



**HOW
CHILDREN'S
MINISTRY
LEADERS SPEND
THEIR TIME**



The Big Question:

How are Children's Ministry leaders spending their time and how effective is it in discipling children?



Awana®

+



A Change Agency



Findings

Unusually, **144.47%** of total sample gave a response coded as preparation planning

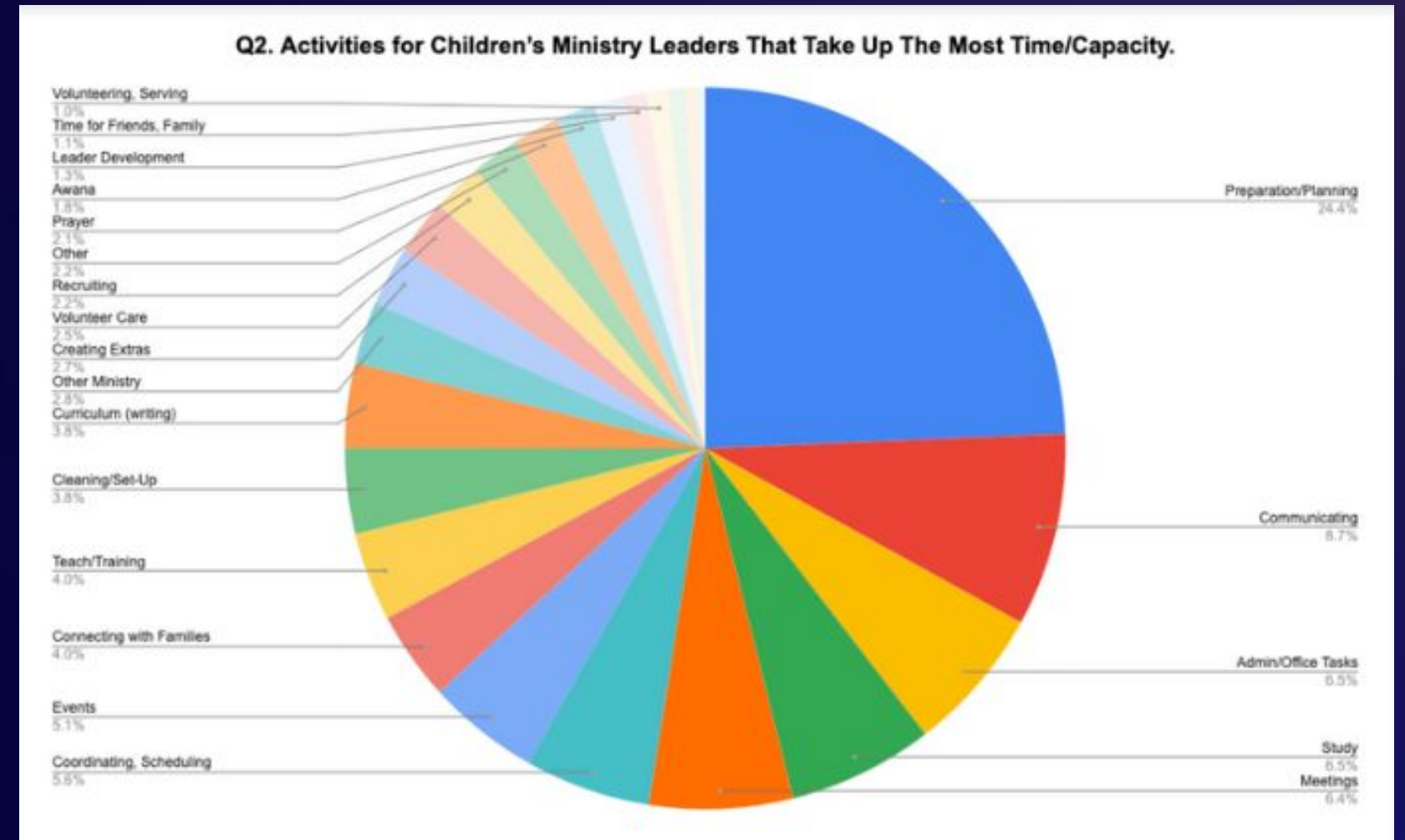
Activities for Children's Ministry Leaders That Take Up The Most Time/Capacity.
to 5 mentions of activities/events unprompted (coded open-ends).

Activity	Total Answer*		Total Sample**	
	N	%	N	%
Preparation/Planning	742	24.35%	555	134%
Communicating	264	8.66%	555	48%
Admin/Office Tasks	199	6.53%	555	36%
Study	199	6.53%	555	36%
Meetings	196	6.43%	555	35%
Coordinating, Scheduling	172	5.64%	555	31%
Events	154	5.05%	555	28%
Connecting with Families	122	4.00%	555	22%
Teach/Training	121	3.97%	555	22%
Cleaning/Set-Up	117	3.84%	555	21%
Curriculum (writing)	115	3.77%	555	21%
Other Ministry	85	2.79%	555	15%
Creating Extras	81	2.66%	555	15%
Volunteer Care	77	2.53%	555	14%
Recruiting	68	2.23%	555	12%
Other	66	2.17%	555	12%
Prayer	63	2.07%	555	11%
Awana	54	1.77%	555	10%
Leader Development	39	1.28%	555	7%
Time for Friends, Family	33	1.08%	555	6%
Volunteering, Serving	29	0.95%	555	5%
Job	24	0.79%	555	4%
Networking	16	0.53%	555	3%
N/A	11	0.36%	555	2%
TOTAL	3,407	100%	555	549%



What are we spending our time on?

24.35% of all their responses of all answers were coded as preparation/planning





Hear Their Hearts ♥

“I realize the importance of administrative tasks, but wish I could focus on some of the other things more.”

Tate, Group 1

“Beyond Sunday and Awana on Wednesday nights, most of my time is in the office. My time with children is far less than prep work in my office.”

Todd, Group 1

“I spend 75%–80% doing admin work, which is a big part of what I do. It’s so easy to get caught up in the admin stuff, the lesson/curriculum stuff, etc.”

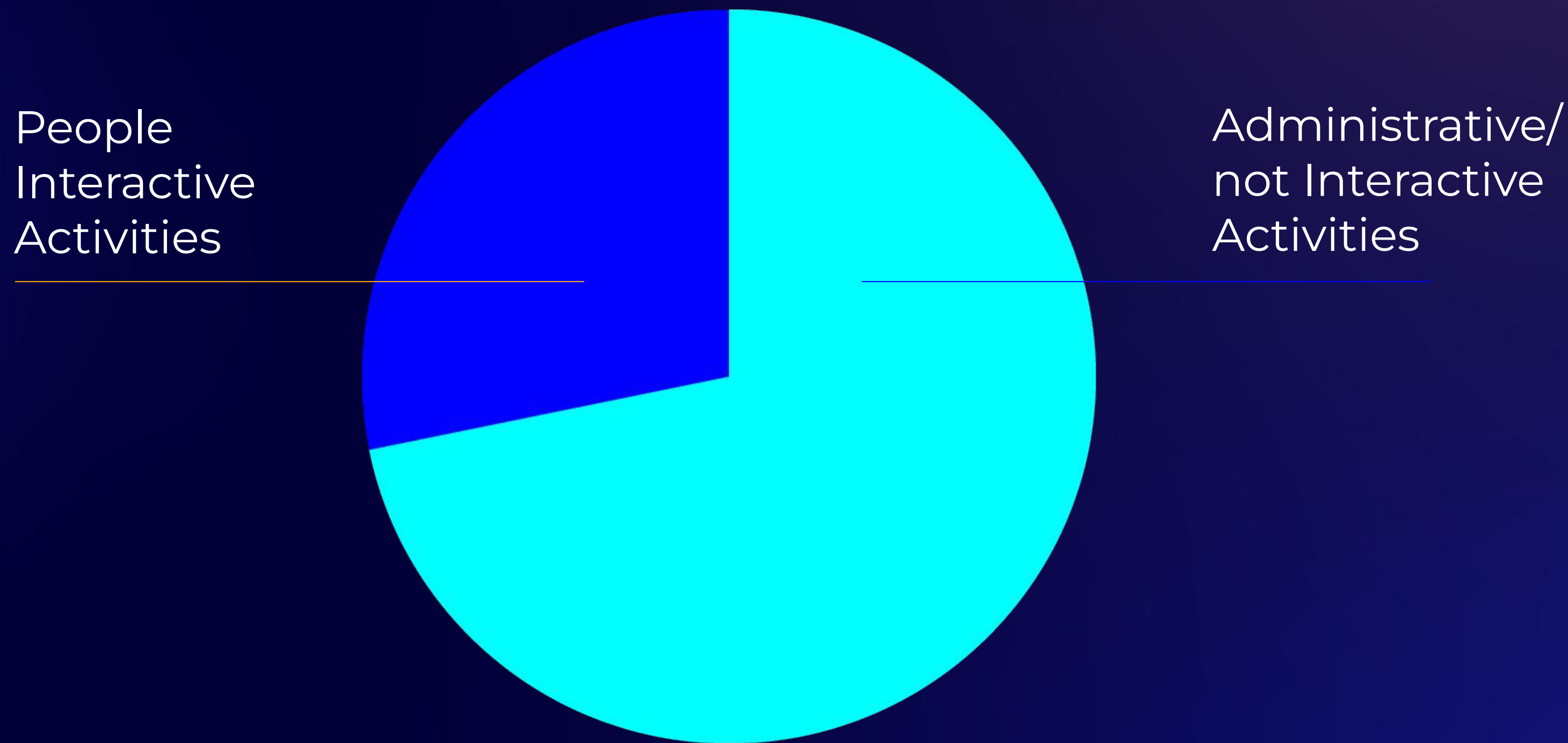
Kristen, Group 3

“I feel like I get caught up in a lot of meetings and logistics and administrative oversight.”

Tiffany, Group 4



Activities for Children's Ministry Leaders that Take Up the Most Time/Capacity





What do we believe will make the most impact?

- Building relationships (42.34%)
- Prayer (40.72%)
- Discipleship, mentorship (35.86%)
- Equipping parents (30.63%)
- Equipping and training volunteers (35.16%)

Majority of answers involved being with people

Q4. Regardless of how you spend the majority of your time, what are you doing that you believe will have the most impact on child discipleship?
Up to 5 mentions of most impactful activities/events unprompted (coded open-ends).

Activity	Total Answer*		Total Sample**	
	N	%	N	%
Building Relationships	235	9.84%	555	42.34%
Prayer	227	9.47%	555	40.72%
Discipleship, Mentoring	199	8.34%	555	35.86%
Equipping Parents	170	7.12%	555	30.63%
Planning/Preparing	157	6.58%	555	28.29%
Teaching	157	6.54%	555	28.11%
Communication, Visiting	150	6.28%	555	27.03%
Equipping Volunteers	146	6.12%	555	26.31%
Connections, Networking	134	5.61%	555	24.14%
The Right Curriculum	125	5.24%	555	22.52%
Personal Bible Study	113	4.73%	555	20.36%
Training	108	4.52%	555	19.46%
Good Programming	96	4.02%	555	17.30%
Personal Growth/Care	76	3.18%	555	13.69%
Other Event Planning	57	2.39%	555	10.27%
Sunday School and Church	39	1.63%	555	7.03%
Loving Them	38	1.59%	555	6.85%
Volunteer Care	38	1.59%	555	6.85%
Awana or Midweek	36	1.51%	555	6.49%
Recruiting Well	30	1.26%	555	5.41%
Administrative Tasks	15	0.63%	555	2.70%
N/A, Don't Know	15	0.63%	555	2.70%
Light Reading, Listening	14	0.59%	555	2.52%
Safe Environment	14	0.59%	555	2.52%
TOTAL	2,387	100%	555	430%



The Reality

- Follow-up research showed Children’s Ministry leaders tend to spend the least amount of time on:
 - Counseling parents and/or children (5.23%),
 - Training volunteers (5.23%),
 - Mentoring/disciplining parents (5.05%),
 - Networking (3.42%)
 - Training parents (1.26%)
 - Prayer (2.07%)

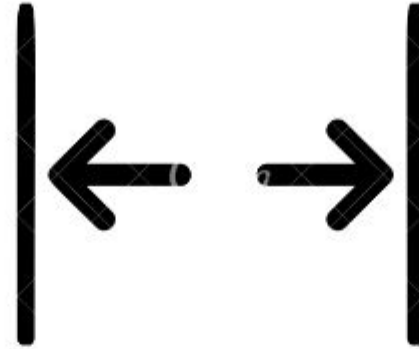
Q2. Activities for Children’s Ministry Leaders That Take Up The Most Time/Capacity.
Up to 5 mentions of activities/events unprompted (coded open-ends)

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*Total answer measures the total number of times a specific activity was mentioned against the total of all mentions (which is 3,407 total).
**Total sample measures how many individual respondents mentioned the activity against the sample size (which is 555 respondents). It is possible for multiple mentions from the same respondent to be coded into the same category (i.e., preparation/planning) when this happens it may result in a percentage greater than 100%.



The Big Gap



IMPORTANCE/IMPACT ON CHILD DISCIPLESHIP	GAP IMPORTANCE VS. ACTUAL	ACTUAL TIME SPENT
Equipping Parents (39.72%)	34.67%	Training, Mentoring, and Discipling Parents (5.05%)
Equipping Volunteers (33.9%)	28.57%	Training volunteers (5.33%)
Prayer (52.25%)	36.75%	Praying With Others and By Myself (15.50%)



The pathway forward is not to burn it all down. The pathway to forming lasting faith in kids is to incrementally increase our relational equipping in those who have the greatest influence on disciplining children.



So What Do We Do?

Lead Up

Lead Beside

Lead Forward

"A slight change in your daily habits can guide your life to a different destination."

- **James Clear**

Lead Up Intentionally

A disengagement versus engagement from the lead pastor may be attributed to the overall culture and success of the church's Children's Ministry.

- **32.93%** of respondents attribute disengagement to the lead pastor having other responsibilities.

Lead Besides Intentionally

Children's Ministry leaders are unsure of the most effective/successful ways to equip parents to disciple their children

- **33.51%** of respondents stated that they focus on equipping parents weekly.
- **20.18%** of responses showed that equipping parents was not an area of focus.
- Resources currently provided are utilized. It ranges from **3.85%** to **18.82%** use.
- **21.08%** of responses show that conversations are most effective/successful in helping parents disciple their children.

Lead Forward Intentionally

Children's Ministry leaders are unsure of the most effective and successful ways to equip parents to disciple their children. They feel unequipped to do so.

- Only **37.12%** of respondents stated that they focus on recruiting, training, and equipping children's ministry volunteer leaders/ workers weekly.
- **87.75%** think the best way to ask someone to volunteer is to ask face-to-face, and to make sure they know them personally. Personal invite is always most effective recruitment strategy



"Time magnifies the margin between success and failure. It will multiply whatever you feed it. "

- **James Clear**