and viewpoints add more than what Coordinators by themselves could do.
    - Sharing jobs grows our support systems. When you can do what your Coordinators and Team Captains do, they can step away for emergencies, breaks, and ICNU conversations.
    - Mentorship grows the kingdom. Because when you know other people's jobs, adding classes, services or campuses, is easy because anyone on the team can be the next ministry leader for a new group.
    - Doing everything together allows future growth. Every position is temporary, When you allow yourself to be mentored, YOU may become the next in line to Lead.

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- Now, the ONLY way we can maintain this constant culture of leadership development is to MEET REGULARLY to keep it front and center. Which includes at least 2 things:
  - Regular gatherings with your leaders
    - This looks different for every group. Some have weekly huddles. Some have monthly meetings. Some leaders just check in on-on-on with each

volunteer. But however your group connects, expect to gather with your leaders at least once a month.

- Quarterly GPS gatherings
  - Every three months ALL volunteers from ALL campuses in ALL children's ministry teams gather together to share big vision GOALS, Connect with their PEERS, and grow in their SKILLS. Every kids volunteer needs to be at these quarterly GPS gatherings.
- These are the ONLY ways we can keep leadership development first. We have to be together to call, equip, grow, and mentor.

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**I see in you, a leader called into ministry. I just want to be clear about the culture you're signing up for. So what's next for you? Let's do this together.**

**Quiz Questions:**

1. When we say our Team Members are CALLED, we are talking about what?
  - a. Seeing all believers through the lens of qualities we can notice and call out of them.
  - b. Our lips become affirmation factories.
  - c. I'm having ICNU conversations that invite people to serve on teams where their qualities can grow.
  - d. All of the above.
2. Let me be clear, when we say our Team Members are EQUIPPED, what are we talking about?
  - a. Showing up one minute before class, reading your assignment for the first time.
  - b. Figuring out your needs or questions on your own so you don't burden your leader.
  - c. Using systems like Planning Center Services to communicate service times, materials, and whether team members can be there.
  - d. Being absent without telling anybody.
3. What do we mean when we say all Team Members are GROWING?
  - a. I do not need to attend church services if I'm serving someplace.
  - b. I need to keep developing my skills, so my ministry is always improving.
  - c. My position on the team is unlikely to ever change.
  - d. I'm going to be a foot taller by the time I'm done serving here.
4. When we say our Team Members are MENTORING, we are talking about what?
  - a. As long as someone is doing something well, they don't need my help.
  - b. As long as I can do it well, I don't need to include others.
  - c. If it's faster for one person to do it alone, that's better than doing it together.

d. Nobody does anything alone. Everyone is learning what someone else does and teaching what they do to others.

5. How do we all maintain a culture of leadership development?

- a. Quarterly GPS gatherings for all volunteers and monthly connections with my leaders.
- b. It happens automatically.
- c. Attend at least 1 GPS gathering a year.
- d. It is not necessary to meet together if we all agree leadership development is important.