

RADIUS kids

EPOD

Updated June 2026

PURPOSE

In RADIUS Kids, we want to know God's story, build relationships and engage with purpose.

SUCCESS

A team of kids' leaders, consistently growing in number and ability, who are committed to connecting with kids and parents to help them take age-appropriate next steps in their faith.

PLANT CHURCHES

Develop Leaders

- Kids leaders will intentionally develop others by giving away responsibility and leadership opportunities.
- Team leaders will be identified and developed to lead teams of volunteers
- Kids teams will regularly pray for other campuses, families, and future church plants.

Priesthood

- Leaders will create space for kids to participate, not just receive (prayer, scripture, conversation).
- Families will be equipped to disciple their kids at home, not rely solely on Sunday environments.

Innovation / Creativity

- Campuses are encouraged to innovate, try new things, and develop ideas that help kids and families take steps of faith.
- Feedback loops from leaders, kids, and families will be used to refine environments.
- Collaboration should happen early and often, not only after something has been fully tested.
- As campuses share ideas, wins, challenges, and feedback, it creates a healthy loop of learning that strengthens the whole church and helps good ideas become better together.

MAKE DISCIPLES

- Kids ministry will prioritize helping children know and follow Jesus, not just behavior management or childcare.
- Leaders will consistently share the gospel in clear, age-appropriate ways.

- Environments will be relational, helping kids feel known and building trust over time.
- Leaders will pray with and for kids regularly, not just manage the room.
- Kids leaders will care for their teams and help them take spiritual next steps.
- Families will be equipped with simple next steps to continue discipleship at home.

LIVE GENEROUSLY

- Kids teams will serve with joy, patience, and a posture of putting others first.
- Leaders will be attentive to the needs of kids and families, seeing moments of care as opportunities for ministry.
- Serving in Kids will be framed as a meaningful way to invest in the next generation and the mission of the church.
- Leaders will encourage families and volunteers to live generously in their everyday lives, not just on Sundays.

ROLE DESCRIPTIONS

These are key roles that should be present at each campus to help create a healthy, consistent, and caring RADIUS Kids environment for kids, families, volunteers, and leaders.

- **Ministry Lead (Paid Staff)**
 - Provides vision, leadership, and direction for RADIUS Kids across campuses
 - Develops curriculum, writes lessons, and plans yearly teaching scope and sequence
 - Supports campuses and invests in Coordinators
- **Kids Pastor / Director (Paid Staff)**
 - Oversees the recruitment process at all levels
 - Ministers to families through regular follow-up, engagement, and discipleship efforts
 - Oversees staff
 - Spearheads RADIUS Kids events at the local campus level
- **Coordinator (Paid Staff or Volunteer)**
 - Oversees volunteer onboarding, scheduling, and Sunday preparation
 - Leads volunteer huddles focused on communication, encouragement, prayer, and connection
 - Prepares lesson materials, follows up with families, and responds wisely and flexibly to ministry needs
- **Team Leader (Volunteer)**
 - Helps create a welcoming, organized, and prepared Sunday environment
 - Supports volunteers, classrooms, check-in, and service flow throughout the morning
 - Cares for and encourages the volunteer team through prayer, communication, and practical support
- **Leader (Adult Volunteer)**
 - Partners with RADIUS Kids staff to create a safe, engaging, and Christ-centered environment

- Teaches biblical truths, leads activities and discussions, and builds relationships with kids and families
- Follows safety policies and communicates ministry needs or concerns to leaders
- **Leader (Student Volunteer)**
 - Assists with activities, worship, games, crafts, and prayer
 - Supports the classroom by following the direction of Leaders, Team Leaders, and Coordinators
 - Learns to serve and lead through hands-on ministry experience

EXPECTED

Every campus does this; it's essential to our shared mission and model.

- Each campus will provide the appropriate volunteer/child ratios, at a minimum, per DSS requirements: see the Preferred ratio goals for more stringent guidelines.
 - Nursery: 1:5
 - Toddlers: 1:6
 - Preschool: 1:12
 - Elementary: 1:20
- Each room must have at least two adults at all times.
- An Evacuation Plan (fire, active shooter, tornado) must be in place and clearly communicated to the RADIUS Kids leaders.

ORGANIZATION

- Each campus will provide the following structure:
 - RADIUS Kids Coordinator (at least 1 per campus) - can be volunteer or paid position
 - Team Leader (at least 1 per service)
 - Kids Volunteers (per ratios)
- Each campus will provide RADIUS Kids for ages birth - 5th grade divided into the following departments: (Adjustments can be made to accommodate the needs of each campus, depending on local context.)
 - Nursery: Birth – age 2
 - Preschool: 2 years – 5 years (Must be two by September 1)
 - Elementary: K – 5th grade
 - RADIUS Kids leaders will be scheduled according to the needs of each campus at the discretion of the Coordinator.
 - Each Kids Coordinator will communicate with each volunteer regarding their schedule.
- Kids Leader application and onboarding process:
 - Each applicant desiring to serve in RADIUS Kids is required to complete an onboarding process, consisting of the five steps below:
 - Application with references

- Criminal Background Check
- Completion of Training
- Apprenticeship / Shadowing Experience
- Schedule Serve Rotation
- Follow-up
- Campus Pastors oversee RADIUS Kids staff.

ENVIRONMENT

1. The RADIUS Kids ministry areas will be clean, free of clutter, and prepared weekly with the help of both staff and volunteer positions.
2. Any safety concerns should be noted and addressed with campus leadership in a timely manner.

A minimum of one trained safety team member will be present each week in each primary physical area, depending on campus layout and context.

BRANDING

- RADIUS Kids branding and signage will follow agree-upon design standards and templates.
- Teams may create simple in-house flyers for volunteer communication and curriculum use. Public facing content, including signage, take-home sheets, merch, and custom room decor, should be created in conjunction with the Communications Team to ensure brand consistency, clarity, and best-practice guidance. In short, you are welcome to create, but anything external facing should be reviewed and approved before use.
- RADIUS Kids and RADIUS Church logos must remain consistent in color, wording, and format. Do not alter or recreate logos – use approved files only.
- Communication from RADIUS Kids will reflect the RADIUS voice – clear, conversational, and accessible. Avoid insider language.
- Use consistent names for events, environments, and teams across campuses.
- Loop in Communications for church-wide initiatives, major events, or any content representing RADIUS externally.
- AI-generated content is not allowed in official church communications, creative assets, or ministry content. Artificial Intelligence (AI) may be used as a support tool for brainstorming, research, outlining, proofreading, editing, and content development. All content must be reviewed, refined, and approved by a human team member before publication to ensure it accurately reflects our church's voice, values, and mission. AI-generated images, videos, graphics, illustrations, and written content may not be used as final published assets. AI should serve as a tool to support the creative process, not replace authentic storytelling, ministry, or creative work.

CURRICULUM

- Each campus will use approved curriculum.
- Each campus will follow the preschool and/or elementary lesson schedule during the school year. Each campus may use whatever lessons/units during the summer months that they wish.
- At a minimum, each lesson should have a Bible story (read aloud or video), worship component, memory work, and an interactive activity.

- Each campus will communicate with leaders on a weekly basis the activities of the weekend services.
- Regular communication with parents about weekly lessons and content covered is expected.

POLICIES & PROCEDURES

- Each volunteer will receive a copy of the RADIUS Kids Handbook and all policies and procedures will be strictly observed.
- RADIUS Kids leaders should participate in a Team Huddle, whether it's a campus serve team huddle or a kids' ministry-specific huddle.
- Each campus will provide clearly marked Kids Check-in areas where a name tag and accompanying ID number is assigned to each child.
- Each campus will have a parent call system for during-the-service emergencies.
- Kids Leaders will wear a RADIUS Kids nametag.
- If food is served in a RADIUS Kids environment, allergy alerts will be posted to parents.
- First Aid kits must be easily accessible to every room during weekend services.
- Safety and Security Procedures such as: Check-in/out, start times for opening ministries by, evacuation plans, lockdown, shelter-in-place, and security procedures will be strictly observed across all campuses.
- New families will be entered into the church database by end of the day Monday.
- New families will receive follow-up communication by end of the day Thursday of each week.

PREFERRED

Strongly encouraged and ideal for every campus as capacity grows. Plants may not have the capacity when starting out, but they should be part of the “next step” plan as capacity allows so that campuses don't drift into completely different models.

- Though DSS guidelines are less stringent (see Expected guidelines), each campus will aim to provide volunteer / child ratios listed below:
 - Nursery: 1:3
 - Toddlers: 1:5
 - Preschool: 1:8
 - Elementary: 1:17
- Scheduling -
 - For campuses with one service:
 - RADIUS Kids volunteers should be scheduled for every third or fourth week, to allow consistency in attending worship services.
 - For campuses with multiple services:
 - RADIUS Kids volunteers can be scheduled weekly, every other week, or every third or fourth week, provided that volunteers are able to attend worship services consistently.

- Across all campuses, RADIUS Kids Coordinators should seek to recruit partners to fill roles that include direct Bible teaching. Non-partners can serve in other roles, but teaching should be entrusted to RADIUS Partners.
 - If a gifted teacher is serving and not a partner, campus staff are encouraged to begin the partnership process with this volunteer.
 - Knowing all situations are unique, campus pastors will have the final authority in these situations.
- If two related adults are serving in an enclosed classroom (does not pertain to open spaces where multiple small groups are meeting), then a third non-related adult is encouraged.
- Each campus should provide leader appreciation at least once a year.
- Each campus should provide leader development events one time a year.
- Connect with leaders via phone, email, notecards etc. This can be shared responsibility with the Kids Coordinator and team lead.

OPTIONAL

Campus-specific ideas - A place for great ideas that can be executed if they fit the context and bandwidth of the campus.

- Giving out snacks during weekend services.
- RADIUS Kids is encouraged to provide or participate in a parent-equipping event.
 - Campuses may choose to partner together on approved events.

DISCOURAGED

Activities we avoid because they distract from our mission or create misalignment.

- Creating your own signage that is not RADIUS Kids branded or approved.
- Usage of curriculum without approval of campus pastor / ministry lead.
- Allowing parents inside of the classroom outside of drop off and pick up times.
- Excessive discipline shown to children by RADIUS Kids Staff or leaders.
- Volunteers should not be alone in any department or room. Must have at least two people in a room at all times, per DSS guidelines.
- Placing volunteers on the schedule before they go through the volunteer team member process.
- Releasing a child to a parent or family member without the proper check-in tag.
- Baptism before middle school.
- VBS.