



*Healthy Systems. Innovative Change. For the Future of the Church.*

[www.ministryarchitects.com](http://www.ministryarchitects.com)

## Christ the King Episcopal Church

Santa Rosa Beach, Florida

### **Youth & Children's Ministry Infrastructure Contract**

**September 11, 2018**

Dreaming of what God intends for the future of the church is always exciting. Now is the time to assure the church has the foundation it needs and the plan going forward to create and sustain the transformative work that God is already doing.

Ministry Architects would love to work alongside you to discover your next hire and to provide the help you need to create healthy systems and innovative change for the future of the ministry. Ministry Architects will serve as the architect during this 18-month period as well as serving as a General Contractor alongside the Renovation Team and any interim staff. Using the timeline that was created after the assessment in August, Ministry Architects will partner with Christ the King for full-implementation of the recommendations from the report and coaching for current and potential interim staff, volunteers, providing accountability, as well as strategic visioning and Christian formation planning.

Ministry Architects believes in a three-phase process:

- **Phase One: Preparing for the Next Chapter.** Hard-learned experience has shown us that before Christ the King brings on a new staff person for formation, you need a) clarity and consensus about what assets you are going to leverage into the next chapter; b) a clear-eyed determination to make sure the current systems are healthy enough to support your desired future; and c) clear expectations and responsibilities for each staff role as well as recruit enough volunteers to support this new vision of ministry.
- **Phase Two: Casting the Vision and Setting the Goals.** This is the fun part. The youth and children's ministries will be incredibly energized by harnessing their dreams and naming measurable mile-markers for achieving them. Additionally, Ministry Architects assists the church in designing and crafting a comprehensive education and formation plan for children and youth.
- **Phase Three: Implementing the Goals and Developing Leadership.** This is where most people would like to start. Your time is wisely opting for a more strategic process.

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## Strategic Planning and Implementation

### Off Site Staff Support, Cast the Vision, Set the Goals, Implement the Plan

- 1) For twelve months, Ministry Architects chairs a newly created Renovation Team (an adaptation of the current cohort) responsible for accomplishing all the recommendations in the assessment report. Ministry Architects and the Renovation Team provide regular updates to the Vestry and to the Rector. Ministry Architects will assist the Renovation Team in serving as General Contractor for Youth Ministry as well as supporting the interim Children's Ministry Director.
- 2) Ministry Architects conducts a 2-day onsite Vision Summit, resulting in a mission statement, core values, three year goals with one year benchmarks, and an organizational chart. This is the "who are we and where we are going" piece.
- 3) Ministry Architects is onsite for 2 days for a Christian Formation Summit where the church will design a 'scope and sequence' for education and formation from cradle to college. The summit is designed to determine core competencies and topics, draft a one year calendar, help pick out and/or evaluate curriculum, and produce a promotional piece that educates and informs the parish about what children's and youth ministry offers throughout the years from cradle to college. This helps the church frame what you want children and young people to "know, feel, and do" while under the church's care.
- 4) Ministry Architects coaches current staff, potential interim staff, and volunteers in implementing the recommendations of the report. Additionally, Ministry Architects assists in a portion of the load-bearing by creating documents, plans, and strategies.
- 5) Ministry Architects provides an online diagnostic at the 12-month mark to identify current pressure points and ensure that the staff and Renovation team is ready for sustainability and success before the contract is over.

<b>Total investment:</b>	<b>\$20,350</b>
<b>First month's payment:</b>	<b>\$3,010</b>
<b>Remaining month's (17):</b>	<b>\$1,020</b>