

# Paid Childcare

*(The pro's and con's for church leadership)*

Thoughts from Pastor Randy and Pastor Noelle - Feb. 26, 2009

## *Pro's of having paid childcare.*

1. Possibly perpetrating this philosophy of ministry: "Kids are so important, we will financially invest in them to ensure quality care."
2. People can invest their \$ instead of their time.
3. Paying workers ensures consistency for kids.
  - A. more effective than a rotation of workers
  - B. consistency builds relationship
  - C. consistency helps in recognition of children's individual needs.
  - D. Consistent workers are aware of facility and resources
4. We do not have to continually recruit, schedule and staff areas which are currently covered. (At least to the extent we would have to if all were volunteer workers.)
5. Workers receive a tangible reward for their extra effort. (More than most church attendees are willing to be involved with at this time.)

## *Con's of having paid childcare.*

1. Possibly perpetrating this philosophy of ministry:
  - A. You have to be paid to work with kids
  - B. It's a job, not a ministry.
  - C. People avoid working with kids, so you have to pay them to get them to do it.

As a result it is more difficult to actually recruit non-paid workers. We've established the paradigm that this job is tough enough that we have to pay people to do it.

2. Workers do not realize spiritual growth through servanthood.
3. Less people are exposed to the ministry to children.

## **Additional Thoughts:**

1. TeenMops children especially need consistent workers. Doing Thursday nights with a rotation would be fully frustrating for workers and children who do not have relationship with each other.
2. If we are going to wean our church from paid childcare, we think we should consider starting with these possible scenarios:
  - a. Start by eliminating paid on-site childcare for choir rehearsal,
  - b. Eliminate paid on-site childcare for Bible Studies,
  - c. Diminish the number of paid childcare givers on Wednesday nights.
3. Consider implementing a "voucher" program for those who need to hire at-home childcare. The church would reimburse the family for their cost.