

Board of General Ministries Child Care Policy

Background

A long established goal of the denomination and its governing board had been to have greater representation of young adults serve on the Board. This goal has been pursued through the vigorous efforts of the American Baptist Churches Nominating Committee as well as by the establishment of the Young Adult Caucus. This goal and these actions reflected the recognition that the denomination needed to develop younger leaders who can continue to provide leadership for the succeeding generations of American Baptists.

Younger directors often have unique needs that must be met in order for them to accept the call to serve on the National Board. One stated need was the provision of child care while directors were in board meetings. A first step in addressing this need was taken in 1993 when the General Board Executive Committee adopted a child care policy for Representatives with a child under two years of age. A second step was taken in February 2000 when a child care survey was distributed to the General Board. As a result of this survey, it recommended that the General Board Executive Committee expand upon its 1993 child care policy to include financial assistance (when needed) for the care of children and youth, aged fourteen and under, while parents or guardians attend General Board and its related meetings.

Now in 2014, at the request of the Board of General Ministries Executive Committee, a small task force was asked to review and update the Child Care Policy. This task force also recognized that child care responsibilities are not limited to younger directors; many grandparents are the primary caregivers and/or guardians of minors.

Proposed Policy

For directors who are parents, guardians, or significant caregivers of a minor(s), there are three available options that a director can choose from:

1. A director can access up to \$500 stipend to cover any at-home child care-related costs that may occur from parent/guardian/caregiver being at the meeting.
 - a. The director will need to complete the Child Care Reimbursement form and submit the completed form along with receipt(s) or other proof of payment to the Associate General Secretary/Treasurer.
2. A director may bring the minor(s) to the meeting along with one other adult to provide supervision.
 - a. ABC USA will cover the cost of the single room for the director, minor(s) and caregiver during the meeting.
 - b. Cost of meals during the meeting will be covered.
 - i. When appropriate, the minor(s) and caregiver will be invited to join the board for those specific meals.
 - ii. Other arrangements can be made with the Office of Conference and Travel Planning if the minor(s) and caregiver are not going to be in attendance at specific meals.
 - c. Assistance with transportation costs (*i.e.* airfare) for minor(s) and caregiver to attend meeting will be made available up to \$500 per family. The director is responsible for any cost over this amount.
 - d. The director will need to complete the Room Reservation Form (or complete online registration) for the meeting. Only requests submitted in the proper format by the stated deadline will be honored.
3. If neither of the above options will work for the director due to unique circumstances, please talk to staff of the Office of Conference and Travel Planning to discuss alternate options to assist with participation in the meeting.