

CHILDREN'S MINISTRY TASK FORCE

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PURPOSE

The work of the Task Force was to assess all aspects of Children's Ministry at HBIC, and then make recommendations for the Church Board to consider.

Those areas include:

- Leadership & Vision
- Curriculum/Programming & Spiritual Formation
- Volunteer Engagement
- Family Partnerships
- Facilities & Safety

We have outlined those in terms of Strengths, Growth Areas, Opportunities, and Threats.

SUMMARY

- The Children's Ministry task force recognizes the value in:
- Service being rooted in strengths of care, relationship and love
- Volunteer buy in and desire to serve
- Families feeling welcomed and connected

A FEW CRITICAL AREAS TO ADDRESS

- For the Board:
 - Time and capacity needed to lead effectively
- For the Children's Ministry Team:
 - Consistent training and streamlined communication
- For the Church:
 - Vision for a culture shift
- For the New Facility:
 - Raise the bar for safety before we move into new space

INFORMATION SOURCES

- Family and volunteer surveys
- Sunday School Classroom Observations
- Interviews
 - Pastor Patty
 - Children's Ministry Director at Living Water
- Focus Groups
- Curriculum overview
- BIC Churches job descriptions
 - E-Town BIC & Grantham BIC
 - Living Water

LEADERSHIP & VISION

Strengths

- CM was fully staffed for the '24- '25 school year, volunteers are bought in, staff is genuine and approachable

Growth

- Improve volunteer compliance in trainings

Opportunities

- More time is needed for administrative tasks and trainings.

Threats

- Less staffing hours than comparable churches
- Potential budget impact

CURRICULUM

Strengths

- Alignment with church values

Growth

- Confidence to make modifications when necessary

Opportunities

- Utilize congregational resources *
- Rearrange the structure of volunteers so that there is more consistency in lessons and teacher/student interaction

Threats

- We may lose volunteers if we ask for increased commitments

VOLUNTEER ENGAGEMENT

Strengths

- Approximately 80 volunteers, keeping pace with the growth of children
- Volunteers report they are building relationships with children

Growth

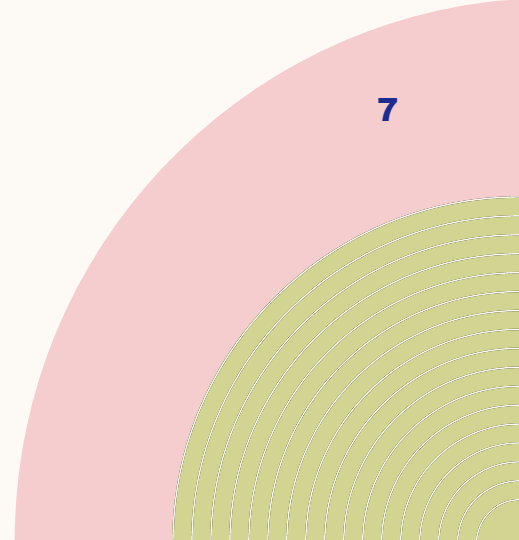
- Streamlined and predictable communication
- Trainings are requested from volunteers
 - Trainings will now be mandatory

Opportunities

- Foster a mindset switch - from serve or attend to serve & attend.
- Equipping and empowering volunteers

Threats

- Resistance to change in volunteer expectations



FAMILY PARTNERSHIPS

Strengths

- There are multiple ways for children to be involved

Growths

- More time is needed to fully develop additional resources (e.g. communication, connections, events, etc.)

Opportunities

- Parenting Classes
- Classroom preview and meeting teachers

Threats

- Increased number of family needs (e.g. communication, transportation, etc.)

FACILITIES & SAFETY

- Strengths
 - The new check in procedures have improved pick up safety
- Growths
 - We need a secure space for children with updated emergency procedures
 - A streamlined system for child info and clearances (a digital system for collecting both)

Opportunities

- New space, reminders to the parents and congregation about utilizing current space
- A lobby “guardian” or ministry team
- Threats
 - Unsecured areas



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