



Welcome to the RevKids team! We can't wait to get to know you and see how God is going to use you to impact the lives of kids! You are joining the most exciting serving team at Revolution Church!

In RevKids we want everyone to feel known and loved. It is important that our kids build relationships with caring adults and make friends with other kids their own age. We want them to have someone at church that knows their name. This is where they will begin to understand that Jesus knows their name, loves them and wants to have a relationship with them.

Our mission is to LOVE JESUS and GROW KIDS.

Each week we will share the **Gospel** through Bible teaching, build **Relationships** in small groups, learn to live in **Obedience** to God's Word, and take what we learn to share with others through good **Works**.

Every member we add to the team helps us to serve and invest in more kids each week. From the first person to greet a new family, to the group leader who knows their kids' third favorite color, every role is extremely important to help kids GROW. Ultimately your service will lead to kids learning to follow Jesus and love Him with their whole hearts. You may only see the beginning, but you play a starring role in the story of their lives. Thanks for using your gifts to serve with the RevKids Team!

Sincerely,

Amy Ostrander

Family Development

LEADERSHIP

REVKIDS STAFF

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LEADERSHIP DEVELOPMENT & TEAM MEMBER ROLES

TEAM MEMBER: DOING AND DISCOVERING

This is YOU! We call everyone who serves in RevKids a Team Member. We all work together using our gifts and talents to help kids learn to love Jesus & GROW.

TEAM LEADER: DOING AND DELEGATING

Team Leaders help coordinate, schedule, delegate and disciple a group of other Team Members within an environment during a particular gathering time. This person is your main point of contact and communication.

COACH: SOME DOING, DELEGATING AND DEVELOPING

Coaches lead the Team Leaders that lead you. They focus on delegating tasks and developing other leaders.

APPRENTICES & ICNU: Every Team Member's goal in leadership is to raise up another leader and duplicate themselves. All team members are encouraged to invite others to come serve with them by having ICNU conversations. An apprentice is someone who is being prepared to serve, lead, or coach by being given opportunities to discover additional leadership responsibilities.

REVKIDS SERVING POSITIONS

There are many different areas and positions offered within RevKids. Below is a list of each position within the five main areas of RevKids. *Please refer to the Team Member Job Descriptions section online for an in-depth look at each position.*

PRESCHOOL TEAM

Babies
Toddlers
Pre-K
Buddy

ELEMENTARY TEAM

Small Group Leader
Reruns Leader
Buddy
Stage Host

WEEKDAY PREP

Curriculum Prep
Room cleaning/organizing

WELCOME TEAM

RevKids Check-In
Door Greeters

TEAM MEMBER QUALIFICATIONS

To be a RevKids Team Member, you don't have to be a Bible scholar, pass a theological aptitude test or display a particular set of special spiritual gifts. You don't even need to be that cool!

Here's all you need to do:

- Have a joyful attitude & grow spiritually.
- Care about kids & families.
- Be committed to consistently investing in kids & families over a period of time.
- Complete and pass the background check, questionnaire & training process.

TEAM MEMBER EXPECTATIONS

Here are 4 things that will make you a great RevKids Team Player no matter when and where you serve!

BE HERE.

- Be reliable
- Serve consistently
- Show up on time (30 min prior to gathering time)

BE READY.

- Wear your green serving shirt
- Come prepared with what you need to be successful that day
- Read emails from area directors, Team Leaders and Coaches for any pertinent information

BE PRESENT.

- Give it your all
- Engage with kids & families
- Connect with other Team Members
- Limit cell phone usage

BE MINDFUL.

- Work as a team and leave areas clean
- Look for opportunities to help
- Be kind & assume the best of the kids, parent, fellow Team Members & leadership

Easter and Christmas Gatherings

Easter and Christmas gatherings at Revolution Church always have more attendees and guests than an average Weekend. We ask all of our RevKids Team Members to serve an additional gathering in order to be ready and to welcome these guests during this time.

REVKIDS TRAINING

Now that you have completed Welcome Track, you are ready to start the overall RevKids training process! While it may vary depending on what area you are serving in, below is the basic layout for all of RevKids.

WEEK 1: I DO, YOU HELP

- Report to your specific serving area/classroom
- Depending on your serving position, shadow and help a seasoned team member
- Team Leader checks in to see how you are doing

WEEK 2: YOU DO, I HELP

- Report to your specific serving area/classroom
- Seasoned Team Member encourages you to do more along the way as they help (this is a great time to ask questions)
- Team Leader checks in to see how you're doing

WEEK 3: YOU DO!

- Report to your specific serving area/classroom
- Do the job with very little assistance
- Team Leaders observes along the way to make sure you are comfortable in your role
- Receive your serving shirt

During your first few weeks of training, you may realize another age/area is a better fit for you. That's ok! Please don't hesitate to let your Team Leader know, and they will help get you set up in another area.

TEAM MEMBER POLICIES

SCHEDULING

All Revolution Team Members are scheduled through [Planning Center Services](#). Team Members must reply every week to the serving request. This is an important tool our leaders use to make sure we are prepared for our gatherings. We value your time, so to keep from receiving multiple follow-up requests via email, text, and phone, please accept or decline your serving request as soon as possible.

CURRICULUM

We provide a monthly curriculum to all classrooms from Toddlers up through 5th grade. Our staff and other Team Members work hard to prepare every part of the curriculum, so it is ready for you and easy to work with. This curriculum must be implemented each week. It provides both hands-on and large group activities.

ATTIRE

Team Members must wear a green shirt to distinguish them as part of the RevKids Team. It helps our safety team and comforts parents. We provide you with your first shirt which you will receive at the end of your Training Process. All other attire must be church appropriate with shorts having a 5-inch inseam or longer.

NAME TAGS

All Team Members must have a name tag in order to enter the kid's areas. You can use any of our RevKids check-in stations to get your name tag. If you are checking kids in, you can get your name tag at the same time. Once you are set up the first time, it should stay the same each time you check in. There are check-in Team Members available to help you if needed. The combination of your green shirt and name tag will get you into the RevKids areas. Be prepared to be stopped by security if you are missing one or the other.



Download the FREE Planning Center Services app to receive scheduling communication from your Team Leader, block out dates, and check curriculum.

STUDENTS WHO SERVE

RevStudents (6th Graders +) may serve in RevKids. Below is a chart of where students can serve based on age/grade level.

Current Grade Level	Kids Prod. & Stage Team	Babies (16+)*	Toddlers → Pre-K	Kinder	1st → 2nd	3rd → 5th	Reruns	Buddy Team
6th	✓		✓	✓	✓			✓
7th	✓		✓	✓	✓		✓	✓
8th	✓		✓	✓	✓	✓	✓	✓
9th - 12th	✓	✓	✓	✓	✓	✓	✓	✓

**At Preschool Director's discretion for those under 18 yrs. old*

Students need to be treated as a leader. Adult Team Members serving with students are to help guide them and treat them as someone who is becoming a leader.

CHILD & TEAM MEMBER PROTECTION

In order to insure the safety and protection of all our RevKids and Team Members, each Team Member must complete a background check and provide 3 personal references including 1 from a previous church staff member if applicable. Once those recommendations are received, Team Members are cleared to begin training.

A few things to know while serving:

- Never be alone with a child.
- Do not let children sit in your lap. ***This excludes the Nursery hallway.*
- Do not go into the restroom with a child.
- Potty Training classrooms must keep the door open to the restroom while helping a child.

As a Team Member, your actions directly impact the mission of Revolution Church. It is important to hold yourself to the highest standard of behavior. It is also important that you understand your responsibility to hold your fellow Team Members accountable. If you see anything happening that feels uncomfortable, you need to approach the other Team Member immediately and let them know it is time to stop. If you continue to feel uncomfortable about another Team Member's behavior, it is important to make your Team Leader or a staff member aware. We would rather err on the side of overprotection than to be devastated by abuse.

CLASSROOM POLICIES

DISCIPLINE = DISCIPLESHIP

We have three big expectations for our RevKids. Show love for God, show love for others & show love for self. If a child fails to meet these expectations, the consequences progress in these four simple steps:

1. Verbal warning using the expectations for redirection
2. Sit out of the activity with a leader who refers back to the three expectations
3. Remove from room with a leader who will have a Gospel conversation
4. Parent involvement

We want to make sure we show LOVE to each and every child by disciplining them into appropriate behavior.

CHECK-IN & CHECK-OUT

As a child enters a classroom, they must have a name tag on their back which must be checked to make sure they are in the correct location. As a child is picked up during check-out, parents are required to present a barcoded, pick-up tag with numbers matching the child's name tag. If they do not have this pick-up tag, the child may NOT leave the room until the parents get another one printed at the First Time Kids counter.

INJURIES/INCIDENTS

There are first-aid kits inside each classroom for when a child is injured. (If the supplies you need are not there, your Team Leader will help get what you need.) When a child is injured, an injury report must be filled out by the Team Member and signed by both the parent and a *staff* member. If another child was the cause of the injury, a separate injury report must be filled out for them as well. Other children's names should never be used when reporting the incident.

WELLNESS

If a child has had a fever within the last 24 hours, they should not be allowed within the RevKids environments. If a child has a fever over 100.4 or gets sick while in your care, get your Team Leader or area director who will contact the parent.

ALLERGIES

Be aware of allergies, especially peanut allergies. During group times when you are giving out food, double check each child's tag to make sure they aren't allergic to anything you are giving out.

RESTROOMS

As stated before, never go into the bathroom alone with a child. If they need help, bring another adult with you or make sure the door is open where another adult can see you. If they are old enough to go by themselves, wait outside for the child. Bathroom doors in the Pre-K hallway must be propped open at all times while children are in there. Kid-only bathrooms in the elementary areas are to be used one at a time.

EMERGENCY PROCEDURES

See the [Emergency Response Plan Handbook](#) within your serving area for specific details on what to do if an emergency should arise.

*** Please let us know if you would like a digital copy sent to you.***

REVKIDS TEAM COVENANT

INTRODUCTION

Thank you for your interest to serve in RevKids! As a Team Member of our RevKids Team, you are in a leadership position, and the kids will closely watch what you do and what you say. We think that's great! You *should* be a role model for the next generation, and as a role model, your lifestyle is important to us. We want to make sure who you are on the weekend is who you are the rest of the week.

REGARDING SEXUAL BEHAVIOR

We believe that sex was created by God as an expression of intimacy within the context of marriage. To prevent you from a potentially awkward situation, we may ask you not to serve for the following reasons:

- You are involved in a sexual relationship and not married
- You are currently living with someone of the opposite sex and not married
- You are married and are currently involved in an inappropriate relationship outside of your marriage
- You are currently living a same-sex lifestyle and/or involved in a same-sex relationship

REGARDING SUBSTANCE BEHAVIOR

If you have a history of alcohol or drug abuse, this might be something God uses in a positive way to impact the future of the next generation. We'd love to talk with you further about your story and how it can impact the kids in our ministry. We have a few guidelines that will determine your Team Member placement and a few reasons we may ask you not to serve at this time:

- You have been arrested for or convicted of an alcohol or drug-related offense in the past twelve months
- You are currently being treated for alcohol or drug abuse
- You have used any illegal substances in the past twelve months
- Consuming alcohol to the point of being unable to drive legally is a regular part of your lifestyle

REGARDING SOCIAL BEHAVIOR

You are a role model for the students you are leading both in how you behave in social settings as well as how you behave on social media. The kids and/or their parents will definitely visit your social media pages. If you blog, podcast, or use any social media outlets, your small group will probably follow you through those platforms. We think social media can be a great way to connect with your group outside of weekend gatherings! However, they will

also be able to see everything you post publicly. Please leverage your social media in a positive way.

Please be mindful of these social guidelines. We may ask you not to serve for the following reasons:

- Using inappropriate language on a regular basis
- Posting inappropriate content of yourself or reposting inappropriate content of others including but not limited to overly revealing clothing, partying, or anything sexual in nature
- Being part of conversations that discourage church unity

**Agreement to this Covenant will be electronically signed within your Team Member Online Questionnaire. If you have any questions or concerns, please let us know.*