

# **History of Children & Family Ministry**

# October 19, 2009

- After Church Development training through the Covenant (including EPIC and Veritas) and developing a Behavioral Covenant, our church creates a Ministry Growth team that serves as a “think tank.” The Pulse Survey (2011 and 2013) was used as a gauge.

# February 8, 2010

- Ministry Growth team met and discussed needs in our church, including how to connect and minister to the influx of new people.

# October 2011

- Worked with Mark Stromberg, Superintendent of the Northwest Conference of the Evangelical Covenant Church, to help articulate our needs and begin forming strategies to meet those needs.

# November 21, 2011

- Ministry Team met and a Ministry of Connectedness was discussed to connect with people.

# April 16, 2012

## *S.W.O.B. Analysis*

- Strengths: “Love for young people” ranked as our #1 strength.
- Weaknesses: “Lack of consistency, continuity and staff to coordinate certain ministries” ranked as our #1 weakness. “Intentional evangelism, including inviting people to worship services,” was ranked #2. “Not enough lay people to do the work and a commitment of service to our kids” was ranked as our #3 weakness.

# April 16, 2012 cont.

- Opportunities: “Identifying needs within our community and fulfill them, specifically hurting children and hurting people” was seen as our #2 largest opportunity.
- Barriers: “People’s time constraints and busyness” was seen as our #1 barrier. “Degradation of biblical parenting and the breakdown of families” was also seen as a barrier.

This led to discussion on whether or not a director or pastoral position would meet our needs.

# September 25, 2012

- The Ministry Growth Team makes the following recommendations to the Board related to Children and Family Ministry:
- Children and Family Ministries development to include a paid position to meet this need. This is the “Ministry of Connectedness” that many groups/individuals have attempted in the past. Repeatedly our attempts have quickly failed to be sustained.
  - NW Conference sees this as so important that they have established a division of Family Ministries (Kara Stromberg).
  - We put ourselves out there as a body that cares, so we need to do it.
  - This is all about “being relational” and it takes time, commitment, and coordination.
  - We need to build a “flock” of volunteers.
  - This is similar to the point in time when we realized we needed a formal youth director to lead our youth program. Our youth program is now one of our biggest strengths.



# September 25, 2012 cont.

- Board decides to have the Ministry Growth Team develop a proposal that will include the recruitment process and dollars needed for the position of Director of Children and Family Ministries as well as a more detailed job description.

# Beginning of 2013

- Pastor Joe announces retirement. Idea of Children and Family Pastor put on hold until Senior Pastor position is filled.

# October 28, 2014

## *Leadership Council Meeting*

- Pastor Kecia provided information on the Children and Family items to include in 2015 budget. Pastor Steve provided information on the ministry vision. The PRC suggested that a presentation of what a Children and Family Ministry would involve should be made at the Annual Meeting. Pastor Kecia would flesh this out.

# January 21, 2015

## *January 21, 2015 - Annual Meeting*

- Pastor Kecia presents the purpose and vision of CFM having done research with the NW Conference and a church that has recently added this ministry focus. Discussion centered on the benefits of having more intentional programming and Christian formation to our younger children. It was discussed that we look into the finances for this ministry so that we can hit the ground running in 2016.

# April 28, 2015

## *Congregational meeting*

- Job description for the CFM and how this position would fit into the organizational chart was presented by Pastor Steve. There would be coordination between this position, the youth pastor and the CF Board.
- It was discussed how most things are being done on the job description except for the reaching and assimilation of new children and families. Pastor Steve explained that this would be the main focus of the 10 hours per week that Kecia would add to her current 30 hours of Youth Ministry.

# **April 28, 2015 cont.**

- A strong desire was expressed to have a full-time Youth Director as soon as possible. Congregation members asked about the involvement of the congregation in the hiring of this position.

# May 18, 2015

## *Ministry Growth Meeting*

- Many people, including several parents of Junior and Senior High students and one student, attended.
- Strong suggestions by attenders that filling the full-time permanent Youth Ministry Director position be the top priority of the LC.
- Very little discussion took place regarding the direction the church should take regarding the Children and Family Ministry.

# June 2, 2015

- Rob Stroot, chair of Trustee Board, sent out an email to the Leadership Council on the proposed 2016 budget with the addition of a CFM person, showing the differences whether the person is hired as a Pastor vs. Director.



# June 2015

## *Leadership Council meeting*

- It was decided to go ahead with putting together a recruitment team for a full-time Youth Director. Kecia will remain at  $\frac{3}{4}$  time Youth Director until the permanent Youth Director is found. As of 8-1-15, Kecia will increase her time to full-time by adding  $\frac{1}{4}$  time to focus on Children and Family ministry. When the Youth Director position is filled, Kecia will go to  $\frac{1}{2}$  time CFM Director position until the Senior Pastor position is filled. Once the Senior Pastor position is filled, a Search Committee will be formed to search for a permanent, full-time, Associate Pastor whose primary focus will be Children and Family Ministry. Kecia will remain in her position as temporary CFM Director until a permanent full-time Associate Pastor is filled.
- A special congregational meeting was called for June 30 to present the process described for hiring a Youth Director and an Associate Pastor.

# October 27, 2015

## *Congregational meeting*

- Possible 2016 Budget presented with added Associate Pastor focusing on Children and Family Ministry.
- The budget was discussed, specifically what we would get for half-time vs. full-time with CFM.