

# Ministry Action Plan

<b>Ministry Area</b>	UR Kids
<b>Leader(s)</b>	Katie Waddell, Betty Vang, and Laura McCarthy
<b>Year</b>	2009

## Formation Team Input

### What we heard...

1. Parents want more resources to help them spiritually lead their kids at home.
2. Parents want the toolbox to support family connectedness.
3. Parents appreciate relationally-based teaching – non-traditional curriculum – but need clarification around our curriculum philosophy.

### Our response...

1. Adapted Core Responsibility 3; Added new Action Plans
2. See Core Responsibility 3 – Added Action Plan B
3. Clearly communicating our curriculum philosophy in a FAQ document regarding UR Kids

## Refinement Team Input

### What we heard...

1. A huge value is placed on the community that is created among families.
2. The idea of a parent resource toolbox is exciting.
3. Strong desire that the kids become a more visible part of our community

## Core Responsibility 1: Sunday Experience

Create Sunday experiences that lead families into an intentional daily rhythm with Jesus.

### Action Plan:

- A. Creative Process:** Establish more intentional engagement in the overall creative process; resulting in higher levels of involvement of UR Kids during the Sunday gathering
- B. Curriculum Development:** Create relevant, age-appropriate, and application-oriented curriculum for UR Babes, UR Tots, and UR Groupies
- C. Space Management:** Transition into a new Sunday night space where kids feel both safe and comfortable

### Key Markers:

- UR Groupies will engage in the experiential a minimum of 5 times (by September 2009)
- UR Kids Team will start to participate in the long-term series planning meetings held three-times a year (by June 2009)
- Hold a Creative Brainstorm meeting involving the UR Kids Team two weeks before the start of each new series (by April 2009)
- Hold space acclimation night for UR families before we move to our new location (before March 8)
- Empower two point leaders to oversee our two Sunday Prep Teams (by March 2009)

## Core Responsibility 2: Leadership

Create a culture of leadership development at all levels of UR Kids.

### Action Plan:

- A. Sunday Leaders:** Recruit, train, and empower UR Kids leaders to carry out the Sunday night experience as they love and lead our kids
- B. Staff (Volunteer and Paid):** Develop and train staff to empower others to carry out the vision of UR Kids
- C. Point Leaders:** Recruit and equip leaders to oversee volunteer teams or serve as the primary point to oversee different events and experiences

### Key Markers:

- Develop a relational recruitment strategy (by May 2009)

- Continue to require that every leader fill out an application and background check prior to serving as a UR Kids leader (ongoing)
- Strengthen our school year/summer Leader Training Meeting (by June 2009)
- Strengthen our Coaching Structure (by June 2009)
- Prayerfully discern and recruit four UR Groupies Leadership Coaches (by July 2009)

### **Core Responsibility 3: Family Focus**

Connect families and equip parents on the journey of faith.

#### **Action Plan:**

- A. Family Connectedness:** Build communal momentum through family focused experiences
  1. **Quarterly Events:** Create and facilitate quarterly events such as Hayday and Await
  2. **Community Dinners:** Offer community dinners as an opportunity for families and the UR community to connect after the 5pm and before the 7pm gatherings
- B. Parent Resourcing:** Equip parents in their responsibility as the primary spiritual role models for their kids
  1. **Weekly Email:** Maintain clear, weekly communication with UR families – include ideas each week about how live into the message after Sunday
  2. **Tool Box:** Create a virtual toolbox as a resource for both kids and parents to engage in their next steps spiritually

#### **Key Markers:**

- Recruit three point leaders to oversee the Community Dinners (by April 2009)
- Recruit one point leader to lead one UR Kids Quarterly Event (by May 2009)
- Create a process to develop the point leader heading up the Quarterly Event (by April 2009)
- Reformat the Weekly Email providing parents Sunday follow-up resources (by April 2009)
- Create version 1.0 of the Toolbox (by September 2009)
- Offer one Parent Toolbox Training Night (by November 2009)
- Develop UR Groupies small group point family plan (by August 2009)

### **Core Responsibility 4: Strategic Experiences**

Build transformational momentum for kids and families through strategic experiences

#### **Action Plan:**

- A. SPLAT:** Plan and implement this three-day journey for UR Tots as they discover who God is and how He loves us
- B. Flood Kids:** Plan and implement this experience for UR Groupies to explore what it means to put their faith into action
- C. Intergenerational Global Experience:** Offer an opportunity for UR families and community members to serve nationally as people who reflect love, mercy, and justice of Jesus

#### **Key Markers:**

- Set dates for SPLAT and Flood Kids (by March 2009)
- Recruit, train, and mobilize one person to point lead Flood Kids (by April 2009)
- Create a process to develop the point leader heading up Flood Kids (by April 2009)
- Recruit two families to point lead the Intergenerational Missional Experience (by April 2009)
- Create a processes to develop the two families leading the Intergenerational Missional Experience (by April 2009)

### **Declaration Ask**

#### Volunteer Staff

- **UR Kids Administrative/Web Coordinator:** 10-15 hours a week; flexible hours; ongoing; This person will be a part of the UR Staff and support the ministry of UR Kids with administrative help and website maintenance.

#### Leadership

- UR Kids Leaders (summer 2009 and the 2009-2010 School Year)
  - **Groupies (K-5<sup>th</sup>) Leaders**
    - Shepherd a small group of 8-10 kids along with a co-leader; lead a lesson and facilitate experiences based on the current UR Series

- Sunday's from 4:00-6:30
- School Year Leaders: Every Sunday from September through mid-June
- Summer Leaders: Every Sunday from mid-June through August
- **Tots (3-5 year olds) Leaders**
  - Spend time with a group of 3-5 year old kids and take part in leading a version of a lesson based on the current UR Series
  - Sunday's from 4:00-6:30
  - School Year Leaders: 3 weeks on; 3 weeks off from September through mid-June
  - Summer Leaders: Every Sunday from mid-June through August
- **Babes (Infants – 2 years old) Leaders**
  - To provide an opportunity for parents to experience the worship gathering, knowing their little ones are in a safe place
  - Sunday's from 4:15-6:30
  - School Year Leaders: 3 weeks on; 3 weeks off from September through mid-June
  - Summer Leaders: Every Sunday from mid-June through August
- **Leaders for UR Kids with Special Needs**
  - To provide an opportunity for kids with varying levels of need to participate in UR Kids each Sunday
  - Sunday's from 4:00-6:30
  - School Year Leaders: 3 weeks on; 3 weeks off from September through mid-June
  - Summer Leaders: On a rotating basis from mid-June through August
- **Summer SPLAT leaders** (dates and times TBD); These leaders will play, sing, dance, laugh, and learn alongside UR Tots (3-5 year olds) as they help supervise and lead our preschoolers during this outrageous 3-day experience.
- **Summer Flood Kids leaders** (dates and times TBD); These leaders will lead, supervise, and serve alongside our UR Groupies (K-5<sup>th</sup> grade kids) as we head out into the Twin Cities to “let what we do in here fill the streets out there”.

#### Point Leaders

- **Apprentice Groupies Point Leader** (1): 10 hours a week; 5 hours on Sundays; ongoing; This person will help oversee the UR Groupies ministry in the areas of both leadership empowerment and the kids' experience.
- **Sunday Prep Team** (2): 2 hours a week (exact hours/day TBD); 3 weeks on; 3 weeks off team commitment; This person will lead one of two Sunday Prep teams ensuing a team of volunteers cleans and organizes the kids' space on a weekly basis.
- **Quarterly Events** (1): 3 hours a week for the four weeks leading up to the event; 6 hours the day of the event (exact date TBD); This person will create and implement a family focused experience intended to build communal momentum.
- **Sunday Night Dinners** (3)
- **Flood Kids** (1): 10 hours a week for the four weeks leading up to Flood Kids; 30 hours the week of Flood Kids (exact dates TBD); This person will create, implement, and supervise a three-day missional experience for our UR Groupies.
- **Intergeneration Global Experience** (2 families): 5 hours a week for the 12 weeks leading up to the trip (exact dates and location TBD); These families will help plan, arrange, and facilitate this intergenerational experience.

#### Volunteers

- **Sunday Prep Team:** 2 hours a week (exact hours/day TBD); 3 weeks on; 3 weeks off team commitment. This team will help clean and organize the kids' space in our new location.
- **Sunday Night Dinners**