



**Radiant Kids
Servant
Handbook**

Welcome to Radiant Kids. Thank you for serving in the ministry of supporting parents in bringing the Good News of Jesus to the next generation!

I have an encouragement and explicit commitment to express to you as you serve in this ministry.

The encouragement comes from the wealth of promises in Scripture, crystalized by Paul in 1 Thess. 1: 3-7; it is a nice capsule summary which he later expanded greatly in his first letter to the church in Corinth about the role of faith, hope and love in Christian service in Christ's body (the Church):

*"We give thanks to God always for all of you, constantly mentioning you in our prayers, remembering before our God and Father **your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ.** For we know, brothers loved by God, that he has chosen you, because our gospel came to you not only in word, but also in power and in the Holy Spirit and with full conviction. You know what kind of men we proved to be among you for your sake. And you became imitators of us and of the Lord, for you received the word in much affliction, with the joy of the Holy Spirit, so that you became an example to all the believers in Macedonia and in Achaia.*

This passage has particular weightiness because the church at Thessalonica grew and flourished despite strong opposition from the Jews (Acts 17:5-9). In this verse, Paul is expressing how he and his colleagues are remembering the **three-fold nature of their growth in Christ.** The substance of what they remember is summed up in three words: work, labor and endurance which, in turn reflect three deep qualities of Christian character – faith, love and hope. We know from Paul's theology that when he talks about work, he is NOT talking about works that bring salvation (there's no such thing) but the **work of faith as essential fruit of belief** (Rom. 2:7; 13:3, 14:20; Eph. 2:10, Titus 3:1).

Paul goes on to remember their labor (wearisome toil at times) propelled by love – an unconditional love – which is the hallmark of self-sacrifice. And the capstone is endurance (or steadfastness), inspired by hope in Christ!

My commitment, in addition to remembering and praying for all who will serve in the ministry, and by God's grace, keeping my faith hope and love engines in tune with the Spirit, is to help provide you with the resources, support and encouragement to share age-appropriate Biblically accurate gospel-centered lessons for children each week along with parent materials for mid-week follow-up.

Also, I commit to providing appropriate training and support so that teaching teams can be confident in their roles, and have time to focus on the Scriptural text, and its transforming power in their own lives. I want you always to know and experience that we do not want to use people to get ministry done, **God uses ministry to get people done (Eph. 4:12).** So in that light, I commit to growing with you, and to listening. I want to hear as much feedback as possible from teachers and servants; please always feel invited to proclaim what you are learning from and about God and your relationship with Him. And be brave enough to talk to me when it feels like loveless toil, and, and how we can continually improve the effectiveness and efficacy of the ministry.

Thanks again; it's going to be a wild and adventure-filled ride, and God will be Glorified!

Mike Donaldson
Elder, Family Ministry



Ministry Summary

“We will not hide these truths from our children; we will tell the next generation about the glorious deeds of the Lord, about his power and mighty wonders.”

-Psalms 78:4

Vision

Front line disciple-making starts in the home. Husbands and wives model the process of disciples-making-disciples on a 24/7 basis with each other and their children. The Radiant Kids Family Ministry seeks to support parents in that important role.

Precepts

At its core, the ministry aims to...

- Make much of God by teaching who God is and what He is like
- Proclaim the gospel weekly by teaching who Jesus is and what He has done
- **Create a rich discipling environment for those who serve in the ministry**
- Help children learn Scripture from a gospel-centric perspective
- Make disciples who find their identity in Jesus, proclaim the gospel and make disciples
- Support parents in the important role of being their child's *first and most important teacher*
- Come along side parents who are doing their job at home
- Fill in gaps for parents who are not yet doing their job at home

Ministry elements

- Gospel-centered Curriculum
- Hospitality – Caring for new parents and children, ensuring they feel welcome and safe
- Sunday Morning Radiant Babies, Toddlers and Kids
- Jr. Helpers – Learning the word through sharing God's Story
- Teacher training and support
- Family/Parent support

Ministry Goal: That we would all become better Relational Theologians Every Day

Ignorance is worst when it amounts to ignorance of God, and knowledge is best when it exercises itself upon the Name of God. This most excellent knowledge leads to the most excellent grace of faith. O, to learn more of the attributes and character of God. Unbelief, that hooting night bird, cannot live in the light of divine knowledge, it flies before the sun of God's great and gracious name. ...By knowing his name is also meant an experimental acquaintance with the attributes of God, which are every one of them **anchors to hold the soul from drifting** in seasons of peril. The Lord may hide his face for a season from his people, but he never has utterly, finally, really, or angrily, forsaken them that seek him. --C.H. Spurgeon

**At Radiant, we believe that the chief end of all Christian Doctrine is to know God personally and with our entire being (heart, soul, strength and mind), which is INFINITELY more than to simply know *about* Him. It is a journey that begins in this life, and will continue without end or completion in eternity!
We wish to support parents in being their children's first and most important Spiritual teachers.**

Each Lesson: To promote relationship with God through Biblical literacy, and expository chronological lessons

1) The Good News of Jesus – The gospel in every lesson

2) Doctrinal Pillars

- The Trinity
- Divinity of Jesus
- Humanity as God's image bearers
- Original sin/depravity (we NEED Jesus)
- Regeneration – The Holy Spirit does a work in the unbeliever's heart that through an act of grace that leads to faith in Jesus
- Atonement/Propitiation – Though we rebelled against a Holy God, Jesus paid the price of **our penalty for sin**
- Justification/Rebirth – We are washed clean by the blood of Jesus, having received His righteousness
- Adoption – We are reconciled to God and made His children
- Sanctification – Becoming alive in Christ and indwelt by the Spirit leads us to overcome the **power of sin** and live fruitful life in Him
- Christ victorious – On the cross, Jesus conquered Satan, sin and death
- Second coming – Jesus will return to judge all and deliver His followers from the **presence of sin** forever!

3) Key Foundational Themes

5 Questions

- Who is God?
- What has He done?
- Who am I without God's forgiveness?
- Who am I if saved by God's grace?
- How do I live (in light of the above)?

5 (6) Answers

- **Soli Deo gloria** ("glory to God alone")
- Solus Christus or Solo Christo ("Christ alone" or "through Christ alone")
- Sola gratia ("by grace alone")
- Sola scriptura ("by Scripture alone")
- Sola fide ("by faith alone")
- **Soli Deo gloria** ("glory to God alone")

4) Four Levels of Application (overarching goal = gospel fluency)

- Head/Heart – Spirit and Scripture
- Hands – My personal walk/sanctification (how does gospel transform me)
- Household – Jesus as head, family members embracing their God-given roles
- Heaven – Life together (the church), on mission

THE ATTRIBUTES OF GOD

COMMUNICABLE

- BEING
- PURPOSE
- MENTAL
- MORAL
- SUMMARY

INCOMMUNICABLE

To study God's attributes is to study his character, to answer questions like, Who is God? and What is God like? A typical classification of God's attributes divides them into those that are **incommunicable** (those that he does not share or "communicate" to anyone or anything else) and **communicable** (those that he shares with other beings). Like most theological classifications, this one is imperfect but still helpful as we seek to understand what is so far beyond ourselves.

God's communicable attributes can be further categorized into: attributes of God's being, mental attributes, moral attributes, attributes of purpose and "summary" attributes (attributes that, in a more particular way, modify each of the others).

It is important to consider that God is not simply the sum of his attributes. His attributes are not separate from one another, but each one modifies or qualifies each of the others.

SUGGESTED RESOURCES:
Systematic Theology by Wayne Grudem
The Attributes of God by A.W. Pink

- TRANSCENDENCE** — GOD TRANSCENDS ALL CREATION AND IS UNKNOWNABLE APART FROM HIS SELF-INITIATED REVELATION.
- IMMANENCE** — GOD IS ACTIVE IN THIS WORLD AND IN OUR DAILY LIVES, GOD CARES ABOUT EVERY ASPECT OF OUR EXISTENCE AND INVITES US TO WELCOME HIS GUIDANCE, GRACE, AND LOVE.
- ASEITY** — GOD IS SELF-EXISTENT AND SELF-SUFFICIENT AND HAS NO NEED OF HUMAN BEINGS OR THE REST OF CREATION.
- OMNIPRESENCE** — GOD HAS NO SIZE OR SHAPE AND IS PRESENT IN ALL PLACES WITH HIS ENTIRE BEING.
- UNITY** — GOD'S WHOLE BEING INCLUDES ALL OF HIS ATTRIBUTES AT ALL TIMES. THESE ATTRIBUTES ARE NEVER IN OPPOSITION.
- ETERNALITY** — GOD HAS ALWAYS EXISTED, HAVING NO BEGINNING AND NO END, AND EXPERIENCING NO SUCCESSION OF MOMENTS.
- IMMUTABILITY** — GOD CANNOT CHANGE IN HIS BEING, PERFECTIONS, PURPOSES, AND PROMISES.
- GLORY** — THE GREATED BRIGHTNESS THAT SURROUNDS GOD'S REVELATION OF HIMSELF.
- BEAUTY** — GOD IS THE POSSESSOR AND THE SUM OF ALL DESIRABLE QUALITIES.
- BLESSEDNESS** — GOD DELIGHTS FULLY IN HIMSELF AND IN ALL THAT REFLECTS HIS CHARACTER.
- PERFECTION** — GOD FULLY POSSESSES ALL EXCELLENT QUALITIES AND LACKS NO QUALITIES THAT WOULD BE DESIRABLE FOR HIM.
- JEALOUSY** — GOD ALWAYS SEEKS TO PROTECT HIS OWN HONOR.
- GOODNESS** — GOD IS THE FINAL STANDARD OF ALL GOOD, AND ALL HE IS AND DOES IS WORTHY OF APPROVAL.
- PEACE** — GOD, IN HIS BEING AND ACTIONS, IS SEPARATE FROM ALL CONFUSION AND DISORDER.
- HOLINESS** — GOD IS SEPARATED FROM SIN AND HE IS COMMITTED TO SEEKING HIS OWN HONOR.
- LOVE** — GOD ETERNALLY GIVES OF HIMSELF TO OTHERS.
- MERCY** — GOD IS GOOD TO THOSE IN MISERY AND DISTRESS AND HE IS GOOD TO THOSE WHO DESERVE PUNISHMENT.
- RIGHTEOUSNESS** — GOD IS THE FINAL STANDARD OF WHAT IS RIGHT AND HE ALWAYS ACTS IN ACCORDANCE WITH WHAT IS RIGHT. (THIS IS ALSO KNOWN AS GOD'S JUSTICE)
- WRATH** — GOD INTENSELY HATES ALL SIN.
- TRUTHFULNESS** — GOD IS THE TRUE GOD WHOSE KNOWLEDGE AND WORDS ARE BOTH TRUE AND THE FINAL STANDARD OF TRUTH.
- KNOWLEDGE** — GOD FULLY KNOWS HIMSELF AND ALL ACTUAL AND POSSIBLE THINGS. (THIS IS ALSO KNOWN AS GOD'S OMNISCIENCE)
- WISDOM** — GOD ALWAYS CHOOSES THE BEST GOALS AND THE BEST MEANS TO THOSE GOALS.
- WILL** — GOD APPROVES AND DETERMINES TO BRING ABOUT EVERY ACTION NECESSARY FOR THE EXISTENCE AND ACTIVITY OF ALL THAT EXISTS.
- FREEDOM** — GOD DOES WHATEVER HE PLEASES.
- OMNIPOTENCE** — GOD IS ABLE TO DO ALL HIS HOLY WILL. GOD EXERCISES COMPLETE POWER OVER HIS CREATION AND RULES AS SOVEREIGN.
- INVISIBILITY** — GOD'S TOTAL ESSENCE, ALL OF HIS BEING, WILL NEVER BE VISIBLE TO US.
- SPIRITUALITY** — GOD IS A BEING WHO IS NOT MADE UP OF MATTER AND WHO CANNOT BE PERCEIVED BY OUR BODILY SENSES.

Radiant Kids Teaching Team

Purpose of Role:

To lead a time of worship and learning where preschoolers and school aged kids up to grade 3 can discover God. We are asking you to be a gospel presentation to the kids each week. Your goal is to come prepared to guide children through lessons and activities that will help them come to know that Jesus is the way, the truth and the life.

Ministry Responsibilities in General:

- **Set up:** Have some time to set up before the service to ensure it is ready for the class. Arrive at least 30 minutes early to ensure enough set-up time + PRAYER TIME.
- **Pray! Pray! Pray!** Pray individually for children as they play, as they listen to the story and for the other caregivers as you work together. Also pray for the kids during the week.
- **Strategic Lesson Delivery:** Utilize songs, activities and movement to break up the time and maintain student engagement.
- **Discipline: Please use these 3 steps in correcting children in this age group**
 - Ask them to stop by giving them the choice to participate (behave in a way that facilitates learning for all) or take a little “chill time”
 - Take them aside for some “chill time” and again give them the choice to participate or receive a visit from their parents.
 - Text the parent that they are needed. Let the parents decide whether to take the child back downstairs, or provide corrective instruction.
- **Bathroom**
 - Toddlers: Women ONLY may assist toddlers in the bathroom.
 - Preschoolers: Let parents know that their children will need to use the restroom without assistance. Adult or mature junior helper will escort to the restroom, but not enter the restroom. If the child needs assistance, contact the parents.
 - School age children: Let parents know children are expected to visit the restroom and return to class on their own. In cases where parents would like a chaperone, preschooler guidelines apply.
- **Pick-up:** Keep the children in the room until their parents come back during the second worship time. Straighten up the room after the children leave.
- **Inform:** Report any concerns or ideas to the elder or deacon in charge that day.

Requirements:

- **Expectations**
 - Fill out the volunteer form so we can process your information and run a background check to keep you and our little ones in a safe environment.
 - Be responsible to the dates you have said you can serve and serve with a glad heart.
 - Know the lesson beforehand.
 - Go through a training session with our Radiant Kids Coordinator.
 - Be proactive in finding/making arrangements for replacements when schedule changes are foreseen.
- **Time Requirements**
 - 2 hours a week for our Sunday Gathering at least once every 6-8 weeks. Additional time requirements for team leaders in specific roles (below).

Specific Roles (may be divided among several people):

- **Lead Teacher:** Prepares in advance by studying the Scripture reference, journaling and praying to see/learn something new about God and self
- **Music Leader:** Prepares by picking songs for the morning, and leading them out. Songs with specific gestures are always favorites, involves Jr. Helpers, inviting them up to help lead the songs.
- **Craft/Object Lesson Leader:** – Prepares one or more activities that help

Make up of a Sunday Team:

- **Little's (age 2-4):**
 - **Lead Adult(s) (1 - 2):** Set up video/coloring pages, prepare songs and activities
 - **Assistant(s) (Adult/Mature Jr. Helper):** Pay particular attention to the high energy/potentially disruptive kids, assign Jr. Helpers to assist
 - **Jr. Helpers:** Assist where needed, follow directions
- **Bigs (age 5-8):**
 - **Lead Adult(s) (1 - 2):** Set up felt scenes or other teaching materials to help present the lesson
 - **Assistant(s) (Adult/Mature Jr. Helper):** Pay particular attention to the high energy/potentially disruptive kids, assign Jr. Helpers to assist
 - **Jr. Helpers:** Assist where needed, follow directions

Assessment and Training

Questions to address to ensure healthy Radiant Kids Classrooms

	Kids	Parents	Servants
Structure	<ul style="list-style-type: none"> • When I show up to RK, do I know where to go and what I'm supposed to do? • Do I know who my teacher is? • Do I know the sequence and routine of a typical Sunday? 	<ul style="list-style-type: none"> • Is it clear how I check my kids in? • Are there appropriate drop-off and pick up procedures to ensure my children's safety? • What happens if there is an emergency and I am needed? • Do I understand my responsibilities as a parent (diapers, etc.) • What resources do we take home each week to work on at home? 	<ul style="list-style-type: none"> • Have I received enough orientation and training regarding my role in classroom management, and gospel presentation to be effective? • Do I know where I'm supposed to be and when I'm supposed to be there? • Do I know the sequence and routine of a typical Sunday? • Do I have flexibility in choosing songs, illustrations, object lessons and games?
Surroundings	<ul style="list-style-type: none"> • Do I feel comfortable in this space? • Is the room set up with kids in mind? 	<ul style="list-style-type: none"> • Is the space safe? Is it free of clutter and hazards? • Is it kid friendly and conducive for learning? 	<ul style="list-style-type: none"> • Is the classroom well organized? • Are the resources I need easy to find and use? • Is the room arrangement consistent from week to week?
Relationships	<ul style="list-style-type: none"> • Do I remember my teachers? • Did I feel safe and cared for? • Did I get along with the other kids? • Were the adults and helpers kind, engaging and helpful? 	<ul style="list-style-type: none"> • Did anyone welcome me at sign-in or sign-out? • Is there consistency in who teaches my children week to week? 	<ul style="list-style-type: none"> • Do I feel supported and connected to the Family Ministry leadership? • Do I feel part of an effective team tasked with proclaiming the gospel to the next generation?

Spirit of Parenting – From Paul Tripp, *14-Gospel Principles of Parenting*

1) Calling: Parents are called to be Ambassadors of God (not bosses of their children).	Nothing is more important in your life than being one of God’s tools to shape a human soul. Deuteronomy 6:4–9 and 20–23 summarize the value that God places on parenting.
2) Grace: Parents model grace to the degree they understand the grace they have received.	God never calls you to a task without giving you what you need to do it. He never sends you without going with you. Ephesians 3:20–21.
3) Law: God’s Perfect and Good Nature	Your children need God’s law. Which comes not from head knowledge but heart encounter with God through the Holy Spirit. Romans 7:13-21
4) Inability: Salvation is God’s work.	Recognizing what you are unable to do is <i>essential</i> to good parenting. God has tasked parents with many things, but nowhere in his word has he tasked you with the responsibility to create heart change.
5) Identity: Do you really believe your Identity as a Child of the Risen King?	If you are not resting as a parent in your identity in Christ, you will look for identity in your children. Second Peter 1:3–9
6) Process: change is a process and not an event.	You must be committed as a parent to long-view parenting. Even the world’s best teacher — Jesus — had a process mentality and, because he did, he was willing to leave his work to unfinished people (see John 16:12–15).
7) Lost: Children are born with a heart condition – selfish rebellion that leads them astray.	As a parent you’re not dealing just with bad behavior, but a <i>condition</i> that causes bad behavior. Luke 15 is a tremendous help to parents, because it sheds light on the condition that is the reason for all you have to deal with in the thoughts, desires, choices, words, and actions of your children.
8) Authority: Do your children see/believe that you submit to the authority of God in your life?	One of the foundational heart issues in the life of every child is authority. Teaching and modeling the protective beauty of authority is one of the foundations of good parenting. Ephesians 6:1–4
9) Foolishness: Blatant ignorance of Who God is and What He has done	The foolishness inside your children is more dangerous to them than the temptation outside of them. Only God’s grace has the power to rescue fools. Psalm 53:1–3 reveals that your child has the heart of a fool and, because he does, he is a danger to himself and desperately needs God’s arms of rescue that come through your parenting care.
10) Character: Understanding our Identity in Jesus and Submitting our lives to the Holy Spirit develops Godly Character.	Not all of the wrong your children do is a direct rebellion to authority; much of the wrong is the result of a lack of character. Romans 1:25 and 28–32 connect character issues to the most significant of all human functions — worship.
11) False Gods: If we take our eyes off of Jesus, we’ll worship something else	You are parenting a worshiper, so it’s important to remember that what rules your child’s heart will control his behavior. This should be no surprise, considering how often the Bible warns us (see Exodus 20:3, Deuteronomy 11:16, 1 Samuel 12:21, and many more).
12) Control: Again, a function of the Holy Spirit!	The goal of parenting is not control of behavior, but rather heart and life change. No matter how successfully you control their choices and behavior, your control cannot and will not free your kids from a deeper need – a clean heart (Psalm 51:6, 10, 17).
13) Rest: Unto the Lord (the True Spirit of Sabbath)	It is only rest in God’s presence and grace that will make you a joyful and patient parent. This may surprise you, but I cannot think of any directive from the mouth of Jesus that is a more appropriate call to every Christian parent than the Great Commission (Matthew 28:18–20).
14) Mercy: The sign of a submitted heart	No parent gives mercy better than one who is convinced that he/she desperately needs it. Hebrews 4:14–16 gives us a model for a life-long mission of humbly, joyfully, and willingly giving mercy.

Teaching Classroom Management Tips – Adapted from Todd Whitaker, *What Great Teachers Do Differently*

1) It's about people	Great teachers never forget that it is people, not programs, that determine the quality of a school
2) Clear expectations and consistency	Great teachers establish clear expectations at the start of the year and follow them consistently as the year progresses.
3) Say what you mean	Great teachers manage their classrooms thoughtfully and choose their words wisely. When they say something, they mean it.
4) Prevention vs. revenge	When a student misbehaves, great teachers have one goal: to keep that behavior from happening again.
5) Be of Strong character	Great teachers have high expectations for students, but have even higher expectations for themselves.
6) Be the instigator of change	Great teachers know that they are the variable in the classroom. Good teachers consistently strive to improve, and they focus on something they can control: their own performance.
7) Stay focused on the goal	Great teachers focus on students first, with a broad vision that keeps everything in perspective
8) Use REAL praise	Great teachers create a positive atmosphere in their classrooms and schools. They treat every person with respect. In particular, they understand the power of praise.
9) Be the filter	Great teachers consistently filter out the negatives that don't matter and share a positive attitude.
10) Stay credible in relationship	Great teachers work hard to keep their relationships in good repair to avoid personal hurt and to repair any possible damage.
11) Pick your battles well	Great teachers have the ability to ignore trivial disturbances and the ability to respond to inappropriate behavior without escalating the situation.
12) Plan well	Great teachers have a plan and purpose for everything they do. If plans don't work out the way they had envisioned. They reflect on what they could have done differently and adjust accordingly.
13) Teach to the top, not the middle.	Before making any decision or attempting to bring about any change, great teachers ask themselves one central question: What will the best people think?
14) Treat everyone as if they were good.	Great teachers continually ask themselves who is most comfortable and who is least comfortable with each decision they make.
15) Put yourself in their position	Great teachers have empathy for students and clarity about how others see them.
16) True learning is about learning to be a learner	Great teachers keep the informational content in perspective. They focus on the real issue of developing <i>independent learners</i> .
17) Teach to the heart and head	Great teachers care about their students. They understand that behaviors and beliefs are tied to emotion. and they understand the power of emotion to jump—start change.