

Age Group Structure

It is our desire to see each and every child develop a solid foundation built upon the Word of God and Christ Jesus. To accomplish this, there are three separate age group breakdowns that have been set in place to provide for developmentally appropriate settings and Biblical instruction.

Treasure Bay: Birth–3 years

It is our endeavor to provide the same sound teaching that every other child receives even at this young age. It is during this time of life that a child's foundation is being laid for the rest of their life. After spending several years in research George Barna, leading director of the Barna Research Group, wrote concerning this particular age group, "Research regarding all facets of moral and spiritual development—whether related to worldview, beliefs or behavior—shows that such development starts as early as age 2." With this being the case, it is our strong desire that we begin building a solid foundation right away.

This is done through starting this ministry by partnering with families before the pregnancy begins. We endeavor to partner with families to teach them the importance of declaring God's Word over their children as well as the importance of declaring God's Word to their children.

Treasure Island: Four years–Kindergarten

It is our goal to see the children of this age group completely grasp everything about who they are in Christ. This begins by teaching them about who God is. Children in this age group will begin learning how to hear from God and will hear from Him. The authority they have in Christ will also be taught to them. Understanding all of this is key to walking the way we are supposed to be walking as believers. We believe children in this age group will lay hands on the sick and see them recover.

Righteous Pirates: Grades 1-3

Raising up a "David Generation" means more than just knowing who God is. It also involves teaching beyond the basics. When David slew Goliath, he understood things that not even his adult brothers understood. Children need more than the elementary principles if they are going to continue walking with Christ.

It is essential that the children have knowledge of who they are in Christ. That is why we endeavor to teach the importance of discipleship. Teaching the children *about* discipleship is not enough to get them excited about it. We believe it is our role to encourage the children to read their Bibles, pray and actively journal every day. This way they will know exactly who they are in Christ, because it will be Christ revealing it to them.

J12: Grades 4-6

J12 is summed up in what founder Gregg Johnson calls the seven words of Jesus, "I must be about My Father's business." J12 is all about getting kids in grades four through six to live the seven words of Jesus in everything that they do. There are many stories of great people in history and how their lives were changed at age 12. Here we believe that every child should have their life radically impacted for Christ. J12 teaches kids to memorize and meditate upon the Word of God. "We don't memorize to *memorize*. We memorize to *meditate!*" Also, every week the kids hear a personal testimony of what God has done in someone else's life. As Gregg would say, "If you don't have a Testimony you are a *Testiphony*." This allows the kids to see every week that God is REAL and ACTIVE in the lives of people everywhere. For us it is about *reaching a generation before they need to be rescued*.

Roles & Responsibilities

Age Group Director

It is the responsibility of each Age Group Director (AGD) to oversee all services associated with their particular age group. The AGDs are the connection between the Service Leaders and the Treasure Island Leadership Team. Each AGD is responsible to maintain the standard of excellence that we at The Rock endeavor to achieve with each service.

The AGDs also serve as a part of the Treasure Island Leadership Team, which requires attendance at regularly scheduled monthly meetings. These meetings are designed to evaluate the current level of the ministry and to discuss future direction in accordance to the vision God has given to the Kids' Pastor and how it aligns with the overall vision for the church. With the great responsibilities associated to this position, we ask that each AGD make a minimum two-year commitment as a leader in this capacity.

Responsibilities for each Age Group Director are (but not limited to):

- Understanding and representing the vision of Kids' Church
- Serving on the Treasure Island Leadership Team
- Building a team of Service Leaders
- Overseeing services
- Assisting the Kids' Church Pastor in recruiting team members, and making sure all new Team Members are approved and trained
- Following through with the pastoral care system
- Maintaining communication with Service Leaders and their teams

Service Leader

The Service Leader is directly responsible for the operation of the service to which they are assigned. It is their responsibility to build, oversee, and pastor a quality team of Team Members that are committed to our vision of growing kids into solid lives. This includes training as well as recruiting. The Service Leader is responsible for the overall teaching of the message and the structure in which that takes place. The Service Leader should have no hesitation in delegating responsibilities in an effort to involve their

team in the service. We ask that every Service Leader be willing to make a one-year commitment to ensure stability for each service.

Responsibilities for each Service Leader are (but not limited to):

- Understanding and representing the vision of Kids' Church
- Working with Age Group Directors
- Overseeing specific services
- Involving the Service Team
- Teaching the message

Assistant Service Leaders

Assistant Service Leaders (ASLs) are given the task of supporting the Service Leader in their weekly tasks. The ASLs are to be an extension of the Service Leader in their particular service. They should be ready to assist in training any new Team Members that join the team and to also be active in assisting the Service Leader in building the team. We ask that each ASL be willing to commit a minimum of 6 months to this position.

Responsibilities for each ASL are (but not limited to):

- Helping the Service Leader in any area of need
- Assisting in training new Team Members as well as recruiting perspective Team Members

Adult Team Members

It is the primary responsibility of our adult Team Members that they be willing to serve the Service Leader and the ASL with a willing heart and attitude. We ask that each adult, from our Kids Pastor to our Team Members, fill out an application and submit to a background check as required by law. We also encourage each Team Member to participate in any training opportunity that is provided for Treasure Island at The Rock. We would appreciate a six-month commitment from anyone willing to serve in this area of ministry.

Responsibilities for each Adult Team Member are (but not limited to):

- Helping in any area of need

Junior Helpers

Junior Team Members are those that are under the age of 18 who are willing to Team Member their time to serve in ministry. They should have a willing heart to serve, and assist in any area that they are asked to assist. We also would appreciate a six-month commitment from each Junior Team Member.

Responsibilities for each Junior Team Member are (but not limited to):

- Helping in any area of need

Operations Manager

The Operations Manager is vital to the operation of Treasure Island. This person is responsible to oversee all aspects of Treasure Island. It is the role of this person to oversee the Registration, Teacher's Resource Room, Kids Store and Fun Zone Coordinators, and to make sure that they are provided with everything that they need. It is also vital that the Operations Manager be actively involved in recruiting a solid operations team. This team has the daunting task of creating first impressions, and the Operations Manager is key to ensuring that it is a good one. We ask that this person commit to a minimum of two years toward this area of ministry.

Responsibilities of the Operations Manager are (but not limited to):

- Overseeing all operations of Treasure Island
- Assisting the Children's Pastor in recruiting and training Team Members
- Communicating all repairs to the church Facilities Department
- Providing the resources needed for each coordinator to do their job
- Filling in for coordinators when necessary
- Regularly communicate with operations staff about their needs, and any changes that might occur

Registration Coordinator

The role of Registration Coordinator is vital to the safety of each child that participates in each one of our services. We ask that the Registration Coordinator build a team of committed individuals who are willing to aid in registration. The Coordinator is responsible to ensure that each service is staffed with a well-trained and courteous Registration team. We ask that the Registration Coordinator be willing to make a minimum one-year commitment to this area of ministry.

Responsibilities for the Registration Coordinator are (but not limited to):

- Properly organizing and overseeing the registration process for regular attendees and first-time visitors
- Training Service Registration Leaders
- Making sure that supplies are in stock: name tags, visitor cards, visitor packets etc.

Registration Service Leader

The Registration Service Leader is responsible to make sure that check-in and check-out for each service runs smooth and orderly. This includes being sure that each station is well stocked for each service. We ask the Registration Service Leader be willing to commit to one-year of service.

Responsibilities for each Registration Service Leader are (but not limited to):

- Setting up supplies at the registration counter
- Completing a Registration Checklist each week
- Joyfully registering children and distributing packets to visitors

Kids' Store Coordinator

The Kids Store Coordinator (KSC) plays an important role in each little life that comes through the doors of Treasure Island. The KSC has the joy of supplying the bountiful awards that come with earning ROCK coins. We also ask that the KSC build a team of Team Members, so that the store may be operational for each service. We ask the KSC to commit to a term of two years for this position.

Responsibilities of the Kids' Store Coordinator are (but not limited to):

- Overseeing all of the operations involved in stocking and running the store
- Scheduling Service Store Team Members
- Training new Team Members

Kids' Store Service Leader

The Kids' Store Service Leader (KSL) is responsible for operating the store during a particular service. We recommend that the KSL be at their post 15 minutes before the close of service in order to be ready for the kids who will want to purchase items. We ask for a six-month commitment for this position of ministry.

Responsibilities of each Kids' Store Service Leader are (but not limited to):

- Opening and closing for service
- Stocking the list of needed items
- Joyfully serving children

Fun Zone Coordinator

The Fun Zone Coordinator is a vital role on the operations team. This person is responsible to oversee all operations of the Fun Zone, and to be sure that all the equipment working properly. We ask for a one-year commitment for this are of ministry.

Responsibilities of the Fun Zone Coordinator are (but not limited to):

- Make sure jumpers are inflated
- Turn on stereo, play provided CDs (microphone is located at same location and is used for announcements)
- Turn on all video games and monitors, and make sure games load and there are two working hand controls and chairs or benches at each table to accommodate all players
- Turn on air hockey table

- Video games and the large and small basketballs will need to be retrieved from the game storage closet. See visitor registration desk for key. From time to time, children bring in a toy of their own; be careful to recognize and possibly appropriate if unsafe (we had a golf ball turn up that could have hurt someone)
- Gather-up lost and found items and move them to the supply storage room (left of the front desk near hallway to classrooms)

Media Coordinator

The Media Coordinator is an integral part of the experience that each child has at The Rock. We ask that the Media Coordinator be familiar with all media technologies used in Treasure Island, ranging from computer programs to sound equipment; anything that can be considered a media device. The Media Coordinator also will assist in recruiting and training Team Members that have a desire to be a part of the Media Ministry of Treasure Island. We would ask that this person make a minimum two-year commitment to this particular area of ministry.

Responsibilities of the Media Coordinator are (but not limited to):

- Overseeing the operation and maintenance of the sound system and other media equipment
- Training Service Sound/Media Leaders
- Making monthly schedules for Team Members

Media Service Leader

The Media Service Leader (MSL) is responsible to be sure all the media devices are ready to go for the service they are coordinating. Also they will be working in a particular room for the service, so it is their responsibility to be sure that they communicate with the Service Leader as to what is needed for a particular service. We ask for a minimum one-year commitment to this ministry.

Responsibilities for each Media Service Leader are (but not limited to):

- Starting and operating the sound system for each service
- Performing a sound check before each service

- Cueing all video and audio tapes
- Booting up the computer system and launching any PowerPoint files
- Supervising Junior Sound/Media Team Members
- Completing the Sound/Media Checklist before each service

Worship Coordinator

The Worship Coordinator has an important role in providing a quality worship experience for the children. It is not that we create the experience, but we lead the children into an atmosphere where they are more open and receptive to experience the move of the Holy Spirit. The Worship Coordinator is responsible to oversee all worship teams, and to select the songs for each service. They are also responsible to provide for any need that each team might have. We ask for minimum two-year commitment to this position of ministry.

Responsibilities of the Worship Coordinator are (but not limited to):

- Selecting praise and worship songs for each week
- Providing song words and charts to the Service Worship Leaders
- Making charts for musicians (if necessary)
- Scheduling rehearsals with Service Worship Leaders, musicians, and singers
- Helping to train and assign musicians for special music
- Assist the Children's Pastor in recruiting, auditioning, and training worship team members

Worship Service Leader

The Worship Service Leader is responsible to lead the children into the presence of God through praise and worship. It is also necessary that the Worship Service Leader be able to lead a team of people that are gifted and passionate about worship ministry. This includes the ability to build and pastor the team. We ask that each Worship Service Leader make a one-year commitment.

Responsibilities of each Worship Service Leader are (but not limited to):

- Leading boys and girls into the presence of God
- Attending rehearsals
- Actively recruiting a team of individuals with the gifting and passion for worship ministry
- Communicating regularly concerning any and all pertinent information concerning schedule, worship set and attire

Worship Team Member

Each Worship Team Member is an important part of the overall experience that the children have during worship. Each team member should be passionate about worship ministry as well as gifted. We ask that each member commit to six months of active ministry.

Responsibilities of each Worship Team Member are (but not limited to):

- Leading boys and girls into the presence of God
- Attending rehearsals
- Informing the Worship Service Leader if they will be absent
- Assisting the Worship Service Leader when needed