



Step-by-Step Action Plan for a Church that C.A.R.E.S.

Support and retention strategy for resource families through the church, including step-by-step actions and key mistakes to avoid.

Goal: To support and retain resource families by mobilizing the church to meet tangible, emotional, spiritual and community-based needs in a structured and sustainable way.

Phase 1: Laying the Foundation

☒ Step 1: Partner Strategically

- Connect with OBHC Foster Care Ministries (OBHC FCM).
- Ask how your church can help support resource families and the children they care for.

☒ Step 2: Establish Ministry Leadership

- Identify 2–3 passionate point leaders (ideally with hands-on experience).
- Invite OBHC FCM to share the C.A.R.E.S. Ministry blueprint with leaders.
- Create a vision and purpose for the ministry and possibly select a ministry champion.

☒ Step 3: Bring Awareness to the Whole Church

- In partnership with OBHC FCM, the church will host an awareness meeting/event/training at your church.
- Begin sharing stories of local resource families within your church.
 - Videos provided by OBHC FCM.
- Invite guest speakers (resource parents, OBHC FCM staff, OKDHS reps, etc.)
- Promote the biblical call to care for the vulnerable. (James 1:27; Isaiah 1:17; Psalm 68:5-6; Deuteronomy 10:18; Proverbs 31:8-9; Psalms 82:3; Exodus 22:22-24; Matthew 25:40; Galatians 6:2; Zechariah 7:9-10)



Phase 2: Structure the Support

☒ Step 4: Form Support Teams (WRAP Team)

- Build WRAP Teams (One team per resource family if possible.)
 - Roles include:
 - ☐ WRAP Team Leader.
 - ☐ Acts of Service Coordinator.
 - ☐ Relief Caregivers.
 - ☐ Prayer Partner.
 - ☐ Encouragers.
 - ☐ _____.
- Recruit volunteers and vet them.

☒ Step 5: Train and Equip Volunteers (Training is offered by OBHC FCM.)

- Offer trauma-informed training and commitment expectations.
- Teach confidentiality, boundaries and practical ways to serve.

☒ Step 6: Choose a Serving Strategy (The way your church will keep resource families engaged.)

• Support-Group Strategy

This strategy seeks to allow resource parents to have time to create unity, support and meaningful relationships.

- Frequency – weekly (church’s Wednesday classes/Sunday School).
- Topics – Bible studies/Christian book readings.
- Attendees – resource parents only.
- Discussion Facilitator – ministry champion/deacon/elder/other.

Once-a-month non-resource parents (WRAP Team) will join the group to create fellowship and facilitate meeting needs for resource parents. The purpose is to discover and discuss how to best meet the needs of the resource families.

- Topic – FaithBridgeU video.
- Discussion Facilitator – ministry champion.



- **Walking-Together Strategy**

This strategy seeks to create a personal connection between a resource family and a non-resource family who will dedicate itself to love and support the resource family.

- The non-resource family will provide words of encouragement, relief care, acts of service and prayer for the resource family.
- All non-resource families and resource families will come together once a quarter to:
 - Receive in-service training.
 - Pray for one another.
 - Develop relationships with other families.
 - Celebrate milestones.
 - Invite new volunteers.
 - Invite resource families outside the church.
 - Connect new resource families to a non-resource family who will walk with them.
 - Invite caseworkers and show appreciation.

- **Adopt-a-Family Model**

This strategy seeks to create a strong connection between a resource family and a Sunday School class/small group.

- Sunday School class/small group will adopt a resource family by wrapping around them.
- The small group will directly provide words of encouragement, relief care, acts of service, and prayer for the resource family, or it will facilitate the solution to whatever the family's need is.
- Quarterly events or in-service training will be facilitated by the church and volunteers should come from the small groups themselves.



- **We Care Model**

This strategy seeks to involve the entire church in caring for the resource families they serve.

- The church will have scheduled events, training, appreciation events, relief events, etc.

Example:

January	Prayer and House Cleaning
February	Kids Movie Night/Parent's Night-Out
March	In-Service Training & Dinner Gift Card
April	Raining Love (Cards and appreciation tokens for resource families.)
May	Mowing Grass or Shelter Cleaning Services
June	In-Service Training Event
July	Sunday Lunch on Us
August	Weekend of Relief - Relief Care Weekend
September	In-Service Training & Dinner Gift Card
October	Resource Families & Caseworker's Breakfast
November	Thanksgiving Dinner
December	Gifting Gratitude (A special gift for resource families.)

Phase 3: Serve & Strengthen

☒ Step 7: Launch Services for Families (Through your selected strategy.)

Connect with the church's leadership, and start promoting the services that will be provided to resource families.

- Deliver meals during new placements/tough seasons/once a month.
- Offer date-night childcare/relief care once a month.
- Celebrate birthdays and placement anniversaries.
- Provide supplies (diapers, car seats, school supplies).



- Provide tangible support (house cleaning, laundry, grocery runs, oil changes, lawn mowing, etc.).
- Pair or connect families with prayer partners.
- Assign an encourager for check-ins (biweekly/monthly).
- Offer regular pastoral care and encouragement.
- Host resource family brunches, connection events, family fun nights.
- **Always include time to connect, share, and unwind.**

☒ Step 8: Evaluate and Improve

- Survey resource families every six months.
- Meet as a WRAP Team quarterly to improve service.
- Train new volunteers as needs grow.

☒ Step 9: Celebrate and Recognize

- Publicly recognize resource families.
- Share testimonials of how the church is making a difference.
- Celebrate wins with your whole church.



Common Mistakes to Avoid

Mistake	Why It Hurts
Lack of follow-through after starting strong.	Leads to resource families feeling abandoned.
Overloading one person or team.	Causes burnout and reduces effectiveness.
Not offering relief or practical help.	Misses the real, tangible needs of resource families.
Poor communication or unclear boundaries.	Breeds mistrust or frustration.
Failing to check in with resource families	Leaves them unsupported in their hardest moments.
Focusing only on recruiting new families.	Neglects the retention and care for the ones you already have.

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