

## **Vestry/SPC Recommendations Strategic Plan Update**

September 23, 2017

### **CHRISTIAN EDUCATION: Growth and Development**

#### **Core Value Statement**

We aspire to know God and to nourish and strengthen our faith by offering continuous opportunities for lifelong learning and development through comprehensive Christian Education programs for all ages and levels while supporting one another in our spiritual growth.

#### **Five Year Goals**

1. Maintain a strong Christian Education, Growth and Development component within the church.
  - Year 1** a. Offer a structured program of life-long learning in Christian formation for all parishioners.
  - Year 1** b. Offer a comprehensive curricula, subjects, times, and settings.
  - Year 1** c. Restructure the Christian Education Committee, under leadership of the Rector, with oversight for Christian Education programming in the parish. (policy)
  - Year 1** d. Hire a Director of Christian Education to serve as co-chairperson of the Christian Education Committee and to implement curricula and related programs. (operations)
2. Address the learning needs of all ages including a full range of Bible studies and programs under the leadership of the Director of Christian Education.
  - Year 1** a. Recruit committed teachers.

- Year 1** b. Implement a training program for teachers and other staff.
  - Year 1** c. Organize the curricula, teaching methods, instructional materials for each age group.
  - Year 1** d. Recruit students, Pre-K (age 3) through high school (age 17) through community outreach.
  - Year 1** e. Review all instructional plans for Biblical accuracy.
3. Strengthen programs for children and youth, including Sunday School, Vacation Bible School, Confirmation Classes, and youth programs sponsored by the various church ministries and organizations.
- Year 1** a. Strengthen Vacation Bible School by providing sufficient staffing and substantive support.
  - Year 1** b. Explore incorporating an adult Bible Class for Vacation Bible School for week.
  - Year 1** c. Involve parents in planning Christian Education activities.
4. Establish a consulting committee to work with the Christian Education Committee.
- Year 2** a. Serve in a consulting and training capacity for improving instructional program and performance of the Sunday School, Vacation Bible School and other youth development programs organized by parish ministries and organizations.
  - Year 2** b. Recruit board members from active or retired professional educators; former or current Sunday School teachers; parishioners with experience working with youth programs / organizations, and young adults interested in youth development.
5. Monitor Christian formation activities and programs undertaken by church organizations to ensure that all youth programs are

complementary to the ongoing parish Christian Education program and meet or exceed the minimum performance standard mandated by the Christian Education Committee and the Vestry.

**Year 2 a.** Develop and provide a template to each parish ministry/organization to describe its youth program, goals, objectives, expected outcomes, etc.

**Year 2 b.** Provide a template to each parish ministry and organization that has a youth program, for a year-end report.

6. Ensure that all activities and programs involving children and youth incorporate / adhere to the best practices of

***Safeguarding God's Children.***

**Year 1 a.** Post the best practices.

**Year 1 b.** Give guidelines to all church ministries/organizations.

**Year 1 c.** Mandate that every individual working with children in any capacity attends a ***Safeguarding God's Children*** workshop offered by the Diocese.

7. Encourage church organizations to establish or participate in youth mentoring programs.

**Year 2 a.** Provide opportunities for youth to participate in service projects.

**Year 2 b.** Create a group of individuals to continue the work of its organization.

**Year 2 c.** Give youth an opportunity to initiate and implement projects.

