

Children's Ministry Training "Toolbox"

By Steve Alley

Foundational Principle

The CM team includes people of different ages, cultures, and interests. They are comfortable with different communication styles and delivery methods. Our approaches to CM training must include multiple styles (tools) to reflect the multiple interests of the team.



Printed

- CM introductory tour card (a brief overview of the ministry vision, programs, etc.)
- CM policy summary sheet (a short 1-page summary of the critical safety and procedure policies)
- CM Policy Manual (an explanation of every policy with page numbers and table of contents)
- Policy reminders – periodic at pre-service meetings (verbal, printed, online, email, etc.)

Meetings

- Orientation (an enjoyable, short overview of the ministry vision, leaders, procedures, and key policies with food and drink)
- Pre-service prayer (a gathering of the CM team who is serving that service)
- All-team training meetings (enjoyable, short (under an hour), with handouts (1 per rotation)
- Team appreciation dinners (enjoyable, fun gatherings to celebrate the team and worship God)
- Department meetings (best if held after the all-team training to apply what was taught to the specific age group)

Verbal Training

- At meetings (reinforce teaching and management techniques)
- "On the job" with coordinator (while the team members are serving)
- Casual – during service (compliments and support while team member is serving)

Email / Texts

- Reminders / refreshers (short messages about policies or procedures)
- Compliments / "spotlights" on team members (calling attention to exemplary team members)
- Parent comments (sharing what parents have said about the ministry)

Videos

- Online (short video training messages on YouTube, church site, etc.)
- Grouped by topic (short video training movies grouped by topic)
- Useful for meetings (show short video training movies at CM meetings)
- Useful for pre-service meetings (show short video reminders before the service)