

2019 Key Ministry Area

GOALS AND OBJECTIVES

Ministry Effectiveness Evaluation

NAME:	PATRICK NEWBILL	DEPARTMENT:	PRESCHOOL / CHILDREN
POSITION:	FAMILY & CHILDREN’S PASTOR		
REPORTS TO:	WADE GRIFFIN	DATE:	OCT. 2022-OCT. 2023

KMA #1: LEAD (Leadership Engagement and Discipleship)

Objective: Recruit and Equip Members to participate in the “GO Missionally” Strategy by Serving in a Ministry Inside the Church and a Mission Outside the Church

Goals	Measures of Effectiveness	Due By
a.	Keep role descriptions updated for all volunteers	Ongoing
b.	Ensure all open roles are posted on idlewild.org/serve	Ongoing
c.	Responsibility for developing quality volunteer training, preferred online via Ministry Grid	
d.	Respond to all interested volunteers within 48 hours	Ongoing
e.	Utilize LEAD tools to attain spiritual and numerical growth of volunteers	Ongoing
f.	Shepherding/Discipling the volunteers, i.e. inviting and winsome to volunteers	Ongoing
g.	Fill Open Positions in table below	Ongoing

Specific	12.25.22	1.30.23	6.01.23	8.31.23	Total
New Preschool BF Teachers	3			10	13
New Elementary BF Teachers	4	1		8	13
AWANA Leaders		5		10	15
Kidz Cove		4		2	6
VBS			45		45

KMA #2: Preschool / Children’s Bible Fellowship

2022-3 Objective: To create an environment where kids learn and understand Scripture and how to defend it, all the while building community that will carry them into the future.

Goals	Measures of Effectiveness	Due Date
a.	<p>Curriculum Alignment</p> <ol style="list-style-type: none"> 1. Shifted to Answers In Genesis in Elementary <ol style="list-style-type: none"> a. IE: Implementing Daddy-Daughter and Mother-Son Date Nights b. Reviewing VBS training events c. Planning Regular Graded Family Events (lunches/dinners) 2. Rebranding: <ol style="list-style-type: none"> a. Elementary Ministry from “Lighthouse Kids” b. Birth thru 5th as an umbrella name. <ol style="list-style-type: none"> i. IE:IBC Kidz 	
a.	<p>CBF Training</p> <ol style="list-style-type: none"> 1. Plan/implement three Sunday morning trainings <ol style="list-style-type: none"> a. Curriculum / Friendships b. Skill building c. Skill building 2. Plan/implement a Promotion Sunday training in conjunction with Preschool/Elementary/Special Needs <ol style="list-style-type: none"> a. After church (12:30pm-3:00pm) 	<p>May Sept Nov</p> <p>Aug</p>
a.	<p>Elementary Décor Updates</p> <ol style="list-style-type: none"> 1. Work with Theme Fusion to implement our vision of the 11 “I Am/You Are” statements. 2. Build ‘discipleship-focused’ area to go with the slides 3. Get the tech fixed in <ol style="list-style-type: none"> a. 212 - Lights b. 112 – Board updates c. 122 – Full update 	<p>June</p> <p>August</p> <p>Sept.</p>
b.	<p>Teaching Tips for Teacher Improvement IMPACT</p> <ol style="list-style-type: none"> 1. Send bi-weekly Constant Contact teacher tips <ul style="list-style-type: none"> o Copy to Mimi Hargrove 	<p>Bi-weekly</p>
e.	<p>Christmas VBS – TBD</p> <ol style="list-style-type: none"> 1. Determine curriculum 2. Develop instructional videos to enhance training 3. Recruit the 200 volunteers needed 	<p>May Sept Sept-Dec</p>

KMA #3: Kidz Cove

2022-3 Objective: Encourage families (kids) to make a habit of gathering weekly in a kid-friendly/age-appropriate worship service that includes strong biblical content and a focus on daily personal intimacy with Jesus.

Goals	Measures of Effectiveness	Due Date
a.	Weekly Kids Church Preaching (& sermon prep)	Ongoing
b.	Augment Kids Church 1. Monthly brainstorming for re-designs of décor & content with curriculum themes 2. Staff 11:00 service with 3 new people 3. Add 2050 ‘praise in suffering’ segment	Ongoing Monthly
c.	Sulphur Springs 1. Help Mimi keep it on the rails	Ongoing

KMA #4: AWANA

2022-3 Objective: To teach kids elements of the 6 dailies based on a working knowledge of memorized Scripture.

Goals	Measures of Effectiveness	Due Date
a.	Oversee Caitlin’s/Sandy leadership and assigned duties in KMA 1. Ensure that the AWANA Steering Team functions as intended a. Steering Team Meetings (July, Aug, Sept. Nov) b. Steering Team Emails i. Attend those meetings	Ongoing
b.	AWANA Promotion 1. Work with KK and LT to get AWANA kids on the Sunday stage at least one time this year (prefer August)	June-Aug

KMA #5: Children’s Ministries Special Service/Events

2022-3 Objective: Events are designed to enhance the communication of the rescuing power of the Gospel.

Goals	Measures of Effectiveness	Due Date
a.	<p>Easter Services</p> <ol style="list-style-type: none"> 1. Support Preschool staffing of Easter services with emails/calls 2. Work with Caitlin Craft to create a spectacular Kidz Cove experience that clearly lays out the Gospel through weekly meetings. 3. Work with Kids Kare to set up care during Good Friday service (if needed) 	<p>Feb Jan March</p>
b.	<p>Volunteer Christmas Party</p> <ol style="list-style-type: none"> 1. Take the lead in planning the yearly volunteer Christmas party that includes: Preschool / Elem / Kidz Cove / Awana / SN 	<p>Dec</p>
c.	<p>Christmas Eve Services</p> <ol style="list-style-type: none"> 1. Support Preschool staffing <i>*Communicate service over self</i> <ol style="list-style-type: none"> a. Contact elementary teachers to serve 	<p>Oct-Dec</p>
d.	<p>VBS</p> <ol style="list-style-type: none"> 1. Lay out the entire daily opening segment of VBS (write scripts) 2. Oversee the decision / un-churched follow-up team 3. Oversee Elementary Director leadership of VBS 4. Oversee Preschool Director leadership of VBS 5. Write (re-write) the teaching and small group segments 6. Help recruit some 700+ volunteers 	<p>Jan-June</p>
e.	<p>Retreats</p> <ol style="list-style-type: none"> 1. Ensure retreats are designed to be a discipleship greenhouse environment that focus on intimacy 2. Create content and schedule for each retreat 3. Preach at each retreat 4. Training of counselors / CITs 1-2 weeks prior to event 	<p>August & February</p>
f.	<p>Christmas Movie-On-The-Lawn OR Christmas VBS?</p> <ol style="list-style-type: none"> 1. Based on 12/22, determine if 2023 will hold a Christmas VBS with some 200 volunteers, curriculum and enhanced video trainings. 	
g.	<p>Daddy-Daughter / Mother-Son / Father-Son / Mother-Daughter Events</p> <ol style="list-style-type: none"> 1. Plan out each event 2. True Girl Event in February 2023 (LOTS OF DETAILS) 3. Father-Son Fishing Trip in coordination with student / men’s ministry 4. Preschool Angel Breakfast (Dec) 	

KMA #6: Parental Biblical Guidance for IBC families

2022-3 Objective: Provide targeted family support to IBC parental figures who are struggling to understand how to live daily in the rescuing power of Jesus Christ regarding specific personal circumstances in their lives.

Goals	Measures of Effectiveness	Due Date
a.	Avenues 1. Parenting Class (Shepherding)	Aug-Nov
b.	Child Biblical Guidance 1. One on one discipleship of children who are going through divorce, death, or other God-sized issues.	Ongoing
c.	Individual Marriage/Parenting Counseling 1. Meet with parents to discuss the impact of marriage on parenting	Ongoing
d.	Parenting & Host Events 1. Ricky Chelette Gender Conference 2. Digital / Internet Safety Conference 3. Host the ‘Resilient’ Conference 4. Family Kickball / McDonalds by Grades	April TBD Nov Ongoing

KMA 7: Staffing in the Kid’s Ministries

2022-3 Objective: To structure the work environment so that goals may be attained.

Goals	Measures of Effectiveness	Due Date
a.	Weekly Kids Ministries Upper Staff Meeting 1. Institute 2 “all staff” meetings of Preschool – Elementary coordinators	Weekly
b.	Recruit Volunteers 1. Create giant Preschool / Elementary Flowchart 2. Newsletters	Ongoing
c.	Staff 1. Replace Children’s Ministry Asst. 2. Replace Tween Coordinator 3. Add to KidsKare employee pool	Jan-Mar
d.	Plan a yearly over-night staff training retreat that includes: <ul style="list-style-type: none"> • Preschool staff • Elementary staff • Special Needs <i>inclusion</i> • Kids Kare • Sulphur Springs 	Nov
e.	Resilient Staff Training / Revelation Study	

KMA # 8: Social Media Communications

2022-3 Objective: Encouraging parents to be spiritual leaders, volunteers to join us and news of upcoming events.

Goals		Due Date
a.	Promote Children’s Ministry Activities in a timely manner 1. Monthly Newsletter 2. Social Media posts at least 3x per week	Monthly Ongoing
b.	Facebook Pages 1. Monthly Kidz Cove sermon teasers 2. Weekly Awana theme/contest nights 3. Upcoming events in both Preschool & Elementary	Ongoing
c.	Instagram 1. Expand Instagram followers by weekly posting	Feb
d.	IBC Website 1. Weekly / Monthly updates 2. On-ramp Debbie Rairigh to support this outlet	Ongoing Apr
e.	Bed Time Christmas Bible Stories 1. 25 Days of Christmas – Live and Pre-recorded bedtime stories o Film, Edit, Post	Nov-Dec.

KMA #9: Children’s Pastor Basic Oversight

2022-3 Objective: To help my staff live in intimacy both vertically & horizontally in such a way that it impacts their work, their family, and their day to day life.

Goals	Measures of Effectiveness	Due Date
a.	Assist in recruitment / oversight of volunteers for all ministries <ul style="list-style-type: none"> • Preschool BF • Elementary BF • Special Needs • <u>Kids Kare</u> • Awana • Kidz Cove • Sulphur Springs • Special Events 	Ongoing
b.	Ensure personal worship attendance at least 3 of 4 Sundays 1. Directors / Managers 2. Paid Coordinators 3. Volunteers	Ongoing

KMA #10: Elementary Décor Overhaul

2022-3 Objective: Work with Theme Fusion to recreate the elementary space.

Goals		Due Date
a.	Create interior design scheme 1. Work to have implemented in early 2023	July July