

Bucharest Familia Project – Meeting with Staff, Feb. 24, 03  
Working on SWOT for the team

### **STRENGTHS**

- families receive monthly constant help
- personal success (learning from co-workers)
- kids accomplished their goals through tutoring
- kids exposed to new things and people
- ministry to parents (church subculture and potential to change attitudes)
- opening (broadening) their understanding and horizons
- being able to support the kids through food distribution
- involvement in kids' lives
- being able to side/identify with the poor
- providing kids with opportunities to have a good time
- being blessed through the project (kids & staff)
- God is present in our organization
- opportunity to love the children
- serving the children in a holistic way – even if only partially
- being flexible, open to learning/doing new things
- being used by God despite personal circumstances

### **SPECIFIC**

#### **SOCIAL**

- interaction
- talk
- play
- pray
- dental hygiene education
- mentoring kids
- family planning
- talking to parents about age-appropriate approach to kids
- practical help

#### **RELIGIOUS**

- praise & worship
- fatalism
- tradition vs. Bible
- providing role-models
- encouragement

#### **COGNITIVE**

- tutoring program

- visits to museums
- trips

#### PHYSICAL

- food
- hygiene classes
- dental hygiene
- prevention (screening)

#### WEAKNESSES

- stress + exhaustion of staff (trust issues), staff tensions
- how to deal with problems
  - families have needs we can't meet
  - situations in homes
- communication difficulties with head office (CO)
- lack of communication: churches/pastors/XN schools
- lack of care for staff
- tradition/mentalities about family
  - puts children in the middle
  - program vs family
  - religious traditions
  - church culture
- too much admin work vs field work
  - profiles
  - book keeping
  - shopping
- lack of resources – practical
  - computer is old/slow – printers
  - internet
  - camera – digital
  - office space
- getting the families to get letter APR or Christmas cards back to us
- status = how the families see us
  - (10 kids = authority in the Pentecostal culture)
- attitudes – what creates tension?
  - label someone
  - team dynamics
  - lack of leadership trust
- finding balance with families and office
- Christmas cards for CO
  - Look for suggestions – what works in Ro
  - Photos
- involving teens in service