

Intro

- Name change/brand change
- Multiple locations (Florence & Greenville)

How do you make multi-site work?

- Staff ready to head out on own: take & run with vision
- Recruiting, empowering & training volunteers
- Volunteer leaders are key!

Volunteer: Charlene King

Why does she volunteer?

- Church is exciting; kids are excited to come
- Passion for Jesus; passion for people

How did she start volunteering?

- Cherie asked. Don't be afraid to ask people to volunteer. You might get a no, but you need to ask.
- First time serving – paired up with experienced volunteer

Why does she still volunteer? How do we keep volunteers?

- Equip volunteers – they feel more confident of God-given skills
- Help volunteers be prepared: give them the lesson/materials early; let them know procedures; equip them with policies/information
- Staff is there with you - worshipping with you; don't leave volunteers to feel they're on their own
- Easily communicate with other volunteers/staff (walkies); volunteers need to know they can reach someone if they need to
- Encouragement – go above & beyond; write notes – they give great encouragement; staff models this & lead volunteers follow their example and continue encouraging other volunteers
- Communicate vision: Jesus on their level
- Let volunteers know why they're volunteering – reiterate vision every week
- VIP meetings – vision, info, prayer – 45 minutes before service
- Staff models meetings and eventually they're turned over to a lead volunteer
- Build community thru VIP meetings

Q&A

1. How do you do training for volunteers?

a. Big Training

All volunteers met together in auditorium – vision & core values

Broke out into individual ministries to do specific training

b. Sunday training

Volunteer training guidelines: standards are explained & volunteers are walked through & must sign

Pair up with seasoned volunteer when someone begins volunteering

2. How do you make portable church look good?

a. Trailer of stuff: include a list of “must haves”

b. Empower volunteers to help – get people that have an eye for design

c. Every week try to add something new & fun to add to room

d. Portable backdrops to theme the room (coming to NewSpring Florence in the future)

e. Painted foam board taped to PVC pipe; lights taped to stand; boom box

f. Inflatables

g. Alternate approach: multi-sites are 1 series behind – they use old backdrops & props from other campus

3. Other strategies to get volunteers?

a. Cast vision & not need

i. Attract volunteers that are in for the long-haul; not those just there out of obligation

b. Help them to see the big picture

c. Best recruiters are current volunteers

d. Nail down a volunteer structure so all can see where they fit & how they fit into the big picture – know what you next

4. What are you doing outside of church for your volunteers for community & growth?

a. The closer the teams get, the stronger they'll be

b. Intentional time volunteer leaders get together with volunteers just to talk about life – keep them short

5. Do you rotate volunteers?

a. We do not have a standard rotation for volunteers

b. We believe in consistency for small groups

c. Occasionally we allow someone to volunteer every-other week

d. Have co-leaders so when one's out, kids still know the other leader

e. Helping hands (12-17yr olds) assigned to same small group so even if leader is out, kid knows helping hands volunteer

6. How do you deal with people who are burned out or coming from another church & every week is too much of a commitment?

- a. Have a plan for Sunday – assure them they won't be stuck doing everything
 - b. Allow them to check out several areas – don't just put them one place & leave them forever – let them see – help them find their sweet spot
7. How do you motivate volunteers to come 45 minutes before service?
 - a. Feed them – lots of snacks & drinks
 - b. Grow together; share with each other
 - c. When they miss – let them know they missed something important
8. Where are those people's children during the meeting time?
 - a. Holding Tank for volunteer kids
 - b. 1 Elementary room, 1 preschool room & 1 nursery room to hold these kids beginning 50 minutes before service
 - c. B/w services, need to find another location to meet while previous service checks out & next one checks in
9. What happens with volunteer's kids who are here multiple services?
 - a. Separate hang-out room – Base Camp (elementary)/Clubhouse (preschool)
 - b. Some base camp kids serve in CM once they're ready; others simply hang out, play video games, watch dvd's & have extra snacks/pizza
10. How do you incorporate family?
 - a. Get word out for what kids are learning on Sundays
 - b. Use a website/blog to get out info, download songs, view lessons, etc.
 - c. Paper/pen handouts don't work for us
 - d. Parents challenged by main stage to disciple their children
11. Special Needs
 - a. Information & training – Provide volunteers with altered lessons
 - b. Shadows for SN children: 1 on 1
 - i. Never leave child's side
 - ii. May join a regular small group or be their own small group (w/ shadow)
 - iii. Have SN room for those can't be mainstreamed

KidSpring Breakout Session #2

New facility/environment

- Branding/theming done by Matchstic
 - Iggy is the name of the spring character
 - Had to brainstorm/decide what the environment should communicate
 - Spiritual path
1. Nursery – Wonder Way
 - Babies in state of wonder; God’s creation
 - Truths taught: God made me, God loves me and God cares for me
 2. Preschool – Springtown
 - Preschoolers learn by playing pretend
 - Treehouse – 4 yr old environment
 - Truths taught: Jesus is God’s Son, the Bible is God’s Word and Jesus is my friend
 3. Elementary School
 - ImagiNation – K-1st
 - Learn about God interactively and creatively
 - Truths taught: God can do all things, the Bible is true and God has a plan for me
 - Jump Street – 2nd-3rd
 - Encouraged to live out their faith
 - Truths taught: I’m a sinner, Jesus died for me and I should love God & others
 - Shockwave – 4th-5th
 - Encouraged to impact family, friends and community with their faith
 - Truths taught: Jesus wants me to be transformed by Him, I can tell the world about Jesus and I can apply the Bible to my life

Mission--Jesus on their level

Values

- Relationships
- Age-appropriateness
- Safety
- Creative Bible Teaching
- Fun

Curriculum

- We write own
- We purchase others & re-write/adapt others to multiple locations
- Elevate (Creative Pastors)

Curriculum & Programming

Sydney Olin – KidSpring Programming Director

2 Corinthians 3:5-6 “Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. He has made us competent as ministers of a new covenant – not of the letter but of the Spirit; for the letter kills, but the Spirit gives life.”

Overview of Sunday

1. Activity Stations (30 minutes before service begins until 15 minutes after service begins)
 - a. Games/toys

- b. Video games
- c. Wow factor!
- d. Some follow theming – other popular stations remain permanently
- 2. Clean-up (use a song to cue clean up)
- 3. Small Groups
 - a. Kid Connection
 - i. Get kids talking
 - ii. Share names
 - b. Bible story
 - i. Fun
 - ii. Application/games
 - c. Memory verse
- 4. Large Group
 - a. Worship
 - b. Creative Bible Teaching (live)
 - c. Review game or live game
- 5. Wrap up
 - a. Preschool – coloring sheets
 - b. Elementary – in small groups finishing up

Choosing Curriculum

- 1. Vision
 - a. Live acting (what curriculum will work for live acting)
- 2. What do we need to learn?
 - a. God series
 - b. Self
 - c. Bible
- 3. Reworking curriculum
 - a. Shopping lists to equip other campuses (6 weeks early)
 - b. All media/presentations (4 weeks early)
- 4. Questions to ask when choosing curriculum
 - a. During what season will the series run?
 - b. Are there any holidays that fall during the series?
 - c. What would be relevant to these kids? (Age, demographics, physical location, etc.)
 - d. What movies are popular or releasing soon?
 - e. What TV shows are popular?
 - f. What's going on in their lives?
 - i. Soccer season
 - ii. Spring break
 - g. What's going on in main service that we need to mirror?

5. How do you pick worship songs?
 - a. Hillsong Kids/United
 - b. Willow Creek Jukebox
 - c. Younger kids – fewer/repetitive words & more motions
 - d. Youth songs for Elementary school
 - e. Shorter songs are better (use Garage Band – program to shorten songs)
 - f. Live worship in 4th-5th
6. Age Appropriateness
 - 2 yr old
 - 1 song
 - Bible story
 - 3 & 4 yr old
 - 2 Songs woven in skit
 - Skit w/ Bible story
 - Review game
 - ImagiNation (K-1st)
 - Worship
 - Digital Game
 - Skit w/ Bible story
 - Worship
 - Jump Street (2nd-3rd)& Shockwave (4th-5th)
 - Worship
 - Live game
 - Skit w/ Bible story
 - Worship

Technology

- Google sites (share info: lessons, material, songs, etc.)
- Google docs (during writing process)
- Greenville campus is attached to NewSpring server – they download directly from there
- Florence campus receives thumb drives via snail mail
- Vimeo.com – film rough video & share w/ volunteers to prepare
- You may search for “KidSpring” videos

Details to support vision

- What is the big picture?
- You’ve got to know the vision
- Volunteers need to know the vision
- Visions leak out
- VIP meetings – vision, information, prayer – volunteers meet 45 minutes before service
- Communicate – what do you expect?
- Give tools so they can pull off what you expect
- Best practices documents
- Diaper changing procedures
- Elementary production overview
- Live games – what needs extra attention
- Shopping lists
- Small group

- Large group (set drawings, costumes, props – what’s negotiable & what’s a must-have)
- Activity stations
- Crafts
- Training videos
- Troubleshooting guides

Q & A

1. How involved are students in CM?
 - a. Connection with student ministry – at Fuse, youth are encouraged & challenged to plug in & serve
 - b. Lots of students serving
 - c. Have “Helping Hands” title for 6th graders – 17 yr olds
 - i. Can serve in most areas except Nursery & First Impressions

2. What are your ratios of volunteers to kids?
 - a. Nursery 1:2 – 1:3
 - b. Preschool 1:5
 - c. Elementary 1:8 – 1:10

3. How long do production volunteers serve?
 - a. Commit to the whole 8 week series (same service)

4. How do we write our own materials?
 - a. Creative brainstorming session (include volunteers)
 - b. Media – what movies are coming out
 - c. What do the kids need to learn?
 - d. Keep large group & small group cohesive (one main point)
 - e. See “Choosing Curriculum” section above

5. How do you break into small groups?
 - a. Assigned to color group
 - b. Stay in same group
 - c. Put away activity stations
 - d. Same leader w/ same group
 - e. Older elementary small groups split based on gender (lessons are boy or girl specific for older kids)

6. What happens with kids who need to be paged out during service?
 - a. Put kid’s last name & code on main screen
 - b. Parents pick up child from room with matching parent-tag
 - c. Family may remain in atrium if they wish

7. How do you transition to not allowing 5th grade in auditorium?
 - a. Currently, 5th graders have the choice to attend main service or children's ministry
 - b. We will make it mandatory that 5th graders only attend children's ministry at the beginning of school year
 - c. We must stay true to our vision – we have created an amazing environment for 5th grade!!

8. What does everyone do on the Central Team?
 - a. Sydney – Sunday programming
 - b. Jennifer – small group lessons
 - c. Adam – creativity, technical, builds presentations
 - d. Cherie – casts vision, coordinates all campuses, approves curriculum

9. How does KidSpring relate to parents?
 - a. Send notes to families
 - b. CM blog
 - c. KidSpring twitter
 - d. Perry challenges families to disciple children
 - e. See question #10 from Breakout Session 1

10. How do you balance time to cast vision to volunteers & time to plan?
 - a. Twice a year big training – spend lots of time cast vision
 - b. Sunday VIP – small bits of casting vision – quick overview of Sunday
 - c. Volunteers don't plan the lesson, they familiarize themselves with what has been e-mailed to them – materials are all provided & prepared for them

11. What does your volunteer structure look like?
 - a. Service leaders – responsible for entire area (nursery, preschool, elementary, etc.) during 1 particular service
 - i. May schedule other volunteers
 - ii. Basically acts like a staff member during that time
 - b. Room coordinators – responsible for a larger room (elementary)
 - i. May schedule that room's volunteers
 - ii. Keeps that room on schedule – makes sure transitions from activity stations to large group to small group happen

12. How many services do you have?
 - a. We have four 1 ½ hour services (9:15am, 11:15am, 4:15pm, 6:00pm)
 - b. Same thing every service
 - c. Reset rooms after every service

13. What goes into a small group lesson?
 - a. Kid Connection

- b. Bible Story
- c. Application questions
- d. Game
- e. Memory Verse

14. How do you deal with behavior issues?

- a. Recognize that most are crying out for attention
 - i. May assign a buddy to an individual child
 - ii. Base Camp kids (volunteer's kids who are here 2+ services) make great buddies to preschool kids
- b. Major issue – page out a parent

15. What time of the year do we promote to next level?

- a. After student camp in the summer

16. What curriculum have you used for preschool?

- a. In the Beginning...Jumping into God's Word (Willow Creek)
- b. Empowering Kids
- c. Elevate Jr
- d. KidMo