

Unit Four Writing Assignment – Ministry Proposal

Mission 82:3

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Children's ministries are everywhere and this is good. However, most of the children's ministries are centered around children who do not necessarily experience circumstances that leave them at a disadvantage. The demographics of our church and our community has presented to us a great opportunity to serve children and families who have been in such circumstances. Scripture tells us to "Give justice to the weak and the fatherless; maintain the right of the afflicted and the destitute. (Psalm 82:3)" I believe this is more than just feeding someone or paying a bill or giving them a coat in the winter. It is about empowering the weak and the fatherless to rise above the insurmountable. It is about advocating for others and helping them find their voice and their purpose. I would like to propose a ministry that creates an inviting environment that gives them exactly that.

The children's ministries in our area have wonderful things going on, but their activities and environment leave these little ones sitting on the sidelines, because they cannot run or play like other children, and oftentimes, are bullied. Some have weakened immune systems, leaving them vulnerable to whatever viruses someone else is carrying, and for a couple of them, because of the noise and chaos, they are overwhelmed if not outright traumatized in typical children's ministry environments. Their parents have been discouraged and frustrated because they need a church family but have not been able to find a church that accommodates their children or them. So, they instead stay away from church, isolated from the community and feeling forgotten and invisible to God.

Categories of disabilities are those of cognitive/emotional such as Autism, Asperger's; neurologic consisting of issues such as deafness, blindness, cerebral palsy, and Tourette's; genetic issues such as Trisomy 21, Prader-Willie Syndrome, and Spina Bifida; immunologic

issues such as HIV/AIDs, Cystic Fibrosis and leukemia. This in no way adequately names them all but gives you a general idea. Within our demographics we have several children with physical disabilities, one going through chemotherapy for leukemia; three children who are on the autism spectrum, or diagnosed with Asperger's, and all of them are living in homes where income is extremely limited at best. Because of medical bills for two of the families, and only one parent able to work, they have had to live in motels, not designed for the disabled and providing them no privacy whatsoever. These children have not had a place to call their own, not only as a place to live and grow, but also no church home around here either.

I would like to propose a ministry that is inclusive and engages not only children like those mentioned, but their parents as well so they know God does see them, and they have a church place to call home.

There are similar ministries in the world including Adventist Possibility Ministries (<https://www.adventist.org>, 2021) and Hadleigh Farms (<http://www.hadleighfarm.org.uk/about-us>, 2021). These ministries focus on individuals who face challenges from disabilities. They teach children and adults not only freedom in daily living, but freedom in Christ, giving hope for a great future.

Mission 82:3 is similar in its mission. It is designed to be multi-faceted to create a holistic approach with components including:

- 1. Bible Study**
- 2. Tutoring time**
- 3. Life Skills – cleaning, healthful meal planning on a budget, food prep and storage, gardening and Budgeting class (even for the early elementary kids); Stress management/conflict resolution courses.**
- 4. Creative arts**
- 5. Play dates for the kids while the caretakers/parents have a day of rest and relaxation.**

- 6. Rescue hotline/community care for the parents.**
- 7. Pastoral counselors for the families**
- 8. Springtime overnight camp/field trips.**

Mission 82:3 will be developed in phases over the course of 3 years with a projected full development and roll out by February of 2024. It will involve start-up staffing of a pastor, nonprofit development specialist, Licensed Masters Social Worker, HR/Administrative Assistant, and a volunteer coordinator.

A staff nonprofit development specialist will be one of the first staff members with a goal of networking with the community and establishing giving campaigns to include fundraising events, planned giving and establishing relationships with local businesses to encourage financial and in-kind donations. In addition, their work will also involve applying for grants/grant writing, and researching other funding resources.

A pastor will be hired on to specialize in ministry development and pastoral care. They must have a passion for working with people who have disabilities. Upon going live with the ministry, they will work with the volunteer coordinator to bring in seminary/Christian Ministry students to serve as volunteers.

The LMSW will have a tremendous responsibility, overseeing several components of the ministry to include planning and roll out of life skills classes. They will work alongside the volunteer coordinator and the pastor to ensure appropriate screening/background checks, training (diversity, Safe from Harm, disability ministry, crisis/de-escalation management,) as well as training staff on same. They will need to be well-versed in HMIS (Homeless Management Information System). They will collaborate with the county, utility services, Homeless Coalition, Housing Authority, Salvation Army and United Way to connect our ministry audience

to much-needed resources. Some of this collaboration may later prove to be redundant, as Salvation Army and United Way serve as umbrellas for connection to many of these services. This will be refined as we move forward, and conduct needs and efficacy assessments.

The volunteer coordinator will oversee recruiting volunteers from several community resources. They will run screening/background checks on all volunteers. They will work alongside the pastor and the LMSW to assist in training of the volunteers.

All college student volunteers will be set up with a time-keeping method for their college credit volunteers hours going toward their internships and other work studies. The volunteer coordinator and HR admin will work closely with college staff to make this successful. Local college options within a 30-mile radius thus far include: Stetson University, Bethune Cookman, Daytona State College, University of Central Florida, St. Augustine Bible Institute & College, Reformation Bible College, Embry-Riddle, as well as Advent Health Clinical-Pastoral Education Program students. This is a win-win arrangement! We would have the manpower to have the ministry, and the students who participate will get credits and some will even be able to add this experience and the work they have contributed into a portfolio or resume' while they work to achieve their career goals.

So, to give a rough breakdown of the plan, this will be done in three phases, over the course of three years.

Phase I: This will consist of start-up, initial staffing and planning which will take place over the course of four fiscal quarters. During this time, another focus will be pulling together volunteer writers and artists to develop curriculum for Mission 82:3 to be used in Bible studies and Sunday School later, with a projected rollout date of February 2023.

The estimated **quarterly** fiscal expenditure will be \$50,765 to cover staffing, giving us a fiscal year cost of \$203,060. Upon initial start-up, staffing will be primarily remote with monthly meetings in person or via Zoom. This will avoid overhead such as church space occupation, insurance, utilities, etc. As the ministry develops, working environment may change to on site.

Phase II: This will bring us into fiscal year 2 and will consist of going live with after school programs to include creative arts, (vocal) as well as after school tutoring time. Vocal will be chosen as the first creative arts course because there is no equipment really needed. Then as this component grows, we will add to the creative arts program. Another component of Phase II is establishing community care/rescue team which will consist of volunteers who are available to run errands for the parents, come sit with a parent who might be having difficulty, babysit if the parent needs to get a break for a couple hours, and a telephone hot line if a parent needs to talk to someone and/or would like prayer. This is a vital component to our ministry as many parents of children with special needs often find themselves isolated and overwhelmed. The tragic result is abuse of the child and severe depression in the parent and sometimes even abandonment of the child. The repercussions of such adverse effects can last a lifetime. So here, we have opportunity to establish a special task force to be ready to step in and provide support.

The estimated **quarterly** fiscal expenditure will be \$51,065 to cover staffing with the only additional anticipated expense being \$1200 of discretionary funds to be ear-marked for community care team needs to carry out their part of the mission. Otherwise, this pilot run of the ministry with implementation of vocal classes and community care will be supported 100% by trained volunteers.

At the end of the second fiscal year, total expense is estimated to be \$203,060. We will meet and discuss the efficacy of the ministry to date and move forward accordingly. The goal would be to be able to move into phase III into year 3.

Phase III. At this point, we should have a well-established donor base as well as volunteer base and staffing, along with local businesses, churches and schools partnering with us in our efforts to make this ministry an anchor in our community and our church.

Phase III will entail a goal of a full roll-out of our ministry by year three, which will include more life skills classes, continued community care/rescue, launching of focused Bible studies. At this point, we will be utilizing curriculum that our volunteers have put together, and we will continue writing curriculum, adding as budget allows, paid artists and paid writers. This will include offering contracts to those who have already been writing the curriculum and doing artwork. We will aim also to find artists and writers who also have disabilities. We will plan monthly play dates/parent respite dates as well as field trips and overnight camp, and start planning for the purchase of a bus.

Throughout each phase of Mission 82:3, we will assess demographics and needs, to plan layout of classrooms and groupings of children. This will include designating areas of quiet rooms, and sensory rooms, handicap accessible, as well as designating rooms for children with immunocompromised systems, so they can come together as well and enjoy fellowship and fun with their playmates. The hope is to be able to reach as many children and families as we can and not allow any obstacles to stand in their way.

In order to fund the launching of this ministry, our goal is to raise \$203,060 over the course of the first fiscal year, with a specific short-term goal of meeting one-quarter of that goal

before the official launch (\$50,765). This is where you, the advisory board for our church can be of tremendous help. While the figures may appear daunting, the first year is anticipated to be the most challenging. As our ministry development specialist continues their work, and the community also begins to see the positive impact Mission 82:3 will have, I anticipate out-of-pocket expenses will lower. I would be honored if you would also join me in developing and launching Mission 82:3, and join forces with me, our church and our community in raising funds for a ministry that will allow children with disabilities, and their families to have a place to call home, to give them hope and again, to remind them that they are not invisible to God.

ESTIMATED BUDGET/EXPENDITURE CHARTS BELOW

BUDGET PROFORMA DRAFT Mission 82:3

Starting Funds		Phase I – year one		
Balance \$1000.00				
Component	Materials	Resources	Estimated Cost	Actual Cost
Ministry Development/ Fundraising		Full Time Nonprofit Development Specialist/Consultant (https://www.glassdoor.com/Salaries/nonprofit-development-specialist-salary , 2021)	\$65K/yr	
Pastor		One part-time pastor (www.ziprecruiter.com , 2021) Volunteers from seminaries, psychology/counseling majors	\$30K/yr \$0	
LMSW		One Full-time Licensed Masters Social Worker (https://www.ziprecruiter.com , 2021) Volunteers from colleges – Social Work, occupational therapy and mental health majors	\$65K/yr	
HR/Administrative Assistant		One part-time HR/Admin assistant (https://www.payscale.com , 2021)	\$25K/yr	
Volunteer Coordinator		One part-time volunteer coordinator (https://www.ziprecruiter.com , 2021)	\$17K/yr	
Volunteer & Staff Training	Joni & Friends Adapting Curriculum & Teaching Methods	(https://www.joniandfriends.org/ministries/church-training-resources/adapting-curriculum/ , 2021)	\$60.00	
Administrative Fees (legal fees, insurance, Trademark and copyright fees)			\$1000	
ESTIMATED TOTAL FOR PHASE I			\$203,060	

Phase II -Year Two				
Component	Materials	Resources	Estimated Cost	Actual Cost
Ministry Development/ Fundraising		Full Time Nonprofit Development Specialist/Consultant (https://www.glassdoor.com/Salaries/nonprofit-development-specialist-salary , 2021)	\$65K/yr	
Pastor		One part-time pastor (www.ziprecruiter.com , 2021) Volunteers from seminaries, psychology/counseling majors	\$30K/yr \$0	
LMSW		One Full-time Licensed Masters Social Worker (https://www.ziprecruiter.com , 2021) Volunteers from colleges – Social Work, occupational therapy and mental health majors	\$65K/yr	
HR/Administrative Assistant		One part-time HR/Admin assistant (https://www.payscale.com , 2021)	\$25K/yr	
Volunteer Coordinator		One part-time volunteer coordinator (https://www.ziprecruiter.com , 2021)	\$17K/yr	
Volunteer & Staff Training	Joni & Friends Adapting Curriculum & Teaching Methods	(https://www.joniandfriends.org/ministries/church-training-resources/adapting-curriculum/ , 2021)	\$0	
Tutoring Time	School supplies	Volunteers from local colleges, United Way, Easter Seals, Blind Services, Veterans, Retired teachers, etc. In-kind donations	\$0 \$0	
Creative arts Visual Musical Writing	Vocal	Volunteers from local colleges - Physical therapy, dance and music majors as well as musicians, singers and dance groups willing to teach a course.	\$0	
Community Care/Rescue	Discretionary funds –	Volunteer – combined from men’s ministry, women’s ministry, teen ministry, psych, pastoral, nursing and other patient care college majors	\$1200	

ESTIMATED TOTAL FOR PHASE II			\$203,200	
		Phase III -Year Three		
Component	Materials	Resources	Estimated Cost	Actual Cost
Ministry Development/ Fundraising		Full Time Nonprofit Development Specialist/Consultant (https://www.glassdoor.com/Salaries/nonprofit-development-specialist-salary , 2021)	\$65K/yr	
Pastor		One part-time pastor (www.ziprecruiter.com , 2021) Volunteers from seminaries, psychology/counseling majors	\$30K/yr \$0	
LMSW		One Full-time Licensed Masters Social Worker (https://www.ziprecruiter.com , 2021) Volunteers from colleges – Social Work, occupational therapy and mental health majors	\$65K/yr	
HR/Administrative Assistant		One part-time HR/Admin assistant (https://www.payscale.com , 2021)	\$25K/yr	
Volunteer Coordinator		One part-time volunteer coordinator (https://www.ziprecruiter.com , 2021)	\$17K/yr	
Volunteer & Staff Training	Joni & Friends Adapting Curriculum & Teaching Methods	(https://www.joniandfriends.org/ministries/church-training-resources/adapting-curriculum/ , 2021)	\$0	
Tutoring Time	School supplies	Volunteers from local colleges, United Way, Easter Seals, Blind Services, Veterans, Retired teachers, etc. In-kind donations	\$0 \$0	
Creative arts Visual Musical Writing	Vocal	Volunteers from local colleges - Physical therapy, dance and music majors as well as local bands and dance groups willing to teach a course.	\$1000	
Community Care/Rescue	Discretionary funds	Volunteer – combined from men’s ministry, women’s ministry, teen ministry. Other volunteers to serve in different capacities.	\$1200	

Life Skills Course	Dave Ramsey F.P. Jr. Kit/other materials curriculum and supplies according to life skill course.	County Extension (https://www.amazon.com , 2021) Other Volunteers from local colleges, Veterans, other volunteers who would like to pass on a skill (home ec, sewing, homesteading)	\$0 (C.E.) \$40 (D.R.)	
Bible Studies	Books, workbooks, Curriculum Bibles	Volunteer writers/artists – Scope & Sequence will be planned for a 3-year cycle; grades Pre-K-12 (college students, interns, pastors, teachers, other writers & artists) Other curriculum as needed (https://www.lifeway.com/en/shop/bible-studies/kids , 2021) Paid artists from Mouth & Foot Painting (https://mfpausa.com/pages/about-mfpa , 2021) Donated Bibles Dollar Tree for Bibles	\$0 \$0 \$2000 \$0 \$12	
Camp and Field Trips	15-passenger van Or School bus Will need a wheelchair lift in vehicles	Local Activities/Events Activity Tree https://www.activitytree.com/kids-classes-lessons-and-camps/special-needs/florida/daytona-beach/32114/ Camp Challenge https://www.easterseals.com/florida/our-programs/camping-recreation/ Nature/Equine Therapy day trips https://nchai.org/ Lifeway (https://www.lifeway.com/en/shop/services/church-administration/church-buses , 2021)	TBD TBD \$80,000	
Sensory room/quiet room		(https://funandfunction.com/product-type/sensory-rooms/schools , 2021)	\$11,000	

Administrative/ Legal Fees (insurance, etc)			TBD	
ESTIMATED TOTAL FOR PHASE III			\$297,240	

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