

KidKare - Vision Document

The Bottom Line: In order to be in compliance with labor laws and continue providing excellent childcare during weekend services, as of September 14, 2018, CedarCreek Church will no longer provide KidKare (paid childcare that has occurred outside of weekend services).

How did we come to this decision?

KidKare was created to remove barriers that could prevent families from being involved in major church experiences outside of weekend services (including New Community, MOPS, CR, etc.).

As we grow and expand as a church, we have come to recognize areas where we were unknowingly not complying with the law. KidKare is one of those areas. We have come to realize that there are labor law concerns with individuals volunteering on the CedarCreek Kids DreamTeam (CedarCreek's weekend kids service) and getting paid for KidKare (paid childcare outside of weekend services), since the responsibilities are very similar.

-57% of KidKare Workers have served on the weekend CedarCreek Kids DreamTeam (based on our 2016 records, the most recent available).

-The following percentages reflect the weekend CedarCreek Kids DreamTeam positions that are filled. Please note that when these people call off it negatively affects the percentage.

West Toledo - 46%

Findlay - 43.5%

Perrysburg - 60%

Whitehouse - 65%

South Toledo - 55%

If we comply with the law, asking workers to choose to either volunteer for weekend services or get paid to work for KidKare, we are likely to see a reduction in our weekend teams. Since our weekend services provide the context for most aspects of the spiritual journey (Know God – the service, Discover Your Purpose – GrowthTrack, Make a Difference – DreamTeam), we cannot afford to reduce the weekend CedarCreek Kids DreamTeam, in fact we need to grow it.

Therefore, in order to comply with labor laws and continue supporting the weekend CedarCreek Kids DreamTeam, it has been decided that we will no longer provide KidKare (the paid childcare that has occurred outside of weekend services).

There may be limited times when we provide childcare outside of the weekend services, manned by volunteers, with CedarCreek Kids Staff oversight.

We believe that eliminating KidKare will actually increase our ability to help families engage with our weekend services, Groups, and DreamTeam. We are improving current strategies and developing new strategies for doing this.

We will spend summer 2018 preparing for this adjustment. We plan to be operating fully according to our new standards by the kickoff of our Fall CR and Groups Semesters (September 14, 2018)

What is the communication plan?

June 12-19 All CedarCreek Staff

June 26 Campus meetings with MOMentum Lead Moms, Table Leaders and Mentor Moms, CR TEAM, CR Open Share Group Leaders, KidKare Workers.
Personal follow up with individuals not in attendance

July 30	Deadline for developing a plan for childcare reimbursement prototype Deadline for developing a plan at each campus for CR with no paid childcare (including having a volunteer staffed Celebration Place at a minimum of one campus) Deadline for developing a plan at each campus for MOMentum with no paid childcare
July 31	Rollout Campus specific plans for MOMentum and CR as of September 14
Sept 7	Final KidKare – CR
Sept 14	First week with no KidKare

What is my role?

Whether you are a staff member, church member or DreamTeam member, your voice matters. We want you to understand the heart and thought processes behind our decision making and where to go if you have questions. Other tips:

1. Follow the communication timeline with us. It will help us align and care for our guests.
2. Help all those impacted (MOMentum leaders and attenders, CR leaders and attenders, KidKare team members, etc.) see the vision and opportunities for where we are headed.
3. Be prepared for questions. Listen empathetically. Utilize this document for guidance.
4. If you can't answer someone's question, connect him/her with your direct report.

FAQs:

I have young children. How can I participate in a Group or other event if childcare is not provided?

We understand how challenging it is to be involved when you have young children! We want to support you! Some of the strategies we're exploring and even implementing include:

-Childcare reimbursements:

Other churches allow families to receive a reimbursement for childcare that was used while the parents attended a Group. We are developing and testing this system and will provide more information as soon as possible.

-Weekend services as a primary place for connection:

You may notice that the weekend service is the place where a majority of our connections happen. Aside from the service, this is also where we offer GrowthTrack, baptism, Group Leader training, and a majority of our DreamTeam opportunities. If families are participating in any of those experiences, as long as their children are comfortable, they are welcome to be checked into CedarCreek Kids for up to 2 services on a weekend.

-We also recognize that there will be some experiences where none of these resources are available. As those arise, we invite families to talk with their Campus Staff for suggestions! In addition to helping you talk through your unique circumstances, they have a resource to provide you with some creative options for childcare.

Why are we moving forward with this change now?

Now that we understand the labor laws and their application to our situation, we are compelled to operate with integrity and take steps toward full compliance.

What about CR and MOMentum?

We really care about helping everyone get connected with a Group. Those served by CR and MOMentum are no exception! We are working with their leadership teams to develop strategies to serve the guests. Updates will be provided as soon as possible!

Why can't we just get people to provide free childcare for events and Groups like CR and MOMentum?

We are currently exploring this option with the CR and MOMentum Teams. In addition, some events may also lead us to recruiting volunteers for childcare. However, our primary focus is to ensure that our weekend services are staffed with ample and excellent volunteers.

If a campus wants to host MOMentum gatherings with volunteer child care and/or CR with Celebration Place, where can they find volunteers for child care?

Campus staff teams are responsible for stewarding all of the unique needs that are present at their campus, along with helping individuals discover their unique purpose and make a difference. As such, campuses can use their discretion in helping MOMentum and CR find volunteers for childcare, if that's the plan they are aligned in pursuing. This could include strategies such as:

-Individual networking conversations

-Inviting current weekend Kids DreamTeam members to volunteer at CR or MOMentum

-Spotlighting specific non-weekend child care DreamTeam opportunities as part of week 4 of GrowthTrack

Ultimately, the MOMentum and CR teams are responsible for recruiting and scheduling their child care teams. Staff will assist in equipping via the regular methods for CedarCreek Kids onboarding.

With limited time to recruit volunteer child care teams, is it possible to offer a one day GrowthTrack to speed up the onboarding process?

GrowthTrack gives people clarity on what the spiritual journey is, where they are on the journey, and the next step God is inviting them to take. In addition, it uniquely equips each of us to help others do the same. GrowthTrack is not a check box, but rather one of the key strategies for how we help people along the journey. As such, our preference is that GrowthTrack is not offered as a one-day experience, but rather is a next step offered every weekend. The recommendation is to have teams start with the leaders and team members who have completed GrowthTrack.

In order to provide volunteer childcare outside of the weekend services, does an individual also have to serve on the weekend CedarCreek Kids DreamTeam?

Someone does not have to be part of the weekend CedarCreek Kids DreamTeam in order to volunteer for childcare outside of weekend services. However, based on weekend needs, campuses may use their discretion to ensure resources are available for weekends.

Is it possible to livestream MOMentum and CR?

In order to ensure privacy is maintained (especially in the case of CR) and the Group experience is elevated, livestreaming is not an option.

Is the church absorbing the wages they were paying to KidKare workers?

KidKare was designed to be covered by the specific ministry that utilized it. For example, MOMentum registration fees covered KidKare expenses for that ministry.

In limited cases (i.e., Sunday Night at CedarCreek), general funds were used to cover KidKare expenses. These limited funds are being absorbed by various ministry budgets and directed toward other ministry expenses.

Can childcare workers volunteer, but also receive tips from guests who utilize their services?

CedarCreek will not be involved in DreamTeam members expecting or receiving tips for their services.

Childcare reimbursement questions:

Will there be an age limit regarding childcare reimbursements?

At this point there is no age cap for reimbursement. If the child care reimbursement opportunity is abused, individuals may be addressed and/or we could reassess this decision.

If onsite childcare is available, will childcare reimbursements also be an option?

No. If you choose not to use the child care provided by the church for the experience you are attending, you will be responsible for your own child care costs.

Will the church provide a list advertising childcare providers for families to personally hire?

No. The church will not provide recommendations for specific childcare offsite.

KidKare has been a source of income for me. What should I do without that income?

We understand the challenge of losing a stream of income. Our hope is that with several months notice you will have the opportunity to consider other income options. Your Campus Staff is also available to talk to you about financial or career counseling.

What if my campus team needs childcare outside of the weekend service?

As unique approved events arise, the Campus Staff will collaborate to recruit volunteer help. All of these volunteers should have the same onboarding and approvals as the weekend CedarCreek Kids DreamTeam, in order to maintain standards of excellence. We recognize that this is challenging, so it will not likely happen very often. In these occasions, oversight by CedarCreek Kids Staff will be essential. This could mean the CedarCreek Kids Staff is present (and using their regular hours to be paid for this work), or it could mean that they are overseeing a volunteer leader they have developed.

Event Leaders for ongoing approved childcare outside of weekend services (i.e., Celebration Place) will be responsible for recruiting and scheduling childcare volunteers. The CedarCreek Kids Staff will be responsible for onboarding childcare volunteers (via GrowthTrack) and for providing oversight of the childcare regulations according to CedarCreek Kids standards.

I've been working in KidKare. I'm really going to miss the kids! How can I stay connected to them and their families?

We love the hearts of the KidKare Team! Thanks so much for caring for the children and their families so well! If you're interested in continuing to invest in the next generation, we'd love to talk to you about becoming part of our DreamTeam, serving in CedarCreek Kids during weekend services.

Some of my regular hours are used for KidKare. Will I lose those hours?

Hours clocked as a CedarCreek Kids Team member will not be reduced. Once KidKare is no longer a part of a staff person's job description, we hope the extra hours provide more space for connecting with guests.

Hours clocked as KidKare will no longer be available.

7-25-18