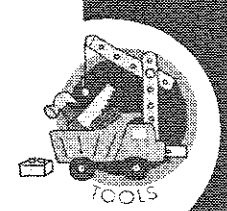
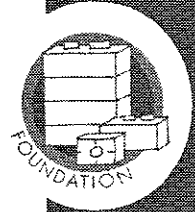


Kids UNDER CONSTRUCTION

Children's Ministry Resource

PREFACE	What is a "Kingdom Disciple?"—3 Introduction/How to Use this Resource —5
BLUEPRINTS	Philosophy of Children's Ministry —8 PCA Strategy and Vision - from the Top Down —12 Three Examples from Local Churches —15 Vision for Children's Ministry —31
FOUNDATIONS	Building Disciples through the Building Blocks of: Teaching of the Word —37 Worship —48 Prayer —59 Service —65 Covenant Community —73 Outreach/Missions —74 Discipline —75 Schooling —77
STRUCTURE	Basic support for the local church ministry in Development of Staff, Team, and Committee Purpose and Function —81 Placement and Training —83 Descriptions, Contracts, and Covenants —91 - Full and Part time Staff - Teachers - Nursery Workers Child Abuse Prevention/Child Safety Policies —100 Physical Plant —145
SPECIAL ADDITIONS	Music —151 Drama —159 Puppets —159 Multi-Media —162 - Library - Visual Media - Computer/Internet Seasonal Events —166 - Christmas/Advent - Easter - Reformation Special Needs Children
BUILDING INSPECTION	Evaluation — 167
THE TOOL SHED	Choosing a Children's Bible —169 A Kingdom Perspective on Baptism —177 Summary from Barna Research Institute —180 Contact People within the PCA —183 Resources —189



The resources in this notebook represent a compilation of examples the CE&P staff have found in use in various PCA churches. More will be added over time. The contents do not [in any way] represent official policy of the Presbyterian Church in America or Christian Education and Publications. Sample forms, policies and opinions contained in this resource are *not* prescriptive and should *not* be adopted and used "as is" by the local church. They are merely presented as examples of works others have done.

Children's ministries are under the jurisdiction of each local church session. The PCA Book of Church Order states the following "The church Session is charged with maintaining the spiritual government of the church, for which purpose it has power: ... To call congregational meetings when necessary; to establish and control Sunday schools and Bible classes with special reference to the children of the church; to establish and control all special groups in the church such as Men in the Church, Women in the Church and special Bible study groups; to promote world missions; to promote obedience to the Great Commission in its totality at home and abroad; to order collections for pious uses;" (12-5, d)

Therefore, the session of each local church is urged to formulate policies and procedures which are specific to its local church body and to use qualified legal counsel and other experts as they deem useful and appropriate.

Kids Under Construction: Children's Ministry Resource, compiled by Sue Jakes, illustrated by Stacey Van Voorhis.

Kids Under Construction was designed to be an ongoing collection of resources for children's ministry. It has been so difficult to choose between the myriad ideas that seem to pop up every week. Some of the subject headings contain a list of resources, both print and multi-media, chosen specifically for that section. Subsequent versions of this notebook will contain additional writing on those subjects.

© Copyright 2005 by Christian Education & Publications. May be duplicated by for use in church ministries. Please cite CE&P as the publisher of this work.

PREFACE

Children are a blessing from the Lord. After twenty-six years of motherhood and over thirty years of working with children in the church, this truth from God's Word seems to be a great understatement. Most that I have needed to know about God and his great purpose I have learned from a child or while attempting to teach a child. My most successful moments in ministering to children have often happened when I was most ignorant about what to do. Children catch you when you fall and give you an infinite number of chances to try again...much like our heavenly Father.

With all of this in mind, I am tempted to say about children's ministry, "Just do it!" However, the Presbyterian Church in America has a great wealth of experience and resources in children's ministry. Believing that we must be good stewards of this wealth, I have tried to include as much as possible in the following pages. Our plan is to be regularly adding to this work as you submit to us your own experiences, ideas, and resources.

I could never have begun or continued this project without the work, advice, prayers, and encouragement of seven of the best children's ministry experts in the PCA: Elaine Bonner, Helen Holbrook, Dave Matthews, Tim McCracken, Barksdale Pullen, Cathy Shelton, and Betty Ann Snider who make up the Children's Ministry Taskforce. I must also thank my favorite partner in mothering and ministry, Priscilla Stewart, who let me talk it through with her. And thank you to all of the Regional Trainers of the Christian Education and Publications Committee and my great team of friends at Great Commission Publications; their commitment to help you reach and teach the next generation is a constant inspiration.

Finally, thanks to the entire staff of the PCA Christian Education and Publications Committee. Charles Dunahoo has literally "made me" continue on in this work and Michelle Estile, our project manager, still loves me anyway.

This is a work in progress as is the work of telling the next generation the story of Jesus. "And let us not grow weary of doing good, for in due season we will reap, if we do not give up." (Galatians 6:9) My prayer is that in some way this resource will aid all of us in reaping a generation of faithful kingdom disciples.

Sue Jakes
Children's Ministry Coordinator
PCA/CE&P

What Is a "Kingdom Disciple"?

Dr. Charles Dunahoo, the Coordinator of Christian Education and Publications, has recently finished a book entitled *Making Kingdom Disciples - A New Framework*. In the introduction to the book Dr. Allen Curry, professor at Reformed Theological Seminary, writes:

"In its simplest form a disciple is someone who follows Christ. If one followed Jesus during his early pilgrimage, what would he have heard? He would have heard about the Kingdom of God or Heaven. This was central to the message Jesus preached and this was the message he expected his disciples to embrace. For Jesus, being a disciple involved much more than a few important behavioral patterns. It required a complete reordering of one's life around living in the Kingdom, with Jesus as the King...Discipleship involves a process, but more importantly it requires a substantial change in the way one views life...

The Kingdom model of discipleship pays attention to the process of discipleship while emphasizing the content. Disciples of Jesus not only have a quiet time in which they study the Word, but they find that their lives are transformed. They learn to think differently from those in the world...

Because one thinks differently, one will view the world in a dramatically new and fresh manner. The Christian worldview centers on the Kingdom of God. Jesus the King rules over all that exists...This is not some pie in the sky, by and by notion, it is a here and now way of thinking. Fewer North Americans look at life from the perspective of Jesus as ruler of the entire universe. Without this perspective one cannot truly be described as a disciple of Christ."

We in the PCA are convinced that this disciple-making begins at birth. If you are involved in children and family ministry, you should be constantly asking these questions: "Are we producing Kingdom disciples?" "Is all of our ministry planned in an effort to see lives transformed into true followers of Christ?" "Are we teaching our children to know and be like King Jesus?"

This notebook is filled with much of the necessary "nuts and bolts" needed to minister effectively to the families and children in our churches. Just "nuts and bolts" will never produce Kingdom disciples. Read carefully the writings in this book contributed by many people who are committed to building Kingdom disciples. Capture the vision with us. Hear our battle cry. We desire to raise a generation of Kingdom disciples from the covenant children God has so graciously given us.

Take the time to read the recommended resources. Pray with us that the kids under construction in our congregations today will truly become KINGDOM DISCIPLES.

Introduction / How to Use This Resource Tool

Each section is designed to encourage you to examine your own church's families and create and choose what will work best for you. Let us know how you use these resources because this is a work in progress and the PCA's Christian Education and Publications Committee wants to serve you well as you serve the families in your local congregation.

BLUEPRINTS - Philosophy and Purpose of Children's Ministry

This section will give you a working philosophy of children's ministry so that your church leadership team can focus in on your own mission and vision statement. Consider these pages and articles before you begin to "build" or "reconstruct" your ministry to children. Design your own blueprint with the help of the tools given. Use this blueprint (your philosophy of ministry statement) to decide what your foundation and framework will look like.

FOUNDATIONS - The Working Parts That Will Hold Your Ministry Together

Some of the most difficult tasks in children's ministry are the administration, organization, placement and training of all God's people. This section is designed to give you very specific ideas about how it will all hold together. Use them to initiate ideas for what will work best in you church. Possible programs and settings for the discipleship of children in your church

FRAMEWORK (STRUCTURE) - Help in Choosing the Programs That Your Families and Church Will Put in Place.

Here you will find suggestions on building the "structure" of staff, purpose, physical plant and other crucial elements.

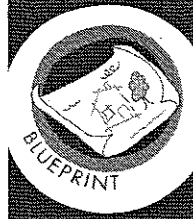
SPECIAL ADDITIONS - An ongoing resource filled with what churches like yours recommend.

Please send us your "special additions" and you may see them in a future updates.

BUILDING INSPECTION - Questions and Ideas to Help You Evaluate Your Construction.

THE TOOL SHED - Additional Resources For Ideas and Inspiration in Your Ministry

BLUEPRINT



"After enrolling his oldest child in public kindergarten, Dr. Sproul attended a parent-teacher meeting where the principal gave a presentation on the design of the curriculum. He told the parents that during the first fifteen minutes of the day the children played with puzzles that were scientifically designed to teach specific motor skills. He meticulously explained the purpose and function of each activity of the day and then asked if there were any questions. Everyone erupted into laughter. How could anyone possibly ask a question after his exhaustive explanation?

Dr. Sproul raised his hand. He thanked the principal for his presentation and said, 'Theoretically you had an infinite number of purposes from which to select, and you had to make choices. What is your overarching purpose that determines why you make specific choices? What kind of child are you trying to produce?'

He recounts that the principal turned beet-red and then ash-white. He finally responded, 'I don't know. No one has ever asked me that question.'

Dr. Sproul thanked the principal for his honesty and then said, 'Sir, your answer terrifies me.'

It is terrifying enough that this school principal did not know the over-arching purpose that determined his choices, but what is more terrifying is that most parents are just as random in their choices. We must be sure we can answer the question Dr. Sproul asked the school principal. What is the over arching purpose of our family that will determine the myriad of specific choices we will make? This will force us to ask another question: Who or what is the authority that will determine our purpose?"

Your Home A Place of Grace by Susan Hunt, 2000 Crossway Books

I have used this story so many times while working on a philosophy and strategy for a church's children's ministry or a Christian school. It is still amazing to me how difficult it is for our parents and church leaders to articulate what they want to accomplish in the lives of our children. Many of our churches have "kids under construction" but no blueprint at all. What is your plan? What will the finished product look like? Before drawing out your plan, read and study the following examples. These have been drawn from different styles and sizes of church ministries. Many churches ask for ideas about developing a blueprint or philosophy of ministry. Some of these have been developed by individuals, some by lay teams, some by sessions. They paint a very broad picture of what can and should happen in children's ministry. After studying these you should be ready to draw the blueprint for your own church.

¹Susan Hunt, *Heirs of the Covenant* (Wheaton: Crossway, 1998).

Philosophy of Children's Ministry

A successful children's ministry will have a clear conceptual foundation, a philosophy that permeates every department, program and policy. Your own individual church ministry must clarify the basics of your foundation and your goal.

As your children's committee meets to write a philosophy of ministry, it is important that you understand what the PCA stands for. Your individual church philosophy of ministry should be consistent with our PCA distinctives. Thus, the children's ministry philosophy should support your church's ministry in every way.

Our theology is Reformed and covenantal. Understanding that our theology is our mission is very important as you establish your own philosophy of ministry. What does a Reformed and covenantal ministry to children look like? How does it differ from any other evangelical Christian church's program? Does our theology make a difference in our staffing... programming... choice of curriculum? Yes.

At the end of this section on Philosophy of Ministry there is a list of resources. Your reading these books along with the leadership and teachers in your ministry will be a great aid in setting a course that helps you define all that you do with your children. The *Westminster Confession of Faith* and thousands of books have been written to help us define what we believe the Bible teaches about God, man, salvation and all of the workings of God's divine purposes. However, a summary of our theology could be very helpful for you to understand the philosophical emphasis in all of our programs and resource lists.

Some basics of Reformed theology:

God is absolutely sovereign.

The Bible is His word and is absolutely true.

Jesus is the Word, the Son of God, and salvation is through Him alone.

God initiates and completes the work of salvation.

We are dead in our sins from birth.

God chooses to regenerate us by His Spirit.

Those He chooses are sealed unto eternity.

Repentance and faith is the response of God's chosen people.

It is our duty as his people to live a life that glorifies Him.

It is our duty to call all men to faith and repentance.

These, again, are just some of the basics. Your embracing these basics alone, however, will begin to shape your ministry and move it in a very obvious direction.

A Reformed children's ministry will:

Choose a curriculum that teaches

- Christ in all of Scripture (He is the Word),
- The electing grace of our God in salvation,
- His redemptive story as the subject of the Bible,
- Repentance and faith as evidence of our election,
- God as the One who ordains all that occurs, and
- God's work for the good of those who love Him.
- Train teachers to understand and articulate these truths.
- Evaluate the children's understanding of these doctrinal truths.

Our theology is also covenantal. Most of the generation of teachers in our churches today do not understand covenant.

Some basics of covenantal theology:

Through his electing grace God has established a promise with his people

- To love them unconditionally,
- To be ever present,
- To be all that they need.

God's Word is about Jesus who proves this promise true.

God's covenant promise is to us and to our children.

God works in families and in the family of families - the church.

Unpacking the Covenant A Covenantal Perspective

Ps 119:130

130 The unfolding of your word gives light;

Gen 17:7

7 I will establish my covenant as an everlasting covenant between me and you and your descendants after you for the generations to come, to be your God and the God of your descendants after you.

Ex 6:7

7 I will take you as my own people, and I will be your God. Then you will know that I am the LORD your God, who brought you out from under the yoke of the Egyptians.

Deut 29:12-13

12 You are standing here in order to enter into a covenant with the LORD your God, a covenant the LORD is making with you this day and sealing with an oath, 13 to confirm you this day as his people, that he may be your God as he promised you and as he swore to your fathers, Abraham, Isaac and Jacob.

2 Chron 5:1

1 When all the work Solomon had done for the temple of the LORD was finished, he brought in the things his father David had dedicated-the silver and gold and all the furnishings-and he placed them in the treasuries of God's temple.

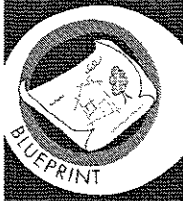
2 Chron 5:13-6:2

13 The trumpeters and singers joined in unison, as with one voice, to give praise and thanks to the LORD. Accompanied by trumpets, cymbals and other instruments, they raised their voices in praise to the LORD and sang:

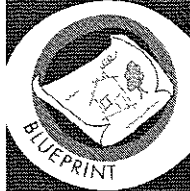
"He is good; his love endures forever."

Then the temple of the LORD was filled with a cloud, 14 and the priests could not perform their service because of the cloud, for the glory of the LORD filled the temple of God.

6:1 Then Solomon said, "The LORD has said that he would dwell in a dark cloud; 2 I have built a magnificent temple for you, a place for you to dwell forever."



Typical Children's Ministry versus Reformed and Covenantal Children's Ministry



These theological foundations will mean that your ministry contrasts with some of the "norms" in the church today. However, our theology must direct our choices in ministry. Evaluate your present children's ministry and your future goals by this table of comparisons. How will your organization be distinctive in its planning, strategy, and final results?

Typical Children's Ministry

- Focuses on the children and their needs
- Hopes that the child may one day be saved
- Teaches Bible as stories with a moral
- Expects discipleship to begin later
- Expects children to begin serving when they are older and ready to practice their faith
- Recruits teachers
- Expects lack of interest as children grow older
- Ministers to families in a separate context

Reformed and Covenantal Children's Ministry

- Focuses on God and His Glory
- Trusts God's Covenant promise
- Teaches Bible as one story about God's promise of redemption
- Expects discipleship to begin at covenant baptism (birth)
- Expects service as a main goal of the children's discipleship from the beginning
- Sees teachers as the whole church
- Expects true disciples at a very early age
- Integrates families into every area of ministry

The following pages are examples of philosophy of ministry statements and how they are carried out in the church's overall strategy for training children. The first of these pages is a statement of the values, vision and strategy of the PCA, and, more specifically, the Christian Education and Publications Committee of the PCA, the agency of the denomination that gives direction and oversight to our ministries to children.

There are three Philosophy of Ministry Statements from individual churches followed by a strategy statement for developing and promoting the vision. All of these should get you started toward designing your own blueprint for ministry to children and families in your congregation.