



**EVERGREEN
KIDS**

**VOLUNTEER
HANDBOOK**

WE INFLUENCE THOSE
[PARENTS & SMALL GROUP LEADERS]
WHO INFLUENCE THE
NEXT GENERATION
IN EVERGREEN KIDS.

WE DO THIS IN TWO WAYS:

1 TEACHING
THROUGH EXPERIENCES
& RESOURCES



2 CONNECTING
WITH SMALL GROUPS &
PARTNERING WITH PARENTS.

THIS IS ALL TO SUPPORT
OUR MISSION
TO MAKE MORE AND BETTER
FOLLOWERS OF JESUS.

OUR FOCUS

At Evergreen Kids we are focused on discipleship, and we do this in four areas:

POWERFUL GATHERINGS

Kids will have an engaging experience and have a place to invite others to join them.

MEANINGFUL SERVICES

Adults and students will have a place to serve. Kids will learn to give and serve one another.

TRANSFORMATIONAL RELATIONSHIPS

Kids will develop deeper relationships with their parents, and enter into relationships with leaders and other kids through small groups.

SPIRITUAL DISCIPLINES

Kids will learn what it means to have a relationship with Christ.





WHERE DO YOU FIT INTO ALL OF THIS?

Here's a quick look at how you can teach and connect with Evergreen Kids:

BEGINNINGS

Create a safe and loving environment for babies, and begin the partnership between parents and Evergreen Christian Community.

SMALL GROUPS

Invest in a small group of kids and help lead them to the purpose God has for their lives by partnering with their parents.

FIRST IMPRESSIONS

Set the culture of relationships and safety as soon as families arrive.

EVERGREEN KIDS BUDDIES

Evergreen Kids Buddies are a one-on-one leader for any kid who has a need that cannot be met in our larger kids gatherings.



LEAD SMALL

5 Things to Become a Great Small Group Leader:

1. BE PRESENT

Connect their faith to a community.

When you show up on a regular basis and are prepared to lead, you create relationships that allow kids to truly begin to live like followers of Christ.

- Show up predictably.
- Show up mentally.
- Show up randomly.





2. CREATE A SAFE PLACE

Clarify their faith as they grow.

Kids will trust you because you're in an ECC Kids shirt. It's your responsibility to create a safe environment for them by:

- Following the Safety Non-Negotiables. (See page 10)
- Always making them feel accepted.
- Creating a comfortable place for kids to share.
- Showing appropriate affection by not allowing kids 3 years old and older to sit in your lap or carrying them around the Evergreen Kids rooms.

3. PARTNER WITH PARENTS

Support an everyday faith.

As you learn the kids' names, also create relationships with their parents. Ask them what's going on in their child's life. Think about how can you reinforce what's going on in their family. No matter what, a child's parents (not their church) will always be the biggest influence in their lives in every way—especially spiritually. So if we (the church) want to see kids become fully devoted followers of Christ, doesn't it make sense for us to partner with the most powerful, influential people in their lives to make it happen?

4. MAKE IT PERSONAL

Inspire their faith by your example.

When you model what becoming a better follower of Christ looks like in your own life, it makes it personal for your small group.

Ways you can be an example:

- Spend time with God daily through prayer and Scripture.
- Regularly attend weekend gatherings at Evergreen Christian Community.
- Invest in your Oikos.
- Consistently invite people to church.

5. MOVE THEM OUT

Engage their faith in a bigger story.

Move them to **be the Church**. The Church is more than just a building or a location. The Church is a growing, changing, moving, living being that your kids get to be a part of. Never underestimate the importance of letting them pass out sticker sheets in Evergreen Kids, participate in telling the Bible story, or greet new kids. The options are endless.

Move them to **what's next**. No matter what's next in their lives, do everything you can to set them up for that transition and make sure it goes as smoothly as possible.



HOW MANY HELPS?
Katherine
Brooke

EXPECTATIONS

As a leader, you're visible in your community. Your words, choices, and relationship with God will be carefully observed and mirrored by the kids and families you influence. No one is perfect, but leaders should strive to make wise decisions that glorify God. Through your life and choices, be an example of someone who is becoming a better follower of Christ every day.

- Show commitment to becoming a better follower of Christ.
- Be passionate about the mission of Evergreen Kids.
- Serve on a weekly basis.
- Invite kids and parents to join you!
- Be friendly and greet every parent, kid, grandma, and quirky uncle.
- Wear your Evergreen Kids t-shirt every week.
- Attend weekly huddles.
- Practice safety with kids at all times. (See page 10)



LIVE AND MODEL OUR BELIEFS

As you work with kids, you'll be engaging in conversations about a wide range of topics. We want to make sure you are equipped to teach, lead, and live in alignment with the beliefs of Evergreen Christian Community. We don't want to put anyone in a position where they have to provide guidance on something they don't agree with. Evergreen Kids leaders agree to:

- Put God first in your finances, pursuing the tithe. (Genesis 28:20-22, Acts 2:42-47, 2 Corinthians 9:6-9)
- Stay away from excessive alcohol and drug use. (Ephesians 5:18, Galatians 5:19-21)
- Use your speech to uplift and edify those around you. (Matthew 15:11, Ephesians 4:29, Titus 2:7-8)
- Use social media responsibly. (Matthew 18:6, Hebrews 13:18)
- Practice a biblical view of sexuality. (Romans 13:13; 1 Corinthians 6:9-10, 18)

WHAT YOU CAN EXPECT FROM US

Here is our commitment to you:

- Respond within 24 hours.
- Understand when you need a break.
- Care and compassion.
- Schedule at least 3 weeks in advance.
- Ongoing training and development.
- Supply you with the resources you need.
- Pray for you and your family.

SAFETY NON-NEGOTIABLES

TWO ADULT POLICY

There must be at least two adults (above 18 years old) in a room at all times. This ensures the safety of our kids and maintains accountability in the room.

CHECK-IN AND CHECK-OUT POLICY

We must make sure all kids are properly **checked in** prior to entering an ECC Kids room. This indicates to the family that we will take care of them and make certain they are completely safe.

In every situation, we will make sure every kid gets **checked out** properly by matching the parent's security tag to the kid's nametag. If there are any issues, notify an ECC Kids staff member.

FOOD AND DRINK POLICY

We **do not** allow any food or drinks into our rooms by kids or leaders. Due to potential allergies, it is important to keep the vision of safety at the forefront of our mind and keep our classrooms as clean as possible.





RESTROOM POLICY

If a bathroom is provided within the room, the restroom door must remain ajar or the top of the half door must remain open. If the child using the restroom is female and assistance is required, the leader who is providing assistance must be a female. If a bathroom is not provided within the room, two adult ECC Kids leaders must escort the child to the restroom. Again, if assistance is required, the restroom door must remain ajar. At no time should a Student Leader escort a child to the restroom or should any child be left unattended.

MANDATORY REPORTING

Report suspected or actual abuse to Evergreen Christian Community staff.

TO ACCESS FULL VOLUNTEER HANDBOOK
go to evergreenpnw.com/volunteerhandbook

OPPORTUNITIES IN EVERGREEN KIDS

Now that you've learned all about Evergreen Kids, here are some specifics about each age group so you can decide which is the best fit for you:

0 - 23 MONTHS

- Love and care for babies while learning their names.
- Begin a relationship with each parent.

2 YEARS OLD - 5 YEARS OLD

- Lead a Small Group and remember the names of your small group and say hello to their parents.
- Lead through every section of the curriculum, don't leave anything out.

KINDERGARTEN - 5TH GRADE

- Be prepared to invest in your small group every week.
- Bring the **ENERGY!**
- Be yourself.

EVERGREEN KIDS COACHES AND TRAINERS

- Communicate, train, and coach well.
- Build relationships with Evergreen Kids Leaders.

FIRST IMPRESSIONS

- Smile! Greet every family.
- Don't be creepy or scary.
- Don't just point every family to their destination; walk them there.

STUDENT LEADERS

- Must be a student in 6th-12th grade.
- Invest in the lives of kids ages 2 years old and up.

EVERGREEN KIDS BUDDIES

- Invest in the lives of kids in a one on one environment.
- Be able to serve and lead in The Cove.



Ariana Jeter

James Luke



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