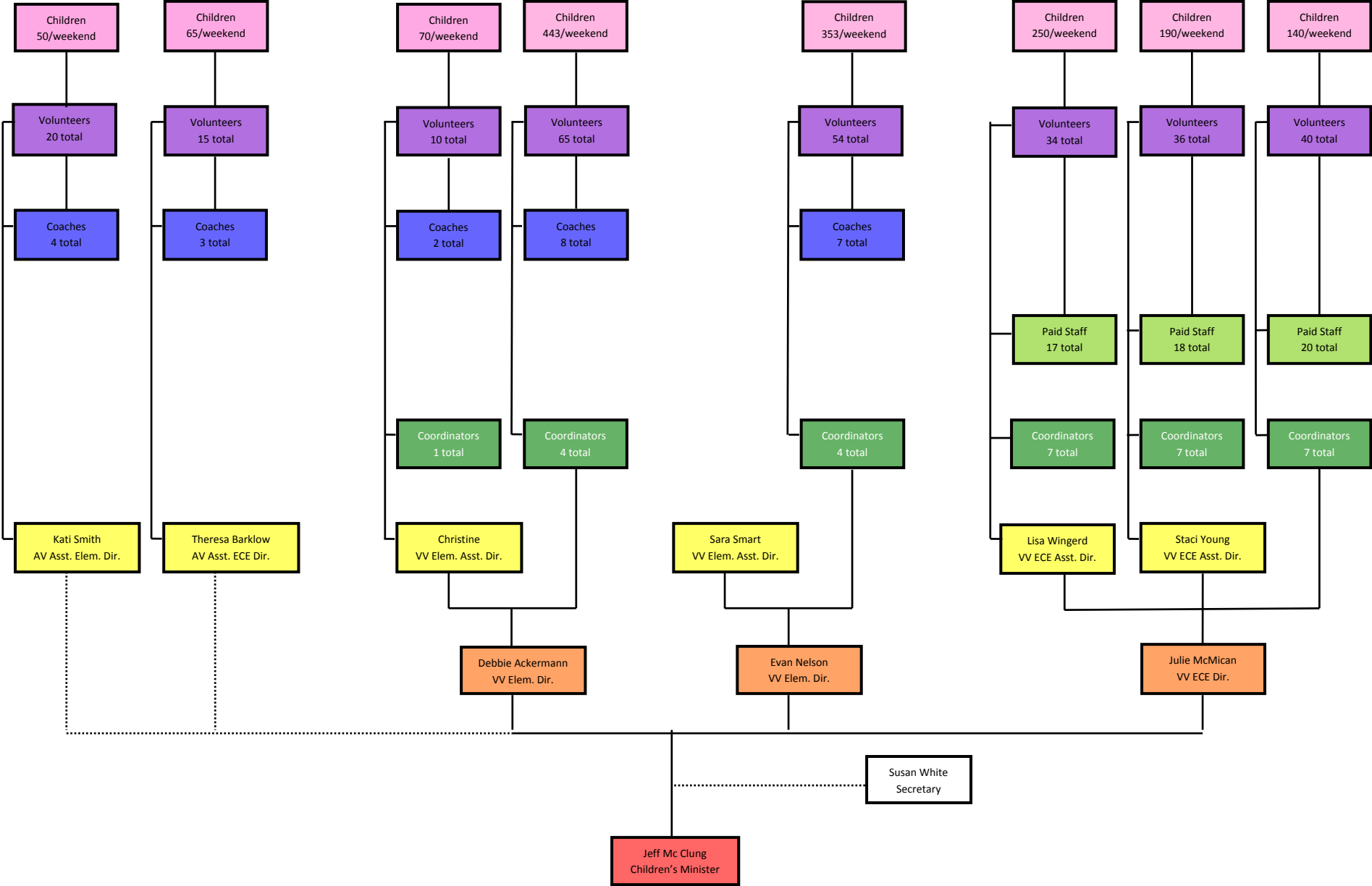




Staff Organizational Proposal

Revised on November 15, 2010

Empowerment Chart



God's Word – Vision – Mission – Values – Score Board

MEETING SCHEDULES

MEETING	TEAM MEMBERS	PURPOSE	SCHEDULE	LOCATION
Weekly Update	Children's Minister Victorville Directors Open to all CM office staff	Review team scoreboard Week ahead List potential topics for monthly strategic Team and responsibility changes	2 nd , 3 rd , 4 th Tuesdays 11:00am – 12:00pm	South Conference Room
Monthly All-Team	Mandatory for all CM office staff	Lunch before the meeting Book Club Celebration and prayer Review team scoreboard Overview of the month ahead Discuss topics that came up in the weekly tactical	1st Thursday Lunch: 12:00 – 1:00pm Meeting: 1:00 – 3:00pm	South Conference Room
Yearly Planning	Children's Minister Apple Valley Assistant Directors Victorville Directors Open to all CM office staff	Decide on our next rallying cry Identify defining objectives and subtasks Evaluate our standard objectives Formulate calendar for the next season of ministry	Summer	As Announced

STAFF WINS

Christine Olsen	Champion the VV Elem team at Seven so kids can make wise choices, trust God, love others, and parents can follow-up at home.
Debbie Ackermann	Help lead VV Elem to have amazing areas so kids can make wise choices, trust God, love others, and parents can follow-up at home.
Evan Nelson	Help lead VV Elem to have amazing areas so kids are ready for adolescence and parents are equipped faith trainers at home.
Jeff Mc Clung	Build VV CM staff, help them win, and work with our family & campus pastors to help parents help their kids become world changers.
Julie Mc Mican	Lead VV ECE to have amazing areas so kids can know God made/loves them, wants their friendship, parents can follow-up at home.
Kati Smith	Champion the AV Elem team so kids can make wise choices, trust God, love others, and parents can follow-up at home.
Lisa Wingerd	Advance the VV ECE & Rockin' Rhinos teams by making sure that they're leaders are organized and resourced to facilitate world change.
Sara Smart	Advance the VV Elem team by helping leaders know when to serve and that they have excellent curriculum to facilitate world change.
Staci Young	Advance the VV Short Boarders so that kids and families are familiar with oikos and are ready for the transition to Beach House.
Susan White	Support our global children's ministry efforts by helping our staff stay organized and professional in partnering with parents.
Theresa Barklow	Champion the AV ECE team so kids can know God made & loves them, wants their friendship, and help parents follow-up at home.

RULES OF ENGAGEMENT

1. Believe the best about each other.
2. Never assume that anyone knows anything.
3. Bring your "A" game.
4. Bring solutions, not just problems.
5. Don't talk to someone about an issue where they are not part of the problem or solution.
6. Use Matthew 18 to solve conflict.

Our Team Scoreboard – October 2010

The heartbeat of our ministry is to partner with parents in preparing their children to change their worlds for Christ. To do this we will be truthful in our biblically based approach, helpful in giving your families the very best that we have to offer, enjoyable in helping kids to learn about God in a fun way, and durable in having uncompromising safety standards.

MEANINGFUL WORSHIP ATTEND A WEEKEND SERVICE



MEANINGFUL RELATIONSHIPS PARTICIPATE IN A SMALL GROUP



MEANINGFUL ROLE SERVE IN A PERSONAL MINISTRY

Victorville Campus

AREA	THIS MONTH	%
Critter Cove North		
Critter Cove South		
Short Boarders		
Beach House		
Rockin Rhinos		

Hang Ten Groups

CAMPUS	THIS MONTH	%
Victorville		
Apple Valley		
Next Campus		

Kids Serving

CAMPUS	ATTENDANCE	%
Victorville		
Apple Valley		
Next Campus		

Apple Valley Campus

AREA	THIS MONTH	%
Critter Cove		
Short Boarders		
Beach House		

Salvations

CAMPUS	YEAR TO DATE
Victorville	
Apple Valley	
Next Campus	

Volunteers Serving

CAMPUS	THIS MONTH
Victorville	
Apple Valley	
Next Campus	

Next Campus

AREA	THIS MONTH	%
Critter Cove		
Short Boarders		
Beach House		

Baptisms

CAMPUS	YEAR TO DATE
Victorville	
Apple Valley	
Next Campus	

Oikos

CAMPUS	YEAR TO DATE
Victorville	
Apple Valley	
Next Campus	

Incite wonder and provoke discovery of God in kids and help parents do something about it at home. We know we've won when 1/3 of our kids plug into a H10 group.

Connect kids with a caring, consistent leader and a group of peers. We know we've won when 65% or more of kids in a Hang 10 Group come at least 3 times a month.

Help families leverage their influence in their oikos. We know we've won when at least 1/3 of our H10 kids are in a ministry and their oikos starts coming consistently.

JUST ONE EXAMPLE OF WORLD CHANGE...

"A few months ago I went to Beach House and we talked about putting my faith in Jesus Christ. I never really understood before what that meant before coming to HDC. The leaders at Beach House helped me to realize my need for God to forgive me of my sins and what it means to choose to follow Jesus for the rest of my life. So that day I accepted Jesus as the leader of my life with my dad and sister. I need Him to save me and to help me make the wise choice. I want to live my life and not throw it away because I only get one." – Hannah Zarate

S.M.A.R.T. Specific Measurable Attainable Realistic Timely				
Rallying Cry: From now until June 2011 we will focus on getting our Milestones Process up and running				
Defining Objective #1: Hang Ten Groups to help us widen the circle with families				
TASK	OWNER(S)	DUE DATE	STATUS	
1. Hang Ten leaders are in place for each area	Elementary Staff	8/14/10	DONE	
2. Training meeting for On-Deck and Hang Ten leaders and their coaches	Elementary Staff	8/22/10	DONE	
3. Hang Ten groups begin	Elementary Staff	9/18/10	DONE	
4. Plan Hang Ten events	Elementary Staff	11/18/10		
Defining Objective #2: Seminars with tools to resource parents				
TASK	OWNER(S)	DUE DATE	STATUS	
1. Rough draft of seminars done to be proofed by directors and their teams	Jeff	9/9/10	DONE	
2. Final draft of seminars to be submitted to Todd and Josh for formatting	Jeff	9/30/10	DONE	
3. Milestones seminars begin	All Team	10/9/10	DONE	
4. Evaluate seminars for spring time	All Team	10/21/10	DONE	
Defining Objective #3: Family experiences to elevate community				
TASK	OWNER(S)	DUE DATE	STATUS	
1. Meet to discuss purpose and implementation of family experiences	All Team	10/21/10		
2. Launch family experiences	All Team	2/1/11		
Defining Objective #4: Church events to recognize and celebrate growth				
TASK	OWNER(S)	DUE DATE	STATUS	
1. Revamp and re-launch child dedication event for families	ECE	1/1/11		
2. Salvation/baptism class and baptism celebration for Beach House families	Elementary Staff	2/1/11		
3. 6 th grade retreat and events to transition them to Jr. High	Elementary Staff	3/1/11		
Defining Objective #5: Leadership experiences to prepare volunteers				
TASK	OWNER(S)	DUE DATE	STATUS	
1. Prepare empowerment chart to show who is caring for who	Jeff	9/2/10		
2. Orientation process for all HDC Kids volunteers in all areas and campuses	All Team	10/2/10		
3. Appreciation event for all HDC Kids volunteers	All Team	11/1/10		
4. Launch volunteer gatherings for January, May, August, and November	All Team	1/1/11		