

Kids Club 101 - Equipping Your Team for a Thriving Kids Club

How to use this plan (for Team Leaders):

Gather your team members together in person and lead them through this training session prior to the first day of your club. This plan is designed for an hour, but you may add additional time if you want to do extended team bonding or other planning for club.

Objectives

Team members will:

- Have fun and get to know each other.
- Develop understanding and clarity of how to lead in a Kids Club.
- Learn how to use the Games Bag.
- Feel Confident and excited about leading at club.

Materials

- Club Elements Video (available at vimeo.com/crossroadskidsclub)
- Kids Club 101 Google Side Presentation
- Screen to show video and presentation
- Small Group Leader Cheatsheet (available at crossroadskidsclub.com/leaders)
- Crossroads Games Bags, one per small group leader
- Materials for *Discovering God's Treasure* Lesson 1
- Any materials needed for a team-building activity or icebreaker
- Club Calendar
- Food and/or coffee (optional but highly recommended!)

Workshop Plan (90 minutes)

Team Building (20 minutes)

Open with ONE of the following options, or use your own icebreaker activity. You can find ideas at crossroadskidsclub.com/icebreaker-ideas.

- Lead your team through the Rubber Band Cup-Stacking Challenge and debrief how you worked as a team to help each other towards success. You can find instructions for this activity in the Kick-Off Party Plan in this year's CKC curriculum.

- Break the ice with your own M&M Icebreakers Questions. Assign a fun get to know you question for each color. Team members choose a handful of M&Ms, and answer questions that correspond with the colors they chose.
- Take personality and/or spiritual gifts tests beforehand and have each person share their personal gifting and discuss how that can relate to their role on the team. You find free tests online at crossroadskidsclub.com/gifts.

Club Elements (30 minutes)

Show the Club Elements Video.

SMALL GROUP SESSION ONE

Purpose: Build healthy relationships and have fun with students.

Demonstrate how to engage students in Small Group Session 1 using materials from the Crossroads Games Bag (suggested activities: “How Are You Feeling?” Chart, ZAP!, and Squishy Ball Games).

Looks like (15-20 minutes):

- Check-in your students.
- Eat a snack.
- Share “highs” and “lows” or complete the “How Are You Feeling Chart”.
- Play a structured game (Crossroads Games Bag, card/board game, relays).
- Take a group restroom break.

Discuss:

- How can we make check-in as simple as possible?
- Communicate each leader’s responsibility during check-in and how they can make create a space that is welcoming and fun as soon as children arrive.

GAMES

Purpose: Provide a safe, structured activity that is fun for students and teaches them valuable skills like teamwork and cooperation.

Choose two or three games, either the ones suggested in Lesson 1, game ideas from the Crossroads Leader Hub, or another game of your choice. Bring any materials necessary and show your team how the games work.

Looks like (20-25 minutes):

- Play the games with the kids.
- If you are physically unable to play, actively watch and cheer them on
- Help monitor safety of all students.

Discuss:

- Considering the space we have, what kinds of games might work best?
- What kinds of challenges do you anticipate when it comes to game time? How can we be best prepared to address those challenges proactively?

LARGE GROUP

Purpose: Briefly introduce students to the Bible story and main teaching point.

Model the large group lesson from *Discovering God's Treasure* Lesson 1.

Looks like (10-15 minutes):

- Sit with your small group and monitor behavior.
- Listen to an interactive telling of the Bible story.
- Encourage student response and involvement.

Discuss:

- What transitions and routines will we put in place to make large group as smoothly as possible?
- How can we function as a team to make the time in large group effective?

SMALL GROUP SESSION TWO

Purpose: To foster a healthy environment for spiritual growth and discussion.

After reviewing the purpose and time frame of each tool from the small group lesson, give each team member a copy of a Crossroads Lesson. Let them review the content and ask questions.

Looks like (25-30 minutes)

- Students will gain experience using the following tools as they search for treasure in the Bible story.
- Choose 2 - 3 tools to navigate through with your small group.

Discuss:

- What are ways to make your small group engaging?
- How will you reinforce positive behavior during small group?
- How will we pick tools to use in small group time?

CHECK OUT

Purpose: Create routines for students to be safely and efficiently dismissed.

Inform the leaders that you will talk about this in detail at the walk through the week prior to your club launch.

Looks like (5-10 minute):

- Have a signout sheet ready for parents who pick up.
- Play a game to keep students contained and engaged while they wait.
- Ensure students are safely released to walk or go to other after school programs if not picked up by parents.

Discuss:

- What will our check out process look like? What safety procedures will we put in place and follow?
- How can small group leaders intentionally use this time to connect with parents who pick up their kids?

Invite leaders to ask questions about the club time and program. If there are questions that you cannot answer, write them down to talk with your coach about after the workshop. Then update leaders at the walk-through.

Crossroads Games Bag (10 minutes)

Content

- How Are You Feeling? Chart
- Zap!
- Story Cards
- Pom Pom Games
- Dice Games
- Squishy Ball Games
- Question Pack



Make a Plan for Dealing with Challenging Behaviors (20 minutes)

Crossroads does not have a specific plan for dealing with difficult behaviors of kids, however it is important for your team to all be on the same page when it comes to how you handle behaviors. It is important to clearly state what the expectations are and the consequences for not behaving appropriately, as well as the leaders being consistent and fair when implementing rewards and consequences.

Below are recommended principles to follow when dealing with difficult behaviors in your club.

Principles of Behavior: The 4 R's (Remind, Relate, Remove, Reconcile)

REMIND

When a child isn't following the expected behavior, the first step is to remind them what the expected behavior is. Sometimes kids don't realize that they are "misbehaving" and need to be retaught the expectation. Many minor issues can be dealt with simply by reminding a student what you want them to be doing in that moment.

RELATE

If the behavior continues after a reminder, take steps to engage relationally with the child. This is often a one on one conversation to the side immediately or later when you are free to do so. This is not a punishment, but a chance for you to show the child that you care about them and you want to understand the deeper issues going on. Ask questions to try and understand the underlying causes of the behavior. Engage the child in trying to solve the problem with you if possible. Behavior issues, when approached this way, can be a key opportunity to take your relationships deeper.

REMOVE

Once you've reminded a child and taken steps to reinforce the relationship, the next step is to remove. For example, if a child is being disruptive in the group, they might be removed from the group for a period of time. You may remove them from participation in games if they are not playing safe or following the rules. A ticket taken away is a type of removal of privilege that can be for a variety of more minor misbehaviors. For chronic misbehavior or severe issues, removing them from participation in club for a number of weeks can be an option.

RECONCILE

This is the most important step and the easiest to overlook. However, reconciling is a crucial step for maintaining a healthy relationship and fostering growth. Not only should a child experience consequences, but they should also be restored back into relationship with their group, with their leader, or whoever was involved.

Discuss:

- Talk about how your club is going to handle challenging behaviors.

Closing (10 minutes)

Share any announcements with your team regarding your club and where they can find more resources on the CKC Leader Hub at crossroadskidsclub.com/leaders.

Close in prayer for the upcoming year!

