

Latin America ChildCare

OUR MISSION

Latin America ChildCare...a ministry of compassion, seeks to further the healing and teaching ministry of Jesus Christ to "transform lives" of the neediest children and young people in Latin America and the Caribbean.

The **Shared Vision** of this community of committed people is:

Educating children through instruction, example, and the pursuit of excellence within organizational structures and educational philosophies developed and taught by competent national professionals.

Caring for children (whole person) through nutrition, healthcare, and spiritual formation programs.

Training ethical and competent educators to apply knowledge and skills in the real-life context of students.

Sharing the good news of Jesus Christ through our words and deeds to the children, their families, and their community.

(The mission statement can never capture the true vision of LACC because its content is better described in memories, stories, tradition, and hope that arise out of the life of those committed to this community.)

THE MOTIVATION OF OUR MISSION:

We believe all persons are created in the image of God with purpose and dignity and each person is the object of His love.

We believe that Jesus Christ, as God's Son, demonstrated the depths of God's compassion in His treatment of the poor and downtrodden in His actions and teaching on earth.

We believe that the transforming power of Christ over death itself can surmount even the debilitating effects of poverty, ...

TO ACHIEVE OUR MISSION WE ARE COMMITTED TO:

Students

Our primary responsibility is the education of students, who come from diverse ethnic and cultural backgrounds, enabling them to acquire the foundation

of knowledge, skills, values, attitudes, and behaviors appropriate to their context. We facilitate their development into active, independent learners. They are encouraged to respect their own abilities and opinions. We nurture intellectual curiosity. We encourage a personal and vibrant faith that permeates the lives of those we educate.

Faculty, Staff, Administration and Missionaries

We respect our faculty, staff, administration and missionaries who through education, research, service and sacrifice create a stimulating learning environment for our students. They contribute to the development of new understandings in their chosen fields. They demonstrate both Christian values and competence in their scholarship and professions.

Parents and Others We Serve

We extend to.....through people, programs, and facilities. We seek to enhance the quality of life for individuals in [local, regional, national, and world communities].

The Local Church

We believe that the local church is the earthly instrument chosen by God to demonstrate to the world how life in Christ should look.

The Bible

The above really needs work.

Our Goals for our Students

The goals for our students are as follows:

1. demonstrate competence in their school work...
2. experience a spiritual transformation . . .
3. conduct him/herself in a highly ethical manner.
4. demonstrate compassion for others in the manner of Christ.
5. communicate effectively, orally and in writing, with peers, supervisors, family and community.
6. critically analyze data.
7. be sensitive to cultural diversity among individuals.
8. commit to long-term personal and professional growth.
9. become a productive member of society and a local church.

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The notes that follow inform the “bylaws.”

Mission

- To be thoroughly familiar with the vision and mission of LACC in light of the present context but informed by both tradition and history. . They are responsible to see that it is articulated clearly and that it informs all decisions and operations of the ministry. To make sure that vision is being communicated and is understood.

Translate the goals of the mission into policies, rules and parameters that guide the leadership group—standards and expectations

Personnel

- Approve leadership.
- To define the responsibilities of core leadership and appoint the corresponding personnel comprising core leadership.
- Provide guidance, support, and evaluation of leadership.

People—people decisions are the ultimate decision in an organization. The quality of these decisions will do more to determine success than any other factor. The leader’s capacity to recruit, develop, and hold quality people is the single most important action to keep organizations going up hill. A leader with only helpers will leave little ongoing legacy.

The most critical people decision and the hardest to undo is succession to the top. You don’t want a carbon copy of the previous leader. Carbon copies are always weak. How to choose?

Look at the assignment first. What are the biggest challenges? Now? Long-term? Look at the people. Match need with persons. Leader: ability to attract and hold quality people. Are we settling for the easy? Convenient? Political? Or are we building for tomorrow?

All persons of the group deserve justice, transparency, fairness, vision, and competence.

Plans and Strategies

- Work with leadership in the formation and development of plans and strategy that correspond to the mission. (Leadership carries them out). [Work with core leadership in the creation and development of a strategical plan both short-term and long-term (principal policies and plans designed to carry out goals of organization). Leads by questions not by answers—must probe respectfully but persistently. Not a major player in the implementation of the strategy.]

- Responsible to work with leadership to create a plan or strategy that will involve the people most impacted by the decision.

Generic formula is to first, formulate standards.

To get there, what are the options, possibilities, and alternatives? What will be the strategy?

Many boards—most—follow a ritual of reading and approving minutes, listening to committee reports, voting on predigested recommendations, revisiting some matter of leftover business and referring any new consideration to a standing committee for later consideration. Data overload, presented in such a complicated manner, lack of strategic relevance, impossible to do in the time allotted. Information helpful only within interpretative context.

A more productive approach is to help leadership identify the most important issues facing the organization in the days ahead, and beginning to work together with leadership to formulate creative responses and then fine tune decisions in partnership.

Spend time dealing with most important issues not with informational reports and routine financial statements that can be prepared in readable form. Are the issues significant?

Before a board can hope to make change and add value they must share concerns and want to engage in improving their participation. Board development and ownership cannot be imposed on the group. Members must want to do it themselves.

Boards must take steps to improve their own performance. Development of a board must be recognized as a long-term process not a “quick fix.”

Decisions about things that matter should be informed by those who have a common interest. Participants must be able to talk freely about things that matter, must be able to dissent or the institution essentially no longer exists.

The board, while being faithful to their governing responsibilities, recognizes that decisions must be collaborative.

- What God calls LACC to do?
- How is this calling discerned in light of the issues, events, conflicts and trends that make up the life of any dynamic community?
- To ask thoughtful questions and challenging problematic situations with a spirit of hope, compassion and justice. It is the practice of discerning what God is doing within the community.

Finances

- Responsible for the financial affairs of LACC always assuring that decisions and actions are efficient and effective and those actions of leadership meet necessary requirements and policy.

Public relations and Advocacy

- Create and maintain a healthy relationship between LACC and all constituent groups. Responsible to balance the interests and concerns of both the donor and the members in light of the mission. Protect the integrity of the governance process for all parties.

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