**CHILDREN IN ACTION SPORTS CLUB (CIA)**

**2018 MINISTRY REPORT**

**September 2018**

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**OUR MINISTRY:**

1. **Milestones, Accomplishments, Challenges and Success Story:**

In 2016 we developed several key administrative improvements to capture data from which to base more sound decisions and to enhance donor confidence by providing them with a more comprehensive image of CIA and its programs. In 2017 we introduced these new tools and created new ones. Also, in 2016 we experienced an enhanced relationship with the public school system as it pertains to the Barnabas Club after-school program. In 2017 we expanded that relationship with plans to establish a CIA presence after-school in some school campuses, scheduled to begin in Nov 2018. In 2017 we were challenged by an unforeseen influx of 5th -graders, which created program disruptions. Due to attrition, an influx of new 5th graders (11/12-year-olds) were introduced to Barnabas Club that did not “grow up” in the CIA culture, who became disruptive and a negative influence on the younger children. We developed a possible solution to address this challenge, see below for details. These milestones, accomplishments and challenges are detailed below:

1. Program Milestones:
2. In 2017 we experienced a welcome increased in public school participation in the Barnabas Club Program that increased from 3 to 5 schools, where the school system has provided increased bus transportation to the CIA facility. Building on that important relationship, in 2018 a 6th school was added, and we expanded collaboration with an agreement to provide CIA staff to create basketball leagues after-school at 4 school campuses. Per the agreement, the School System will refer to CIA, children who are seriously academically challenged and/or who display significant conduct issues. The objective is to apply CIA philosophy and techniques to pour into these children to improve their school performance. This is an element of CIA’s J234 Program to address the challenge we identified in 2016 of an influx of new 5th -graders that created disruptions in the program. The agreement is still under review by the School System with a tentative implementation date in November 2018.
3. In 2016, being mindful of our limited resources, and to enhance programming effectiveness, we created a 3-step Child/Family Acceptance Process. The process was fully implemented in 2017 and it ensures programs are available to select families who find value in CIA programs and whose children are adaptive to CIA culture and philosophy. In 2017 we added a Parent/Guardian Agreement form to the process to formalize the relationships between CIA and the parents/families.
4. Installed a security camera system that covers key areas inside and outside the facility to enhance the safety and security of participants.
5. Program Accomplishments:
6. In 2017 CIA developed 2 key documents to provide information to potential donors on levels of participation and the value they receive in terms of advertising and name recognition in the community. In 2018 we refined those documents to maximize their effectiveness. Also, in 2017, CIA commenced an advertisement sequence at Way Radio 90.7 FM to increase awareness of CIA in the community, highlighting and promoting CIA programs, especially the Summer Outreach Program; we also advertised in Facebook. This advertising, together with the donor information documents mentioned above, resulted in a 61% increase in the number of donors.
7. Established a Dreamers Program: The child writes down a “dream” with respect to an activity she/he would like to perform or achieve. The CIA staff, volunteers and donors would endeavor to help the dream come true as reasonably possible.
8. Partnered with Beloved Ministries, a ministry that supports single mothers. CIA assisted with providing activities for the children while their mothers attended retreats to encourage, inspire, and give them tools for better parenting and life skills. Beloved has also partnered with CIA to provide tools for single mothers of children who participate at CIA.
9. Installed an automated external defibrillator (AED) in the CIA gym. This was made possible by the personal fundraising efforts of one of our participating children, Quame Pierre.
10. Program Challenges:

As mentioned above, in 2017 we were challenged by an unforeseen influx of 5th -graders, which created program disruptions. Due to attrition, an influx of new 5th graders (11/12-year-olds) were introduced to Barnabas Club that did not “grow up” in the CIA culture, who became disruptive and a negative influence on the younger children. Challenged to initiate the J-2,3,4 Program (a reference to James 1: 2,3 &4) to incorporate children with behavioral issues. We are addressing this in collaboration with the Public School System, scheduled to kick off in November 2018 by exporting our J-2,3,4 Program to 4 public schools; this is still a work in progress.

4. Program Success Story:

Xxxxxx Xxxxx joined our program at the beginning of the 2017-2018 school year.  He was a challenging child, talked back to coaches, fought with other children and often had breakdowns. After a few months of building a relationship with him and holding him accountable, his behavior started to change.  He went from being nearly dismissed from the program to blending right in with some of our leading leaders. We had a conversation with his mother toward the end of the school year to brag on his behavior. She was extremely pleased by what she heard and let me know that he still has challenges at another after-school program that he attends on Fridays.  She said she appreciated how we are intentional on taking the time to talk with him and walk-through issues, rather than just "babysitting".  This is but one instance of the achievement of our main goal, which is to build relationships and have the greatest impact on child behavior, Xxxxxx progress is a glowing example of that.

1. **Team Accomplishments and Challenges**
2. Team Accomplishments:
3. Implemented Administrative Improvements: Training manual for Bookkeeper, correspondence to donors, removed clutter in Quickbooks, contracted an outside bookkeeper, added a Communications staff position, established a Mediation Team, which is a fact-finding body that addresses parental concerns.
4. The level of engagement of the members of the CIA Board of Directors increased notably.
5. Dance Team: Children love to express themselves through the art of dance. We have incorporated dancing into CIA programming in a way that is honoring and glorifying to God. The children have fallen in love with it while at the same time increasing their physical activity.
6. Team Challenges:
7. In 2018 the Summer Interns were not fully successful in raising their matching funds, which created a budget shortfall. We attribute this to the interns’ lack of relationships with contributors due to their place in society and young age. However, what these coaches lacked in relationships, they excelled in being relational with the children. They came from some of the same type of backgrounds/challenges as many of the children and were great role models in achieving and overcoming life’s challenges.
8. Although staff training is an established commitment we consider it a continuing challenge as we strive for progressive improvement. It is a continuous work in progress as we believe it does not end but evolves year by year.
9. **2019 Goals and Anticipated Challenges**
10. Goals:
11. Raise a $200,000 budget
12. Increase paid staff for the Barnabas Club Program
13. Establish the J-2,3,4 Program in November 2018
14. Challenges:
15. Finding a replacement to fill the recently vacated Junior Director position.
16. Expand donor base and partnerships
17. Acquire and remodel the CIA complex and grounds
18. **Long Range Ministry Outlook**

We continue to be encouraged and inspired by the St. Mary’s United Methodist Church Foundation reference to CIA: “you have proven the model works”, our goal is to purchase up-until-now leased CIA facilities, to include the church and adjacent land, for parking, with a renovation to the gymnasium. That will allow us to offer facilities to not only our current population, but also extend it to teenagers and young adults who currently have no consistent options on a weekly basis. CIA would be in position to provide fields, courts and other facilities to the community for open gym nights, leagues, and events. Our heart is to provide facilities for the community to exercise CIA's vision “CIA provides a favorable environment to experience, accept and exercise the application of a Christ-centered lifestyle”, not in competition with local organizations but in partnerships with them, Christian congregations and other entities, public and private, that might share in the CIA vision and mission.

1. **Prayer Requests**

1. The CIA Ministry, staff, volunteers and supporters; that they will always be aligned with the will of God.
2. The participating children; that they may always be favored by God with an open heart, receptive to Bible teachings and a close personal relationship with Jesus Christ.

**FINANCIAL:**

1. Percentage of required monthly support regularly coming in: 17.49%. The CIA All Star Team contributes an average of $37,000 to our annual budget. The remainder is funded through grants and fundraisers.
2. Number of Financial Supporters: 190, comprised of 6 local churches, 8 businesses, 3 community entities, and 90+ individual partners consisting of monthly and one-time donors.

**ACCOUNTABILITY & RESOURCES**

1. Board Members

* Blair Webb – Board Chair
* Pedro Gonzalez – Chair Alternate
* Brad Kirkland – Immediate Past Board Chair
* Greg Post
* Bill Newbauer
* Tony Martin
* Chad Neal
* David Wentworth
* Leslie Harris Thomas

1. A Finance Team was established, comprised by one CIA Board member, an outside accounting professional, and the CIA Executive Director to provide accountability and transparency with respect to the CIA budget in general and particularly to ensure the appropriateness of expenses.
2. With the departure of our staff bookkeeper, we have contracted an outside professional bookkeeper to enhance that process and to add another level of transparency and accountability.
3. CIA has received certification from Excellence in Giving for financial accountability and transparency.
4. Succession Plan: CIA had a succession team in place with the Junior Director to step in in the event anything was to happen to Executive Director. In response to the recent departure of the Junior Director, there is an interim plan in place with duties divided between competent staff and committees. A search for a new Junior Director is ongoing.
5. Legal Counsellors:

* John Butin, Esq.
* Gil Nellis, Esq.
* Senator William Ligon, Esq.

1. Federal & Local Taxes Support: Schell & Hogan LLP

1. Lay Advisor: Former Chief of Police Tobe Green
2. Spiritual Advisors:

* Pastor Jay Hansen
* Pastor David Yarborough
* Members of the Emmaus Community

1. CIA has grown to over 30 volunteers between programming and fundraising.
2. Resources Needed:

* Homework assistance in the afternoons from 5:15-6:00
* School supplies and pencils
* Building Maintenance
* Mentors
* Coaches
* Referees
* Snacks/Water/Refreshments Donations