



Gateway Kids Volunteer Process

1. Schedule a time to come and observe your potential ministry area.
2. Read through Gateway Kids Value and Covenant below. Sign the covenant and send it back, or print and bring the covenant. Additionally, fill out our online volunteer [application here](#).
3. Show up for your observation Sunday to check out Gateway Kids. We will reach out after this to get feedback and see if this area is a fit for you, or if you'd like to check out another area.
4. Fill out a background check authorization form.
5. After your background check clears, we will reach out to begin scheduling you to serve!
6. We also have a GroupMe and web-based volunteer hub to keep you connected. Please ask Jeff, Jenn, or Michelle to connect you with these.

Gateway Kids Sunday Team:

Jeff Pruitt - Children and Young Families Pastor, jeffp@gatewaybc.com

Michelle Crosby - Nursery and Preschool Coordinator,
michellec@gatewaybc.com

Jenn Brock - Elementary Coordinator, jennb@gatewaybc.com

Hope Ministry:

Morgan Muir - Hope Ministry Director, morganm@gatewaybc.com

Gateway Kids Core Values



Our core values inform and guide everything we do at Gateway Kids. They remind us how we best lay a foundation for kids to experience Christ for the rest of their lives!

We value experiencing Christ.

The goal of the Gospel is to change lives. God calls us as a ministry to share the good news of Jesus Christ and how He can transform our lives. We value teaching, leading, and serving in a way that encourages life change through experiencing Christ more than simply teaching content for our kids to memorize. While the content matters, it matters most when it is connected with how it can change lives.

Life change happens through experiencing the risen Christ, and so we value experiencing Christ over just knowing about Him. We recognize that kids can know a lot about Jesus without ever actually having a personal relationship with Him. We value creating experiences and environments that help our kids experience Jesus as much as learning more information about Jesus. We believe that kids experience Jesus best when a leader, who already knows Jesus, builds a relationship with him or her. In order to experience Jesus, we have to know more about Him as well, so we must also teach about Christ.

We won't settle for just teaching truth and content but we will seek to engage kids in the gospel through experiences that are on their level. We want to always connect the truths of Scripture with why it matters in our kids' lives.

We value conversations and relationships.

God created us as relational beings and we experience Christ's love for us best through the love of others in our lives. Studies show that kids are more successful in life when they have more adults in their lives. We value our kids having adults who love them more than adults who just teach them. We want leaders who know how to get on the level of our kids, speak in ways they understand, and can laugh and have fun with them. We value our leaders connecting with our kids on their level and showing them how much they care for them more than our leaders just teaching them. We recognize our kids need to know how much we care before they care how much we know.

Sometimes, we as leaders have a tendency to speak without listening, to answer without asking, and to lecture without conversing. Kids learn best, however, when they are included in the conversation and are able to ask questions and get real answers to the things they are wondering about. Conversations create relationship, security, and trust in ways that a lecture never will, and we value establishing an environment of trust and openness where kids can be honest and vulnerable to share what's on their minds. We want to get on their level, speak into their lives, and share in their worries, questions, and

joy. In order to do this, we must be willing to have conversations with them instead of just lecturing them.

We value the Gospel and grace.

The Gospel of Jesus is the great hope for our lives, and it's the great hope for the lives of our kids as well. The Gospel must be at the heart of everything we do at Gateway Kids. We want our kids to find their worth in Jesus Christ, not themselves or others. We want to exalt Jesus above any man-made structure. We want our kids to know that who they are is more important than what they do. We want to encourage our kids to show spiritual fruit in their lives instead of just learning to follow rules. Because of this, we show and share the grace of God to our kids whenever possible.

We value our team.

We believe that the body of Christ is made up of individuals who reflect the love of Christ best when relying on each other the most. Gateway Kids is a team effort from staff to volunteers to parents. There is only one leader over the church and that is Jesus. No one's personal preferences will take precedence over kingdom purpose. No one is allowed to have any agenda other than the Great Commission and the Great Commandment. As individuals, we hold all things with an open hand and not a clenched fist, and consider what is best for the team and the ministry as more important than what is best for us. When we work together, everyone wins.

We value every team member's input, contributions, and presence. Every team member adds value. Veterans have the gift of wisdom in situations; newcomers have the gift of fresh insight and perspective. We need both and will always validate both.

We value empowering others.

The church can be described as disciples making more disciples, or to put it another way, leaders empowering others to become leaders. When faced with the choice of leading ourselves or empowering another to lead, we choose to empower others. We will always look for our replacement and who God may be leading to be the next leader of our ministry, age group, or service area, and we will take time to empower them to do what we do. We want to welcome any new volunteers, leaders, and servants, and will gladly mentor them and teach them so that they can become the next leader at Gateway Kids.

We value the family.

We believe that the two most powerful entities on the planet are the Church and the family. Because of this, we want to equip and encourage parents to be the best spiritual leaders they can be in their homes. We will partner with and be at the forefront of any church activity, event, or emphasis that seeks to partner with families. We desire to connect parents with what we are doing each Sunday, giving them ways to reinforce what we are teaching, and also provide for them resources, training, and activities to help them as they live out the Gospel in their homes throughout the week.

As leaders, we want to always be available to talk with parents, share stories about their children, and celebrate with them when their children experience spiritual milestones in their lives. We want to always support the family with our words and actions and to bridge gaps between church life and family life.

We value safety.

There is nothing more important than the safety of our children. We want to protect them physically, emotionally, spiritually, and mentally. For this reason, we are always aware of which children are under our care, where they are, and what they are doing. We will be vigilant to follow all safety protocols and be willing to help other leaders follow them when they are not. We will protect our children spiritually by being sure to teach biblically true material and help lovingly correct wrong thoughts or statements made by our children. If there is any concern about safety, protocol, or a situation, we will quickly act according to our training and let the Gateway Kids leadership know.

We value intentional fun.

When kids have fun with their leaders, trust is built and they are more open to hearing from them. When kids have fun with their leaders, relationships are strengthened and influence is magnified. Kids need to know that we like them and enjoy them, so we can have fun with them. Kids learn best in a fun and interactive environment. We don't want to have fun just for fun's sake, but in order to help our children open up to the truths we are going to teach and the relationships that we are building with them. We must be willing to laugh, play, pretend, and dream with our kids. Making our teaching, experiences, and conversations fun is always a win.

We value God's Word.

We believe that biblical truth is the most important thing when it comes to laying a foundation for our kids to experience Christ for the rest of their lives. In order to know and experience Christ, our children must learn about Him. Churches and ministries have a tendency to care deeply about shine and production while caring less about the substance of what they are doing and teaching. We unashamedly teach the Bible and hold it as our source of wisdom, truth, and guidance. We believe there is a healthy balance of creating an environment that is fun, inviting, and interesting, so that kids will be engaged in what is going on, and keeping things relational, conversational, and substantial. We refuse to do something just because it is flashy if there is no substance or purpose behind it. We seek to maintain our core value of conversations and

relationships, experiencing Christ, and intentional fun in a way that is engaging to our kids. We want environments that are exciting, welcoming, and fun without sacrificing substance.

We value Jesus Christ above all.

Most importantly, we value Jesus above all things. We follow His lead above our own preferences. We seek His approval over the approval of others. We gladly surrender our own desires for His. We recognize His reign and rule over all things including Gateway Baptist Church, Gateway Kids, and our own lives. We recognize that Jesus places people in roles of authority over His Church, and we respect and submit to His leading in those areas.

Gateway Kids Leader Covenant



Gateway Kids desires to lay a foundation for kids so that they can experience Christ for the rest of their lives. On Sunday mornings, this happens specifically through our kids experiencing meaningful small groups, memorable large groups, and our parents being able to worship without worry. For that reason, we believe that serving in our ministry is more than just filling a role; instead it is entering into a relationship with our Gateway Kids leaders and volunteers. Our ministry as a whole desires to protect our children physically, mentally, emotionally, and spiritually, and so with that in view, we believe it is best to covenant (commit) together in agreement to certain important statements. In order to protect our children, point them to Jesus, and to ensure a godly influence in their lives, we ask our Gateway Kids volunteers to covenant with us by agreeing to these statements, and we, in turn, as a ministry commit to the following:

- Leader: I believe that Jesus is who He said He is and did what He said He would do, and I have a personal relationship with Him as Lord and Savior of my life.

Ministry: In response, Gateway Kids agrees to always value Jesus above all things. We will strive to honor Him in all we do and say.

- Leader: I desire to have a growing relationship with Jesus and to love God and love others as I seek to become more like Christ. This includes, for example, but is not limited to, personal devotion time, prayer, church attendance, and serving others.

Ministry: In response, Gateway Kids agrees to support your spiritual journey, to give you a place to serve and explore your spiritual gifting, and to empower you to lead others in their faith. We recognize that your own spiritual health is more important than any role you may fill in Gateway Kids, and therefore will gladly allow you to step away as a volunteer for a season if needed.

- Leader: I will uphold the values of Gateway Kids explained above and will do my part to make the Gateway Kids experience the best it can be, free from disunity, bitterness, slander, and gossip.

Ministry: In response, Gateway Kids commits to upholding their values at all times and in all things, and will never share personal or confidential information about you with anyone, and will never slander your name or speak poorly of you to anyone else.

- Leader: I understand that as a leader of kids, my witness needs to be above reproach. I recognize that parents and kids of our church will see me in public, at church, and view my social media pages. Because of this, I will do my best to refrain from any

attitudes, speech, actions, social media postings, or other things that may call into question my integrity, commitment to Christ, and leadership. I give the Gateway leaders permission to confront me if there is something that they have heard or seen about my lifestyle that they are concerned about.

Ministry: In response, Gateway Kids values the Gospel and grace, will always act with grace and truth in all situations, and will always seek reconciliation and restoration in any and all situations. Gateway Kids will handle all situations with integrity and to help our leaders grow in their faith and create an environment where kids can experience Christ for the rest of their lives.

- Leader: I understand that I need to be prepared and ready each time I serve, and therefore I will strive to be faithful to my scheduled times, prepared to fulfill my role, showing up on time, and letting my leaders know in a timely manner when I may be unable to meet my commitment on any given Sunday.

Ministry: In response, Gateway Kids will do whatever is needed to help you succeed as a leader. We are committed to providing all materials needed for leading in a timely manner, being available to answer questions or help guide you whenever needed, and will have all needed supplies ready for you. If there is ever a time you feel as though we are not providing these things, we want to hear from you and will do what we can to do better at this.

- Leader: I have no prior history that would call into question my ability to be a leader of kids. If there is something in my prior history that should be known, I will openly and honestly discuss this with the Gateway Kids leaders before becoming a volunteer. If, while serving, a situation comes up in my life that may have consequences for my ability to lead in Gateway Kids, I will bring it to the attention of the Gateway Kids leaders as soon as possible.

Ministry: In response, Gateway Kids will work hard to make our ministry a safe place for both kids and adults so that parents can worship without worry on Sunday mornings. If there are any questionable scenarios or we have concerns about a potential leader's background, we will value the safety of our children over the potential of a new volunteer, and act accordingly.

- Leader: If I have an issue, concern, or question about anything in Gateway Kids, I recognize the correct action is to meet individually with the leaders of Gateway Kids to express those. If there is a continued disagreement, I recognize that God has placed the leaders of Gateway Kids in a position of authority over the ministry, and I will respectfully submit to their leadership or find a new place to serve within the church without creating disunity or slandering anyone at Gateway Baptist Church.

Ministry: In response, Gateway Kids will always be willing to have conversations about questions, concerns, ideas, or frustrations you may be having as a leader in Gateway Kids, and we commit to listening and considering anything you may bring to the table. We will make decisions based on our core values and always be open

and honest with our leaders. If someone decides they can no longer serve in Gateway Kids, we will keep all conversations confidential and do everything we can to end things amicably.

Printed Name: _____ Ministry Printed Name: _____

Signature: _____ Signature: _____

Date: _____ Date: _____