

## Executive Summary

### 1. Children, Youth and Family Committee

### 2. September 14, 2023 and October 12, 2023

### 3. Topics discussed

- Birth-3 Playgroup is seeing increased participation, averaging 6 families per week.
- The Fall Family Dinner was enjoyed by 50+ adults and kids. These will continue every 2-3 months.
- Church school is underway, with approximately 85 children being served. The addition of 6 pm has been well received, with average attendance of 6 children. Being taught as a “one room” schoolhouse, with all ages mixed together. Kids are enjoying it and families have expressed gratitude for an evening option when other commitments preclude morning attendance.
- Amped is off to a great start, with approximately 90 middle schoolers participating. Sarah is leading the charge, but Joanne is providing tremendous support to the organization and planning. Both Joanne and I are attending each week to lend additional guidance and presence.
- High School ministry is booming, with an average of 35-40 students at youth group nights. They are filling the first couple of rows at 6 pm worship, which is wonderful to see. There are 38 high schoolers registered for the fall retreat, and registration is not yet complete. Such a high level of interest that we have to recruit additional chaperones. We are blessed with continued growth of high school ministry, at a time when most congregations are struggling mightily in this area. Sarah spends a considerable amount of time in relationship with these young adults, and it is evident in their engagement. One key is meeting them where they are at - attending their school sporting events, concerts, plays, etc. This requires a lot of extra time and effort, but sends such a strong message of love and support to these youth.
- We are busy planning for the ELCA National Youth Gathering in New Orleans in July. We are planning for 60 youth and 7 chaperones. This is a tremendous logistical undertaking, and a large financial commitment for families. We are focused on grant writing to underwrite some of the costs, and will be holding approximately 1 fundraiser per month to help offset costs.

### 4. Items of importance/concern for the Board of Directors

- The search for a Youth Ministry Assistance has been unsuccessful. Joanne and Emily have been extremely helpful as a backstop, but this can not be considered a long term solution. The addition of the National Youth Gathering to the typical annual cycle of CYF ministry is daunting with the level of staffing we have today. I believe the human resources group of the Board/staff should review the position and consider whether the wage rate could be increased to make it more desirable. I do not believe the current structure is sustainable, even with fairly significant volunteer efforts by many of our committee members.
- Sarah, Joanne and I will be meeting in the next month to start laying out initial thoughts about long term staffing structure and goals. We would then review this with the committee, make modifications and then bring forth to the Board this winter for consideration. We are dreaming big, knowing that any change in staffing levels will require congregational buy-in and, if approved, expect that it may take some time to get to the desired end goal.

### 5. Requests for board direction - None

### 6. Requests for board approval

- I don't know if this is an appropriate topic for the Board, but I feel strongly that cell phone costs for the high school ministry staff person, whether it is Sarah, or someone else in the future, should be included as part of their compensation. Or, their service should

simply be paid for by the church. I asked Sarah to keep track of her text activity with high school youth for the month of September. She spent approximately 10 hours in digital communication, with over 300 conversations. In addition, she spent approximately 3 hours on Instagram, keeping up with their activities, sending congrats on a good game, etc. Digital communication is the norm for this age group, and is an essential part of connecting with these kids.

7. Attachments - None