



# PARENTS ASSOCIATION

## Mission and Purpose

The Mission of the Parents Association is:

**“To enhance our children's educational and spiritual development by connecting parents to foster a strong sense of Christian community, mobilizing parent volunteers, and shepherding parents towards leadership positions.”**

This will be accomplished through a three-legged structure:

- Parent Connections Program
- Parent Volunteer Network
- Leadership Development Team

While each of the three legs has a specific individual focus as defined below, like the legs of a stool, each of them is dependent on the others to fulfill the mission. The goal is not to establish separate functions acting independently, but rather, to establish a framework that focuses on complementary areas that, when brought together, maximizes the strengths and effectiveness of Westlake parents in order to fulfill its mission.

*“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”*  
*Ephesians 2:10*

### Parent Connections Purpose

In support of the Parents Association mission and under the direction of the Parents Association Officers, the purpose of the Parent Connections program is to draw Westlake parents together as a unified community that provides support and encouragement to each other and connects parents together, with the goal of having all parents effectively focused on supporting Westlake’s mission and values. This will be accomplished through:

- Welcoming new families, answering questions, providing encouragement, helping them to understand the Westlake culture and expectations of being part of the Westlake community, and helping them to assimilate
- Establishing a defined network for prayer, encouragement, and support for personal needs
- Providing a “safe” environment for parents to share needs, promote new ideas, and offer support and encouragement to each other
- Fostering a positive environment where parents will feel drawn to actively participate in the life of the school



## **Parent Volunteer Network (PVN)**

### **Purpose**

In support of the Parents Association mission and under the direction of the Parents Association Officers, the purpose of the Parent Volunteer Network is to provide opportunities for Westlake parents to use their God-given gifts and talents in support of Westlake administration, teachers, staff, parents and students. This will be accomplished through:

- Developing and administering a formal structure of volunteer teams and defining the mission of each team based on the needs of the organization (these may change as the needs of the school change)
- Recruiting, training and supporting team leaders
- Providing oversight to team leaders to monitor progress and ensure accountability
- Recruiting and registering volunteers for established teams by helping parents to find opportunities that match their gifts so they can serve joyfully and effectively
- Communicating with Parents Association Officers and the school body to ensure teams are established that are meeting the current needs of the administration, teachers, staff, parents, and students
- Actively seeking ways parents can support the school
- Working within existing structures and procedures

## **Leadership Development**

### **Purpose**

In support of the Parents Association mission and under the direction of the Parents Association Officers, the purpose of the Leadership Development leg of the Parents Association is to identify, develop, and nominate leaders, and to look for opportunities for these leaders to serve within the Westlake community. The goal is to fill all current leadership positions and to identify and develop ready replacements (“bench strength”) to immediately fill leadership vacancies as they occur. This will be accomplished through:

- Establishing desired leadership competencies, characteristics, and values
- Identifying and defining all key leadership roles
- Identifying and defining leadership development processes (co-leading, lower-level leadership roles, mentors, etc.)
- Recognizing potential leaders and providing opportunities to develop skills either through an identified development role, working with a current leader or assigning a mentor as needed
- Nominating fully-qualified leaders for Board positions
- Identifying other leadership positions within the organization for future opportunities (i.e. Parents Association Officers, PVN Team Leaders, etc.) and establishing a pipeline of leaders to fill these
- Supporting and encouraging potential leaders