



Redeemer STUDENTS

REDEEMER STUDENTS Leadership Handbook 2023-2024

“If anyone has the desire to be the servant of others, let him do it in the strength which is given by God; so that in all things God may have the glory through Jesus Christ, whose are the glory and the power forever.”

1 Peter 4:11

Welcome and thank you!

We are so excited that you are going to be serving with us this year! Together, we have the potential to make a lasting impact on the next generation. The importance of a Student Ministry cannot be overstated. You are joining one of the most amazing ministries that exists.

The Student Ministry at Redeemer City Church exists to help kids Follow Jesus, Enjoy Jesus, and Make Jesus Known. We will accomplish our mission by partnering with families each week to reinforce the Gospel in each student's life. Our Redeemer City staff looks forward to partnering with you to accomplish these goals. We want to encourage you in any way that we can. Please feel free to contact us any time with suggestions, thoughts, stories, ANYTHING! We want to pray for you not only as you minister to these children, but also for your own personal spiritual growth.

The Redeemer City Students Leadership Handbook is your guide to Student Ministry at Redeemer City Church. It covers all of the policies and procedures that we have in place to keep both Students and leaders safe. Please take time to read this manual carefully and apply these things to your time in Redeemer Students.

Included in this booklet is an agreement form that we are asking every Redeemer Students leader to sign. Please turn it into a Redeemer City staff member prior to serving. May we always do our best to serve the Creator with the highest level of quality that we can! Thanks again for joining the Redeemer Kids ministry team. We look forward to growing with you as we serve God by serving RC Students and their families.

Supporting you!

Redeemer City Church Staff Team

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MEET THE STAFF

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REDEEMER STUDENTS MISSION STATEMENT

*Redeemer Students exists to partner with families to raise a generation who
Follow Jesus, Enjoy Jesus, and Make Jesus Known*

FOLLOW JESUS

We help students build a biblical foundation that prepares them to trust Christ as their Lord and Savior. This is accomplished by partnering with families to develop their child's faith and assisting them in their journey to a personal relationship with Christ.

ENJOY JESUS

We also partner with families in teaching students to live a life of Gospel-centered, holistic spiritual formation. This happens as we model and teach students to love Jesus and others, not from religious obligation, but from a living relationship with Christ.

MAKE JESUS KNOWN

We help equip families with the tools and resources needed to place Christ at the center of their home. We then encourage families to be involved with our community both locally and internationally.

STUDENT LEADER RESPONSIBILITIES

Redeemer City Church is committed to partnering with families to raise godly students. We, therefore, expect a high level of personal responsibility from our Redeemer Student Leaders.

- All leaders are expected to be professing believers.
- All leaders must be members of Redeemer City Church, or in the process of joining, and regularly attend church services.
- All leaders are required to wear a lanyard when serving.
 - **Black lanyard:** Clear background check with opportunity for full-service in Redeemer City Kids.
 - **Red lanyard:** Signifies one of the following: minor, substitute leader, incomplete background checks. This person **cannot be involved in bathroom breaks or diaper changes with children under any circumstances.**
- All leaders must **consistently arrive 30 minutes prior to the start of the service** they are serving in.
- All leaders must utilize the volunteer schedule and sub list.
- All leaders must treat students equally regardless of sex, race, religion, or culture.
- All leaders must commit to speaking positively to parents/guardians, students, and guests.
- All leaders must follow the curriculum provided while incorporating their own creative ideas.
- All leaders must have the approval of a Redeemer City Church staff member before incorporating guest speakers, entertainment (movies, etc.), or any added materials into the curriculum.
- All leaders must demonstrate, through their lifestyle and teaching, a commitment to serving Jesus Christ.

REDEEMER STUDENTS PLUMB LINES & QUOTES

“AND THESE WORDS THAT I COMMAND YOU TODAY SHALL BE ON YOUR HEART. YOU SHALL TEACH THEM DILIGENTLY TO YOUR CHILDREN, AND SHALL TALK OF THEM WHEN YOU SIT IN YOUR HOUSE, AND WHEN YOU WALK BY THE WAY, AND WHEN YOU LIE DOWN, AND WHEN YOU RISE.” - DEUTERONOMY 6:6-7

“THE HOME IS THE FIRST MISSION FIELD”

“THERE IS NO JR. HOLY SPIRIT; KIDS COME TO JESUS JUST LIKE ADULTS DO.”

“STUDENTS ARE NOT JUST THE CHURCH OF THE FUTURE; THEY ARE THE CHURCH OF TODAY.”

POLICIES AND PROCEDURES

SAFETY

It is our responsibility, both to God and families, to provide a nurturing and safe environment in Redeemer Students. To accomplish this, we have developed safety policies and procedures. All Student Ministry staff and leaders must abide by the following rules:

- The following are the Redeemer Students ratios:
 - Students (5th Grade - 12th Grade): 1 Adult – 10 Students
- **There should never be a leader left alone with any child.**
- There will always be at least two leaders with a group of Students..
- Students will never be left unsupervised.
- Staff/Leader shall not abuse Students in any way, including:
 - Physical abuse** - strike, shake, slap, etc
 - Verbal abuse** - humiliate, degrade, threaten, compare, or criticize
 - Sexual abuse** - inappropriate touch or verbal exchange
 - Mental abuse** - shame, withhold love, or cruelty
 - Neglect** - withhold food, water, or basic needs, etc.
- ****Any** type of abuse or corporal punishment will not be tolerated and will be cause for immediate dismissal and appropriate legal action when necessary.
- Under no circumstances should staff/leaders release a Student to anyone other than the person who placed them in Redeemer Students unless they have the pick-up sticker or the parent has notified you of the change.

RESTROOM SUPERVISION

- Make sure the room is not occupied. Leaders should be visible at all times! Students should be supervised to and from the restroom at all times.

AGE REQUIREMENTS TO SERVE IN STUDENTS

- Students (5th Grade - 12th Grade): Leaders must have completed 12th Grade.

BEHAVIOR PLAN/DISCIPLINE

- The goal of discipline is the Gospel.
- A Student may be given three warnings before he/she must be picked up from the classroom by his/her parents/guardians.
- *First warning*- a Redeemer Students leader will give a verbal warning to the student who is “acting out.”
- *Second warning*- a Redeemer Students leader will talk with the child to the side of the room or outside the classroom door and must be visible to another leader.
- *Third warning*- a Redeemer Students leader will bring the student to a staff member for visible Gospel intervention and prayer.

HEALTH

When dealing with the health and safety of multiple students, it is necessary to stay alert. As students enter Redeemer Students, staff/leaders **should not admit** any student with any of the following conditions:

- Rashes
- Lice
- Elevated temperature (Above 99.6° F)
- Diarrhea
- Persistent cough
- Discolored nasal discharge
- Burns

In addition, a student must be fever-free and have stopped diarrhea and vomiting for 24 hours before returning to Redeemer Students. A student must be lice/nit free for 48 hours.

Questions concerning any conditions will be addressed to the guardian and student in a non-threatening way by **a team leader or staff member**.

CPR/First Aid Certifications are strongly suggested for all Redeemer Students leaders.

ALLERGY/MEDICATION: Redeemer Students leaders are not permitted to administer ANY medications to students in their care. Only trained staff may be permitted to administer medications for students in life threatening situations. All Student leaders must note all allergies for students.

ABUSE - If at any time you suspect a Student may be being abused, speak to a Redeemer City staff member immediately. The staff will then handle the situation and any interaction with the parents/guardians according to the policy laid out by Redeemer City Church and the counseling/cares ministry.

FIRST AID KITS are located in the hall closet, resource office, and lobby desk.

CHILDCARE VS. DISCIPLESHIP

The students of Redeemer City Church will one day lead and serve the church, the city, and the nations themselves. They will enter into schools, jobs, and communities filled with brokenness and deception. By becoming a commissioned member of Redeemer City Church, you also agree to becoming a Redeemer Students leader who discipless students. Redeemer Students is not childcare and leaders are not babysitters.

"The youth of today are not just the future of the church; they are the church right now" - Louie Giglio

"Student ministry is about raising up leaders who will impact the world for Christ. We must invest in the next generation and provide them with opportunities to grow, serve, and lead within the local church." - Albert Mohler

"The influence of the local church on young people cannot be underestimated. Student ministry is a powerful tool to help young believers navigate the complexities of life, deepen their understanding of Scripture, and develop a strong, unwavering faith in Jesus." - Tim Keller

"Investing in student ministry is investing in the eternal impact of young lives to carry the torch of the Gospel and transform the world for Christ." - Unknown

"Student ministry is not an option; it's a necessity. The spiritual battle for the hearts and minds of young people is intense, and the local church must rise to the occasion. We have the opportunity to invest in the next generation and raise up a mighty army of young believers who will bring hope and healing to the world." - Derwin Gray

"Student ministry is not just about preparing young people for the future; it's about empowering them to live out their faith in the present" - Clayton King

CHECK-IN/CHECK-OUT

Check-in is one of the first impressions that members and visitors receive at Redeemer City. We desire for families to be welcomed in a friendly and safe atmosphere, while experiencing as simple a process as possible.

All Redeemer Students staff and leaders must wear their lanyards at all times. This allows our Check-in and Check-out leaders to easily identify those adults who are allowed to be in the Redeemer Kids/Students area.

CHECK-IN

- Enter Check-in area
- Choose one of the Check-in kiosks
- Type in your name or last four digits of your phone number.
- Select the kids names for those you will be checking in and the number of services they will attend, then select done.
- Stickers will print out, one for each child for each service and one security sticker for the parent/guardian.
- Match up stickers with children
- Keep your security sticker out (for entrance and pick-up)
- Drop-off children in appropriate classrooms and proceed to check out area exit

CHECK-OUT

- Enter Check-in area
- Have sticker with security code visible for security and classroom teachers
- Pick up children from appropriate classrooms and proceed to Check-out
- Hand all stickers to Check-out leaders
- All Redeemer City families, leaders and staff should exit through the Redeemer City Kids exit doors only.
- Anyone without a security sticker must present a photo ID as well as have another Redeemer City Member vouch for their identity.

SECURITY

- All entrance and exit doors into and out of Redeemer Students should be manned at all times.
- Doors leading to the Kids/Students area should be closed during services to help maintain a safe and secure area
- Only the following people should be allowed to enter the Kids/Students area unescorted:
 - People with security stickers picking up or dropping off kids.
 - Leaders with Redeemer Kids/Students name tags and t-shirts.
- If someone forgets security tags, they should be asked to present a photo ID to enter the Kids/Students area and should ideally be escorted into and out of Redeemer Kids/Students.
- If someone forgets an item in a classroom, either a check-in greeter can retrieve the item for them or an approved volunteer can escort them into the Redeemer Students area.

FIRST TIME GUESTS

Guests should be instructed to enter the Redeemer Students area through one of the designated entrance doors. They will then stop at the Kids Check-in area in the Redeemer Kids Lobby. All guests with Middle or High School Students will be added as a new family via the check-in iPads with the help of the Kids Check-in volunteer.

At the Kids Check-in Kiosk, they are given one sticker for each child they are checking in that morning and a security sticker for the parent/guardian. One sticker has the child's name, allergies, and classroom on it. This sticker goes on the back of the child. The other sticker has a code on it. This sticker is the pass for the person picking up the kids to get into the kids area. They **MUST** have that sticker in order to get into the Redeemer Students area to pick up their children. If the pick-up sticker is lost or misplaced, parents/guardians are asked to present a photo ID that can identify them with the children they are trying to pick up.

Each guest should be greeted and escorted by a Kids Check-In Leader to the classrooms where kids will be for the morning/evening. After the kids have been dropped off, the Kids Check-In Leader should show them how to exit Redeemer Students and either proceed to the First Time Guest tent if they have not been or go ahead to service.

REDEEMER STUDENTS SCHEDULE

LEADER ITINERARY

- **Arrival:** All leaders should arrive **30 minutes before** their service time for prayer and relevant announcements.
- **Pre-Service Time:** Greet students as they enter, enjoy free play, and grab snacks.
- **During the Worship Service:** Worship with students in the main auditorium.
- **During the Bible Lesson:** Take notes alongside students to help answer questions, encourage engagement, and facilitate discussion in breakout sessions.
- **During Breakout Discussion:** Using the Leader Guide, ask relevant questions about the passage and encourage engagement.
- **Post-Class time:** Spend time with students as they enjoy free play and grab snacks.

SUNDAY SCHEDULE EXAMPLE

- Arrival: Students 'Check-in' and come to the Student Center.
- Check-in - 10:00am: Student Hang-out (Games, snacks, fellowship, music).
- 10:00am - 10:05am: Transition to Corporate Worship.
- 10:05am - 10:20am: Corporate Worship.
- 10:20am - 10:25am: Transition back to Student Center (Grab snacks/drinks/Bible/notepad).
- 10:25am - 10:45am: Bible Lesson.
- 10:45am - 11:00am: Gender-specific Group Discussion.
- 11:00am - Departure: Student Hang-out (Games, snacks, fellowship, music).
 - If we are observing baptisms, communion, or a commissioning after the sermon, then Students will come back to the Worship Center to join the church family in celebration and participation.

REDEEMER STUDENTS LEADERSHIP COMMITMENT

As a commissioned leader in the Student Ministry and by the grace of God, I have read the entirety of the Redeemer Students Leadership Handbook and affirm everything in it:

Signed: _____

Date: ____/____/____

Printed

Name: _____