



PRESENTATION TO SPIRITUAL COMMUNITY

Child and Family Design Team

Unity_{of}
Walnut Creek

April 2011

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2020 VISION at UNITY of WALNUT CREEK

A REPORT TO THE CONGREGATION AND THE BOARD

Design Team Members

- Consultant from 2020 Advisory Team: Veronica Wolfe
- Design Team Co-Leaders: Lisa Snortum-Phelps and Jeremy Branch
- Recorder: Mike McGuire
- Additional team members: Julie Choate, Vicki McCaslin, Susan Peterson, Marion Crew, Kathleen Eggleston, Pat Morgan, Lani Lee, Margaret Schreiber

Destiny Summary

The Children and Family Team intends that our youth be guided to become compassionate young people living heart-centered lives, grounded in the truth that God is their source. To that end, we make the following recommendations to the Unity of Walnut Creek spiritual community:

- We propose that the current Youth Education program be “crystallized” with more extensively planned curriculum which includes additional HeartMath, Compassionate Communication, and BePeace materials, as well as experiential training, through service to others, in the 5 Unity Principals. We propose the number of high-level and casual volunteers be increased and that formal training be provided.
- We envision a greater integration of the youth and adults, bridging the generation gap, and promoting a deeper sense of community for Unity members of all ages. Our intention is to establish frequent monthly, seasonal, annual, and unique activities which promote a deeper sense of community across all generations. We hope to raise awareness for the need to accommodate children and their families in the planning of all U of WC events, while maintaining sensitivity to the needs of everyone else in the community as well.
- We recommend mentoring our youth in creating their own annual service projects as they reach beyond our Unity community.

Background

The first summer program for young people was held in summer, 1971. The old and young integrated in sharing the pursuit of the spiritual life in projects such as wood carving, meditation, and movement as Unity Joined In Serving. Uniteens was started in November, 1972 to join the active Youth of Unity. In 1973 a paid Youth Education Director was employed. The Synergy School was dedicated September 16, 1973. It began with fifteen tuition students, grades 9 – 12, meeting in the Youth Education room downstairs behind the sanctuary. By 1974, the new Youth Education building had been built. Some of the graduates of Synergy have gone on to major universities, and one is a graduate of the United States Naval Academy. In 1976 the school increased to thirty students, grades K-12. In the spring of 1978, we did not have an adequate use permit. Synergy found wonderful property and buildings on Reliez Valley Road and moved there during the summer, 1978. They became self sufficient, and their own entity. However, with problems too big to be managed, Synergy closed in 1981.

Three major attempts were made to blend our Community together: the Family Service, Fellowship Breakfast, and bringing children to Church Service. The Family Service was designed to appeal to the Family unit, it did not catch. The Fellowship breakfast from November, 1983 through February, 1985, gradually dissipated. Gradually the parents and the children made it clear they did not want to have the children at the 9:30 service each Sunday. After a sixteen month run, the Youth Education Director recommended this practice stop.

Provocative Possibility

This is what we stand for: We are a sanctuary of joy, love, safety, and acceptance for children, parents, grandparents, aunts, uncles, cousins, and every person. We are a community that unites the generations and appreciates all stages of life. We honor the light that shines from within each one of us while we also celebrate our oneness. We provide heart-centered activities, education, events, mentorship and retreats which nurture spiritual growth, communion, and leadership. We empower children to live with integrity, respect, and compassion, and to shine their light to the world.

Present Situation

The current state of the Children’s Church Sunday program is that there are 4 different age groups. (Ages are approximate – children participate in the group that best suits their needs.)

Nursery	Infant to 3 years old
Peace Angels	3 to 8 years
Peace Makers	9 to 12 years
Y.O.U.(Youth of Unity)	13 to 18 years

The Nursery is a separate small room set next to the Community Room set up for babies and small children. Currently, we are not serving a lot of babies and toddlers. It may be that parents of this age group are keeping their children with them, or that we don’t have a large number of parents with children this age.

The Peace Angels (3 – 8 years old) meet during both the 9:30 and 11:30 services and the group is established and functioning well. They begin services with circle time, which includes prayer, songs, and stories. They choose a "station" which is set up with activities that the children can do on their own, such as dress-up and other creative expression, construction toys for acting out spiritual themes, gem stones to explore, and affirmation cards. The plan for the stations is to have mini lessons prepared in advance with directions which an adult volunteer or a teenager can easily follow to assist the small children at the station. The preparation of these stations has begun, but a lot more work is needed to take advantage of them fully.

The Peace Makers (9 – 12 years old) are in start-up phase, currently meeting during both 9:30 and 11:30 service times. They are without an established routine, and have only one high level volunteer, which is insufficient. Our plan is to combine both classes to meet once at 11:30, with at least 2 volunteers alternating Sundays. We will explore the option of interested parents assisting the permanent teacher. Right now there is little interaction between the 2 upper age groups, so we plan to schedule the YOUers to lead the Sunday hour and teach the lesson.

The YOU, (age 13 –18) meet once at 11:30, with three volunteers in place. They have begun a class structure that includes a routine of activities and a lesson (both detailed below in the suggestions for the Peace Makers). They are testing a monthly rotation schedule that consists of 2 YOU-led lessons, one guest speaker, a "hodge-podge" Sunday, and soon-to-begin teaching of the Peace Makers.

The Present Situation for Children involvement in the Sanctuary's Sunday Services and Unity events is this: At the 8am "meditative" service there is no provision for childcare. At 9:30 and 11:30, the children are brought in at the end of each service to be blessed, to join in reciting the Prayer of Protection, and singing the Peace Song. Children are sometimes not included when there is a guest speaker, nor when they are rehearsing for a holiday play, or otherwise engaged. Some congregants have expressed a wish to see the children more at Sunday services. A recent service in the sanctuary that was led mostly by the YOU teenagers received a great deal of positive feedback.

At Unity events, participation by children is varied. Some events already integrate children, for example, the Love in Action celebrations included children's events, and at the choir fundraiser concerts, the outdoor dinner setting makes it easy for children to be comfortable eating and playing at the playground. At some events, such as the talent show, children attend but there are no plans or accommodations made for them. And some events, such as the annual Christmas party, are planned specifically as adult events and children are not invited. Classes at our center are offered with no child care available. Some parents have expressed concerns that it is difficult for them to attend events when children are not provided for in some way, and that planning for children at our activities seems to be an afterthought. Parents and other concerned congregants have wondered if more parents could attend classes and other events if we provided child care.

The present situation regarding service to others is this: Children are often a regular part of the Homeless lunch program. They set up and run Circulation Day. The YOU attend the West Central Region Leadership Camps and Rallies.

Summary of Research Findings

Conclusion #1: Planning for children to be integrated into events makes parents feel welcome and supported.

Many Unity parents and Children's Church volunteers cite frequent occasions at which there were little to no accommodations for children, making it difficult for parents to participate. For example, although the children were provided a separate room at the Casino Royale 2008 fall fundraiser, it was woefully understaffed. At the Black and White gala celebrating our homecoming last fall, the children were kept in a separate 2nd story room and the quantity of food provided was insufficient. When a few of the children came to the adult area looking for refreshments, they were turned away.

Clayton Valley Church of Concord, CA often has Dessert pot lucks for committee meetings rather than full meals because they are quicker and there isn't enough time for the children to get fussy, so more families can make the meetings.

The Unitarian Universalist Church in Walnut Creek has the children start in the sanctuary with the adults for a short part of the service, which includes a song and a children's story. The children may come up front to hear the story which is read aloud to the entire congregation. Then the children are excused to join Sunday School, if they wish, and the congregation sings a song as they leave.

St. Matthew Lutheran Church in Walnut Creek has a basket at the entrance to the sanctuary with a basket full of coloring and paper activities for children. There is also a sign that lists the Sunday school choices for children. In the sanctuary, in the pockets in back of the seats, they have paper and pencils which is specifically for children to doodle on during the service.

To integrate children and congregation, Christ Unity in Sacramento has both upper ages participate in some way in the main service 4 times a year, when there is a fifth Sunday in the month. Grass Valley Unity YOUers are in charge of one service at the end of each year, using the theme World Religions. Fresno Unity has a monthly lunch for congregation and children combined. Another chapter has teens do odd jobs for seniors.

Conclusion #2: An organized, practical and experiential learning methodology helps children grow strong in heart-centered living, and helps them to learn through serving others.

Unity of San Diego teaches the 5 basic Unity principals through art, music, story reading, meditation, prayer, cooking, laughter, and joy. They provide an atmosphere that supports family values, encourages self discovery, God discovery, and self responsibility and respect for all living things. Parents assist the groups of children. For the nursery they hire 2 adults over 24, as required by law. They teach Nonviolent Communication (NVC) and recommended the book Redirecting Children's Behavior as a resource. Heart Math worked well with the older kids. Not so well with the younger children. They use the United Spiritual Living, Free curriculum and adapt it to specifications and needs of the children.

Unitarian Universalist in Walnut Creek has a rites of passage program for 7th graders, coming of age program for 9th graders, service project for 11th graders, and a transition to adulthood program for 12th graders.

The Sunday classes of upper age groups of other Unity Chapters in Northern California and Nevada vary from chapter to chapter and are organized in a variety of creative ways. The following ideas come from Vacaville, Grass Valley, Carson City, SLC, Christ Unity, Marin, Palo Alto, and Fresno:

- * Monthly rotation of sponsor-led lessons, YOU-led lessons, Misc. lesson, guest teacher, and YOU's teaching middle-schoolers.
- * Using the 12 Powers as curriculum--studying one each month.
- * Using Unity Principles as curriculum--one each month.
- * Using no formal curriculum, but discussing a topic relevant to current teen issues.
- * Taking a monthly meditation walk to a coffee shop with an agreed-upon spiritual question in mind, then discussing.
- * Typical routine of Opening Prayer, Daily Word, lesson, etc. is done in many different orders.
- * Importance of allowing the kids to make choices on routines and curriculum when appropriate.
- * Importance of older ages teaching/guiding/mentoring younger ages.
- * Some materials used: Teens on the Quest, Eye of the Storm, Unity Curriculum, Richard Bach, Joan of Arcadia.
- * Leaving the last 15 minutes of each hour to plan social or fundraising activities.
- * In some chapters, teachers are paid positions.

Jerry Sharp, Regional Director of Northern California, believes Teens on the Quest to be a difficult curriculum to follow. It seems to be a widely held view that it is a rigid, long-term commitment, and perhaps best utilized as a resource for valuable random lessons.

Unity Palo Alto is well-organized. Their nursery, infant - age 2, available at both services, is staffed by one paid staff person, and one volunteer, who provide a brief spiritual lesson, a snack, playtime for the children, and pagers for the parents in the sanctuary. Next age group is Wonder Bears, 3-K. Then UniKids, 1st-5th grade. Uniteens, 6th-8th gr., meet at one service only, as does the high school YOUers. The policy is 2 adults in each class for all ages, for the safety of children and also the volunteers. The curriculum is chosen by the Youth Ministry Director, mostly using prepared or modified Unity Association plans or created by the director.

Research was done with Boys Scouts of America. Boy Scout Troop 405 in Pleasant Hill shared a service project story: The boys were asked a few years back to brainstorm possible backpacking destinations. One boy said he had always wanted to climb to the top of Mt. Kilimanjaro in Africa. With the Scoutmaster's coaching, they created a plan to ask for help from their families and local community. They hiked to the top of the mountain and took 100 new African Scouts with them.

Conclusion #3: Intergenerational activities help all generations and all people at our congregation feel welcome and appreciated as part of our community.

In the past Unity of Walnut Creek enjoyed day/overnight weekend camping events where those who wished could camp overnight, but the location was near enough that other non-campers could come for the day. Campgrounds were chosen that had cabins for non-tent campers. This encouraged some seniors and nonparents to participate. They were recreational in nature, rather than a retreat.

Clayton Valley Church of Concord, CA reported their children's program was falling apart because the junior minister in charge of it had relocated and lamented that it was not a community-wide program that does not depend on one person, or just a few people.

Unity of San Diego reported that because the Church is more of a "destination point" they do not do much in the way of field trips but have had a Family Afternoon that was a fun inter-generational activity.

Design Plan

Strategic Activity **One**: Crystallize the Sunday Children's Program: Improve the Organization, Planning, and Systems

Anticipated Outcome

When this activity is completed, the volunteer teachers (parents and community members) for the Peace Angels and Peace Makers will have lessons with materials ready each Sunday morning so that they can come in and teach without prior preparation, making it easier for them to be successful. Each child will be familiar with practicing centering and focusing techniques such as Quick Coherence, and successfully express their feelings and needs. They will have plenty of practice with empathy and compassion for others. We will continue to expand the Peace Angels' "stations". One station will have a desktop Em-Wave providing biofeedback for HeartMath practice. Lessons for all age groups will be planned well in advance according to the curriculum determined by the minister and youth education director with input from the curriculum committee.

Approaches

The activities and conditions which will crystallize our Sunday children's program are the following:

- A Curriculum Committee will be formed to make improvements to the current organization of the children's program, consisting of the youth ministers, and several volunteers who are involved in the children's program.
- The lessons will be planned and calendared well in advance, according to an annually prepared curriculum.
- The curriculum for all ages will be experiential, incorporating ritual, music, art, and service to others. HeartMath, NonViolent Communication (AKA Compassionate Communication), and BePeace will be part of the curriculum.
- Training will be provided for leaders of children's Sunday services. One training is already scheduled for May 2011.
- We will continue to make a conscious effort to have each child included and feeling like he or she totally belongs.
- For the Peace Angels, activities surrounding the "stations" will be fleshed out to be more complete activities with clear themes. There will be directions printed out so that an adult volunteer or YOU teen can easily facilitate the activities. The "Vibration Station" will include HeartMath and Nonviolent Communication presentations.
- For the Peace Makers, establish a typical Unity-based class structure the kids can depend on, but that will also accommodate flexibility when necessary. Similar to the YOU routine, but tailored to fit the younger age group, a sample routine may be as follows: Light the Spirit-Candle, Opening Prayer, Daily Word Reading, Check-in, Joysong/Ener"joy"zer, brief meditation, Lesson, Closing Prayer.
- To keep it fresh, the lesson content can be a combination and rotation taken from many sources such as Unity curriculum, guest speakers (ex: Heartmath, NVC), our own excellent library, art, music, and from the children's own desires of what they'd like to explore.

- We will schedule in YOUers to lead the Peacemakers activities and lesson. The frequency and details of this will need a test period, but one idea is to do it on the 5th Sunday of a month, which occurs 4 times a year. We can also vary involvement—sometimes a group of YOUers, sometimes one or two, depending on the content of the lesson.
- We will advertise immediately for a volunteer(s) for the Peace Makers. In the interim, existing volunteers will set up and execute their Sunday program.

Options

- The curriculum may be coordinated among all age groups
- The curriculum may be coordinated with the adults whenever appropriate, as with the Season of Non Violence, and other seasonal teachings.

Roles / People Responsible

- Although the curriculum is ultimately determined by the minister, Reverend David McArthur, with the assistance of the Youth Director, Lani Lee, these persons will solicit input from the youth education teachers and Curriculum Committee.
- Teachers will be solicited from among the parents and from the members of the spiritual community. Although parents are to benefit from spiritual centering in the sanctuary and not the sole providers of the Sunday children's program, their volunteer efforts are very important.
- We will also solicit the services of the certified HeartMath and Non Violent Communication providers, the BePeace Foundation. There will be four regular HM/NVC/BP teachers who will teach these techniques to every age group from age five and up. They can be involved directly in providing lessons to the children, and also they can train youth leaders and assistants in their techniques.
- Guest trainers will provide on-going training for the teachers.

Resources

- Six lead teachers and at least 8 volunteer assistants are needed. At least two teachers/leaders are needed for each age group (Peace Angels, Peace Makers, and YOU) to allow for alternating leading Sunday groups and attending adult services. Our two current paid youth ministers will continue to lead group and four more volunteer lead teachers are needed. Each Sunday, at least one teacher/leader per group should be a core leader, i.e. contributing ongoing help in curriculum planning. One or more adults can be assistants who volunteer twice a month but do not have to participate in curriculum planning.
- Julie Choate will work with the Curriculum Committee to contact certified HeartMath and Non Violent Communication providers to find out how they can help with our Sunday children's program, and if not them, whom they could recommend.
- Certified Teachers/Facilitators of HeartMath, NVC, and/or BePeace should be offered \$40-50 per visit. Estimated cost per year is \$500.

Timetable

This activity is expected to be completed by December 2011

Strategic Activity Two: The “Inspiring Integration” Team

Anticipated Outcome

This team will inspire and promote a deeper sense of integration in our spiritual community across all generations: children, teenagers, and adults (including parents, adults without children, and elders). Various new strategies and activities during Sunday Services and at all Unity events will bring a greater appreciation for individuals at each stage of life. Visiting and new parents will be aware of the services available for their children. For every service or event at Unity of WC, families will find that children are taken into consideration - through child care, or parallel events for children, or children being included in the event. Adults who do not have children in their lives will have opportunities to engage with the children in our community and to help with children's services and events.

Approaches

Assemble a team which will meet regularly to maintain a list of possible strategies and activities, prioritize the list, decide how to implement chosen priorities, and add to the list (based on personal inspiration, additional research, and feedback from the congregants). Recommended schedule for meetings is once a month, however, the team will decide a schedule for the meetings that will accommodate the personal and family needs of each member as well as a frequency that keeps our momentum for creating the improvements we envision.

Survey the congregation to better understand: what congregants already know about our children's services and events, what needs for parents and children are not yet being met - including child care, what talents adults have that they might want to share with our children. Team will create a written survey and also an electronic version, using Survey Monkey or similar website, so congregants can respond in the manner easiest for them. Team member will summarize the responses for the team and this information will be used to prioritize ideas and add new ones. Also, review the information from the appreciative inquiry interviews, specifically what interviewees said about our children's services and about integration of children and families.

Create additional child care options for classes and events. The Children and Family Team recommends that children be considered in the planning for any activity (event or class) that is sponsored by Unity of WC. Team will first review the survey responses to inform decisions about which classes and events need a child care option. Child care coordinator will look at upcoming events/classes and discuss with the leaders of those events the vision of how children fit in with the event. If the activity is appropriate for children to be included, the coordinator will discuss ideas with the activity leader to support the success of children's participation. If the event is not appropriate for children, coordinator will discuss options with activity leader for child care, or a parallel activity be available, such as a children's party conducted near an adult's party. Team will research and compile a list of people interested in supervising child care and parallel children's activities. Some of the supervision of children may be done by volunteers, but to ensure we have sufficient coverage and allow our congregants to relax and enjoy events, the team recommends that paid supervisors also be used.

Put a "Children and Family Table" in courtyard on Sundays. A team member will talk with the Board or with the staff in charge of the greeting tables [Mike McGarvey at this time] about the procedures for having an information table on Sundays. Team will create written materials to describe the services and activities available for children and families, including upcoming events. Team member will recruit and schedule people to be at the table after the 9:30 and 11:30 services to greet and give

information. Team member will orient new people who volunteer to be at this table on what is helpful to tell visitors who inquire about our children's services and events.

Children and Youth events liaison. Team member will act as liaison to the Children and Youth Ed directors(s) to promote the upcoming events and activities. This liaison will have future events posted in the monthly Centerpoint, and our electronic Centerpoint. Liaison will research other venues for promoting our events for children and youth. This team will inspire and promote a deeper sense of integration in our spiritual community across all generations: children, teenagers, and adults (including parents, adults without children, and elders). Various new strategies and activities during Sunday Services and at all Unity events will bring a greater appreciation for individuals at each stage of life. Visiting and new parents will be aware of the services available for their children. For every service or event at Unity of WC, families will find that children are taken into consideration – through child care, or parallel events for children, or children being included in the event. Adults who do not have children in their lives will have opportunities to engage with the children in our community and to help with children's services and events.

Options

- Continue to research what other churches and spiritual communities do to integrate the generations.
- Develop strategies for children and youth to be more integrated into the Sunday Service in the Sanctuary (e.g., Kids' Daily Word, child greeters at sanctuary, opening song with kids included before they go to kid's areas). These strategies will be developed in collaboration with the minister.
- Y.O.U.-Tube or Uni-Tube: Child-created video news reports and comment on Unity of WC activities.
- Dickens Faire - Dickens-themed Christmas celebration as an option for all, including families who want to celebrate with their children.
- Art exhibit and sale
- Child-created show – play or musical
- Movie night with pizza
- Create a retreat for all generations to experience connection to nature, connection to each other, spiritual learning, and rejuvenation.

Roles / People Responsible

- Team co-leaders will be responsible for scheduling meetings and facilitating the process of prioritizing and implementing strategies.
- 3 to 6 additional team members will divide up duties, including: survey coordinator, information table coordinator, events liaison, child care coordinator.

Resources

- This will be an ongoing team that will meet regularly, consisting of volunteers from our congregation. Anticipated costs will be minimal and the team recommends that the cost be covered by the general fund.
- Approx. \$20 for photocopies of the survey.
- Amount to be determined for child care supervisors at Unity of WC classes and events. Some of the child care will be covered by volunteers and some by paid child care assistants. Depending on the number of events or classes requiring child care, the amount of pay could be in the range of \$400 to \$800 in the first year.

Timetable

- Assembling the team is expected to be completed by July 2011.
- Surveying the congregation and reviewing the appreciative inquiry interviews is expected to be completed by October 2011.
- The other activities will be ongoing.

Strategic Activity **Three**: Child-led Acts of Kindness Project: **Adults guide the children to choose and implement their own service project.**

Anticipated Outcome

Our children have a regular and ongoing opportunity to stretch themselves and accomplish much, much more than they originally thought they were capable of. They experience the joy of opening their hearts and expanding their minds to help those less fortunate. They also learn about leadership, cooperation, organizing, teamwork, finances and budget in a real time, hands on way. With these achievements, the children have deep, rich valuable memories that actively shape and influence their lives in the future as adults.

Approaches

The Child-lead "Acts of Kindness" comes through a variety of projects from small (handing out "Expect a Miracle" stones) to large (possible long distance travel). The children brainstorm ideas with Sunday teachers coaching and helping to choose a project. The Youth of Unity (YOU) choose a project in September that is large enough in scope to take the full academic year to meet fruition. In all ages the children decide all logistics and participate in most of the implementation (with adult guidance and with such things as driving or purchasing items needed). All programs will always be in alignment with the Unity principles and practices.

All members of the Unity congregation are invited to join in on final projects. Larger service ideas can seamlessly integrate into larger Unity fund-raising goals – for example, the children producing original works of art and functional items for a Unity auction.

As children research different project ideas, they start first with the resources and services available within the Unity congregation. The children will explore and consider adult mentors and guides who are specialists for specific parts of a project, for example finding a member with a garden business willing to donate plants.

The Peace Makers will develop a calendar which includes at least 1 service related project per month – sometimes linked to whatever lesson theme is being offered. Some larger service projects will last longer than just 1 month. A "Scribe" child volunteer will be assigned each month to track the ideas and details. A wide variety of creative ideas will be encouraged via monthly brainstorming. No idea is too small or big, all are considered.

Each service idea when completed will be archived for future children to review and be inspired by. A standard project template will be created and used to keep the process simple and well organized.

Status and results of various projects will be shared with the rest of the congregation via the Unity website and during church services.

Adult Children's Church teachers will continue to research tools, training and information to learn how to guide and coach children and encourage them to assume leadership and responsibility for the service projects.

Options

- Communications could be started with surrounding Unity Centers in our area and nationally to link together to participate in larger, far reaching service projects.
- Discussion and dialogs can be started to set parameters of rotational "job positions" such as Service Director, etc. by child volunteers with semi-annual and annual achievement awards and acknowledgments given.
- Multi-media could pursued for some service projects where the progress of a service project plan is documented with video and edited into a movie format for future archival review and promotion. The Unity Video and Tech teams for Sunday services would be consulted regarding the equipment and skills needed.
- Also dramatic presentations, stories, music and puppet shows, etc. could become part of certain service projects and uploaded on to U-TUBE and related media to promote the service project cause.
- We could also incorporate the children seeking media coverage of their projects via social networking (Facebook, twitter, etc.) and local news stations.

Roles / People Responsible

- Susan Petersen will provide the basic information to present the "Acts of Kindness" service project idea to our Children's Church to get things started.
- All older children of Unity (ages 13-18) will be encouraged to consider volunteering for leadership in these service projects.
- At least 2 other Unity members will be needed who are passionate and interested in joining Susan to coach and mentor our youth to grow in service.

Resources

- At least 2 adult volunteers will be needed to execute and Lead the service projects for the Peace Makers and the YOU.
- Because service project vary greatly in size and cost, the resources needed will change according to the size and scope of the project. The project will be completely self-funded, as fundraising will be part of the planning.

Timetable

Recruit adult volunteers interested and passionate about service by June 15 2011.

Create a basic template to use for set-up and organize a service project by July, 2011
have at least 2 child-run service projects completed by October 2011.

Design Plan Responsibility Grid

Strategic Plan	Person/Role Responsible	Date Due	Budget
Activity #1: Crystallize the Sunday Children's Program: Improving the organization, planning, and systems	Youth Director Lani Lee, Jeremy Branch, and 2 – 4 volunteer committee members (youth ed. teachers or assistants)	December 2011	\$300 for EmWave (Heart Math tool) \$500 for training
Activity #2: "Inspiring Integration" Team: Creating strategies that inspire connections across the generations	2 Team co-leaders 3 to 6 Volunteer team members (from congregation)	Team: July 2011 Survey/Research: Oct. 2011 Other activities: ongoing	\$20 for survey \$400 - \$800 per year (estimated) for paid child care attendants
Activity #3: Child-Led "Acts of Kindness" Project: Mentoring the children in choosing and implementing their own service project.	Susan Petersen and 2 YOU adult volunteers	Volunteers in place by June 15 2011. Program commences Sept., 2011 and renews annually	Will be determined annually as part of program process

Resources Required

Design Team #1: Name of Team	2011	2012	2013
Human Resource Costs			
Activity #1 – Training of leaders	\$500	\$500	\$500
Activity #2 – Child care attendants	est. \$400 - \$800	est. \$400 - \$800	est. \$400 - \$800
<i>Human Resources Subtotal</i>	\$900 – 1300	\$900 – 1300	\$900 – 1300
Materials and Supplies			
Activity #1 – EmWave machine (HeartMath)	\$300	\$0	\$0
Activity #2 – survey copies	\$15	\$0	\$0
Activity #3 – to be determined, covered by fundraising	TBD	TBD	TBD
<i>Materials and Supplies Subtotal</i>	\$315	\$0	\$0
TOTAL DESIGN	est. \$1215 to \$1615	\$900 – 1300	\$900 – 1300

Evaluation Process

Strategic Activity 1	Anticipated Outcome	Evaluation	Adjustment
	Advanced planning of curriculum		
	Teacher/Facilitator recruitment		
	HeartMath and NonViolent Communic.		
	YOU lead some Peacemaker and Peace Angel activities		

Strategic Activity 2	Anticipated Outcome	Evaluation	Adjustment
	Form team		
	Survey and review interview results		
	Child care options		
	Information table		
	Events promotion		

Strategic Activity 3	Anticipated Outcome	Evaluation	Adjustment
	Choose 2 leaders		
	Guide youth to choose first project		
	Complete first project		