

The Woman's College of
The University of North Carolina
LIBRARY



CG
no. 474

COLLEGE COLLECTION

Gift of
ELIZABETH TUCKER WAGONER

00
117 of

A SURVEY OF WEEKDAY PROGRAMS FOR PRESCHOOL CHILDREN
" IN SOUTHERN BAPTIST CHURCHES IN NORTH CAROLINA

This thesis has been approved by the following members of the
Faculty of the Graduate School at the University of North Carolina at
Greensboro, Greensboro, North Carolina

by

Elizabeth Tucker Wagoner

Thesis Director

Chair, Examination

Committee Members

A Thesis Submitted to
the Faculty of the Graduate School at
The University of North Carolina at Greensboro
in Partial Fulfillment
of the Requirements for the Degree
Master of Science in Home Economics

Greensboro
May, 1966

February 17, 1966
Date of Examination

Approved by

Nancy White
Director

7447

237147

Approval Sheet

This thesis has been approved by the following committee of the Faculty of the Graduate School at the University of North Carolina at Greensboro, Greensboro, North Carolina.

Thesis Director

Nancy White

Oral Examination
Committee Members

Kenneth McGee

J. W. Perry

Laurie Love

February 17, 1966
Date of Examination

Acknowledgements

The writer wishes to express sincere appreciation to:

Dr. Nancy White, Director of the Thesis and Chairman of the Committee, for assistance, guidance, and encouragement so generously given;

Dr. Irwin Sperry, Dr. Rosemary McGee, and Miss Louise Lowe, committee members, for their interest and help in the preparation of this thesis;

Miss Mary Robert Seawell and Dr. Mary Elizabeth Keister for their help in the search for needed materials;

Miss Mary Nell Hall, Mrs. Charles Lee, and Mrs. Don Watson, of the Mills Home staff, for sharing my work responsibilities during the time of the study;

W. R. Wagoner, my husband, for inspiration, counsel, and support;

Otis, Anne, and Bruce, my children, for their willingness to make adjustments of their personal interests during the months of study;

The Baptist pastors who supplied the information needed for the study.

WAGONER, ELIZABETH TUCKER, A Survey of Weekday Programs for Pre-school Children in Southern Baptist Churches in North Carolina. (1966)
Directed by: Dr. Nancy White. pp. 60

The study was requested by the administrator of the Baptist Children's Homes of North Carolina, Incorporated. There were three main objectives: (1) To locate services offered for preschool children in Southern Baptist Churches in North Carolina; (2) To obtain reasonably accurate knowledge of programs in the planning stages in the area of preschool services; (3) To gain insight into the need and demand for consulting services which might be offered to the churches by the Baptist Children's Homes of North Carolina, Incorporated.

Subjects were the pastors of all Southern Baptist churches in the State of North Carolina whose resident memberships numbered 500 or more. Of the 289 churches in this category, information was received from 234. This afforded an 81% return.

A questionnaire was constructed and mailed to the pastors of the 289 churches. A second mailing was used as follow up in cases where there was no response to the first request for information.

Of the 234 questionnaires returned, 138 churches reported that they had no weekday preschool program and no plans for engaging in such a program. Fifty of these indicated, however, that members of the church had expressed an interest in the programs studied. Thirty-seven churches reported no program operating but plans for one under consideration. Fifty-nine questionnaires were returned from churches which offered one or more of the programs defined. Programs planned and those offered were studied in relation to location

of church, size of membership, type of community in which the church functions, and geographical distribution throughout the state.

A total of 2,702 children were enrolled in day care, nursery schools, and kindergartens in the State. These children were cared for by 235 staff members. Average salaries for nursery school-kindergarten teachers were \$185.61 per month; for day care workers salaries averaged \$184.84 per month. Sixty-two per cent of the teachers had less than a full college education.

Seventy-five respondents said they would use assistance in planning for weekday preschool programs in the churches if it were available. Consultant services were needed in the areas of buildings, program planning, furnishing and equipping facilities, and securing and training leadership.

It was concluded that churches were involved in weekday programs for preschool children and more would be entering this area of services. It was also concluded that help was needed and would be used in providing these services and that the Baptist Children's Homes should implement its present plan of assisting churches with this work.

Table of Contents

Chapter	Page
I. INTRODUCTION	1
Statement of the Problem	3
Related Literature	4
Statement of Objectives	5
II. PROCEDURES	7
Subjects	7
The Questionnaire	7
Data Collection	9
Analysis of Data	10
III. FINDINGS AND DISCUSSION.	12
Location of Programs for Preschool Children	12
Programs Being Planned.	20
Need for Consulting Services	20
Director and Teacher Preparation.	25
Salaries	25
Charges	27
Problems	31
Values	31
Use of Consulting Services	34

Chapter	Page
IV. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS . . .	37
Summary	37
Conclusions	40
Recommendations	40
REFERENCES	44
APPENDIX A. The Questionnaire	48
APPENDIX B. Samples of Letters Used in Data Collection	53

List of Tables

Table	Page
1. Programs in Operation	13
2. Location of Churches Which Offered Programs	14
3. Nature of Community in Which Programs Were Located . . .	16
4. Programs Related to Size of Church.	19
5. Programs Planned by 37 North Carolina Baptist Churches . .	21
6. Interest Expressed By Members Where No Program Was Operating Or Planned	23
7. Training and Preparation of Teachers and Directors	26
8. Salaries of Teachers and Assistants	28
9. Average Teacher Salaries By Location of Church	29
10. Monthly Charges	30
11. Problems Encountered by Weekday Preschools	32
12. Values Experienced in Weekday Preschools	33
13. Probable Use of Consulting Services	35
14. Summary of Status of Weekday Preschool Programs.	38

List of Figures

Figure		Page
1.	Location of Day Care Programs in N. C. Southern Baptist Churches	17
2.	Location of Nursery Schools and Kindergartens in N. C. Southern Baptist Churches	18

CHAPTER I

INTRODUCTION

During the Twentieth Century, emphasis on the care and teaching of children under six years of age has gained increasing attention in the United States from educators and welfare workers, and indeed from all persons concerned with the growth and development of young children. Numerous aspects of contemporary American society have contributed to the increase of day care facilities and nursery schools and kindergartens for these children.

The concept of the working mother is no longer new and unfamiliar. The number of working mothers is now nearing 9 million, more than 3 million of whom have children under six years of age. Approximately 9 million children under 12 have working mothers and 117,000 children under six live in father-only families. In the past decade, the number of mothers in the labor force increased by 73%. The decade 1960-70 is predicted to bring about another 25% increase (U. S. Department of Health, Education and Welfare, 1964).

Increasingly, educators have become interested in the early years of childhood as a means of enhancing the development of potentialities and preventing problems such as delinquency and drop-outs. Persons concerned with development have recognized the importance of enriched experiences in the social, intellectual, physical, and emotional maturation of the child in his early years.

Schools and day care programs have sprung up in haphazard fashion under a great variety of auspices: educational, governmental, philanthropic, religious, and private. Supervision and standardization of these programs are not uniform for the various states, though all with three exceptions, do now provide some form of legislation which permits licensing of day care facilities (U. S. Department of Health, Education and Welfare, 1964).

Formerly, programs for day care and education have been dealt with separately. Day care has been assigned the role of custodial care and temporary parent substitution. It has been associated primarily with the necessity of care for children of lower socioeconomic families in which the mother's absence from the home was dictated by economic necessity. Nursery schools and kindergartens traditionally have been associated with developmental and educational programs for children whose parents were able to pay for them, thus placing these services in relation to upper economic groups and implying that they were luxury programs.

The changing role of women and of family needs in the United States of 1966 are bringing the two concepts closer together. Education cannot be separated from good day care. The differences in the programs today lie primarily in (1) the motives of those who use them, (2) the relative length of time the child spends in the group program, and (3) the emphasis of the individual program in which he has been placed (Hoffman and Hoffman, 1964). Both the Children's Bureau and the U. S. Department of Health, Education and Welfare recognize the potential of good programs for preschool children in

strengthening family life (U. S. Department of Health, Education and Welfare, 1964).

Statement of the Problem

In 1959 the Baptist State Convention of North Carolina recommended to the Baptist Children's Homes of North Carolina, Incorporated,

that the homes consider offering the following services (by trained workers who understand both church work and social work) to the churches in an effort to help strengthen family life and save children from need for care away from home:

- (1) To inform churches as to the functions performed and services available at the Homes.
- (2) Instruct churches in programs of day care and other work which can be done in a community by a local church (Deane, 1959, p. 61).

Beginning in 1960 the administration of the Baptist Children's Homes of North Carolina, Incorporated, began to implement the recommendation by studying and making preparations for a program of day care, nursery school and kindergarten on the campus of the Mills Home in Thomasville. In September 1965, the Robert M. Idol Child Development Center was completed and the agency began to offer day care, nursery school and kindergarten. It should be understood that no children under age six are in institutional care under the policy of the Baptist Children's Homes of North Carolina. All children in care up to school age are living in foster homes supervised by the Social Service Department of the agency. For this reason, children in the Child Development Center are from local families who need the services of the center.

The building of the center and beginning of its various types of work were planned to provide a demonstration and instructional program which could

be a resource for North Carolina Baptist churches either engaged in any of these endeavors or planning to initiate any of them.

The administrator of the Children's Homes believed that some plan of work with the churches, in addition to the Child Development Center, would be needed to carry out the Convention's recommendation. Weekday preschool programs operating in Baptist churches should be located and the need and desire of church groups for consulting services in the area of day care, nursery school, and kindergarten work should be determined. This information was necessary before a plan of work with the constituency could be made. For this reason, the present study was requested by the administrator of the Baptist Children's Homes of North Carolina, Incorporated.

Related Literature

A search of literature revealed no studies of weekday programs for preschool children by a religious group. Simultaneously with the beginning of the present study, a survey of central city churches of the Southern Baptist Convention was begun by Bennett (1966). To date, only a progress report had been released. Reference was being made to weekday preschool services in this work.

Correspondence with the General Secretary, Statistician, and Secretary of the Sunday School Department of the North Carolina Baptist State Convention confirmed the fact that none of the desired information was available in any office of the Baptist State Convention. Communication with the Education Division of the Southern Baptist Convention in Nashville, Tennessee, brought to

light records on church schools, kept on the basis of reports received from churches throughout the Convention, in which North Carolina is included. This material did not reveal information pertinent to the needs of the present study.

A paper by Beall (1964) outlined procedures for operating Baptist Centers in deprived city areas and supported the planning of day care programs in these areas. An unpublished paper by Beall (1964) outlined principles and organization of day care centers in city Baptist Mission Centers.

A policy paper on Day Care gave attention to the needs of children in urban areas. It presented the condition of children from disadvantaged areas of New York City and suggested means of coping with their problems through preschool programs (Mayer, 1965).

In 1959 the Child Welfare League of America, Incorporated, began a massive combined research and action project to study the needs for day care for children and to suggest ways of meeting the needs and stimulating community and national interest in the problem (Child Welfare League, 1964, 1965). The study encompassed community opinions, licensing practices, and a survey of facilities in seven communities throughout the nation--six cities and one rural area. Preparation for the publication of the completed study was in progress at the time of this writing.

Statement of Objectives

Basic assumptions. Three assumptions were made in planning the present study:

1. A number of Baptist Churches in North Carolina were providing

some type of weekday program for preschool children.

2. An additional number of churches had programs in the planning stage.

3. Both those operating and those planning programs would use help in providing for this phase of their work if it were made available.

Objectives. Based on the above assumptions, the three objectives of the study follow:

1. To locate and describe services offered for preschool children in Southern Baptist Churches in North Carolina;

2. To obtain reasonably accurate knowledge of programs in the planning stages in the area of preschool services;

3. To gain insight into the need and demand for consulting services which might be offered to the churches by the Baptist Children's Homes of North Carolina, Incorporated.

CHAPTER II

PROCEDURES

Subjects

Subjects were the pastors of all Southern Baptist churches in the State of North Carolina whose resident memberships were 500 or more--a total of 289 churches. The administrator and the surveyor believed that the 500 limitation on membership would include all churches then supporting weekday pre-school programs, with the exception of the one on the Mills Home Campus. This one was operated in the church building on the campus, but under the direction of the Trustees of the Baptist Children's Homes.

The North Carolina Baptist Annual for 1964, an official publication of the Baptist State Convention, provided a listing of churches which gave information as to resident membership, the name of the pastor, and the name of the director of education, where such a person was employed.

The Questionnaire

The survey was made through the use of a questionnaire, mailed to the pastor of each of the 289 churches that met the membership description. Of the 289 questionnaires sent out, 234 were returned, affording an 81% return.

Correspondence with both state and national offices of the Southern Baptist Convention indicated that attempts to gain information concerning weekday

preschool programs had been unsuccessful, primarily because of the lack of clear definition of the terms day care, nursery school and kindergarten. Accordingly, these three terms were defined as follows:

1. Day Care referred to any service in which children are cared for during the day when it is necessary for them to be away from parents for any reason.
2. Nursery School referred to a program of education for four year old children, usually conducted during the morning hours.
3. Kindergarten referred to the educational service for five year old children.

The questionnaire contained 14 sections; most questions were open-ended. (Appendix A). Respondents were asked to describe their churches as to location, type of community in which the church was situated, and size of membership.

Two questions dealt with services now offered, number of children enrolled, number of staff employed and services not offered but being planned. Two questions treated responsibilities and qualifications of staff members. Three questions referred to salaries of staff members and charges for services. Two questions asked for information relative to problems encountered in offering the programs and values experienced as a result of them. A final section asked whether churches would use assistance in planning or improving weekday preschool services.

Space was left at the end of the questionnaire and respondents were

invited to comment and make suggestions. The latter was intended as a means of ascertaining the climate of attitudes about the preschool programs in the churches and about the venture of the Children's Homes into this field.

Prior to the mailing, the questionnaire was submitted for criticism to a newspaper editor, a developmental consultant, and a Baptist pastor who was not included in the survey.

Data Collection

The questionnaire was mailed on August 4, 1965 to the pastors of churches having resident memberships of 500 or more. Each mailing included a cover letter to the pastor explaining the undertaking and requesting his participation. (Appendix B). A mailing, on the same date, contained a letter to directors of education in these churches, interpreting the study, and soliciting their cooperation with the pastors in returning the questionnaire. (Appendix B). This letter was similar to, but not identical with, the one that was sent to the pastors. As questionnaires were returned, an acknowledgement was sent both to the pastor and to the director of education in the responding church. (Appendix B). On September 14, 1965, a second letter was sent to pastors who failed to respond to the first request for information. Another copy of the questionnaire was enclosed. (Appendix B). As responses were received from this mailing, they too were acknowledged. A memorandum was mailed to Trustees of the Baptist Children's Homes of North Carolina, Incorporated, on September 17, 1965, informing them of the status of the study. (Appendix B).

Analysis of Data

Two hundred and thirty-four of the 289 questionnaires were returned. One hundred and thirty-eight churches reported that they had no weekday pre-school program and no plans for engaging in such a program. Fifty of these indicated expressed interest on the part of members for some service. Churches having no program but considering one numbered 37. Both those that reported expressed interest and those considering programs were studied relative to the work being considered, the location and size of church, and the type of community served by the church.

Fifty-nine questionnaires were returned from churches which offered one or more of the programs defined. These were classified as to service offered, location and size of membership, type of community in which the church functions, and geographical distribution throughout the State.

Answers with regard to teacher preparation and experience were not stated clearly enough to be delineated in the above ways and they were studied as one unit. This was due to failure of the instrument to provide ways in which qualifications for the separate programs could be indicated precisely and easily.

It was found that day care could be studied alone, but that many respondents had grouped nursery schools and kindergartens in their answers. For this reason, two categories were established: one for day care only and one for nursery schools and kindergartens.

The 59 responses which dealt with programs in operation comprised

the main body of the material with which the study was concerned. The findings are presented by tables and maps which are amplified in the written discussion.

FINDINGS AND DISCUSSION

Findings are presented in relation to the three objectives of the study:

1. To locate and describe services offered for preschool children in Southern Baptist Churches in North Carolina.
2. To obtain nationally accurate knowledge of programs in the preceding stages in the area of preschool services.
3. To gain insight into the need and demand for counseling services which might be offered to the churches by the Baptist Children's Home of North Carolina, Incorporated.

Location of Programs for Preschool Children

Of the 138 questionnaires received, 138 churches reported no program; 37 reported no program at present but some phase of preschool work under consideration; and 59 indicated one or more programs then operating. Two churches which provided kindergarten were planning to develop day care programs as well. Table I indicates the total number of reported units operating in 49 churches, the number of children enrolled, and the number of staff employed.

Table I describes the location of the programs reported. The retained report on the number of pastures of pasture of central city

CHAPTER III

FINDINGS AND DISCUSSION

Findings are presented in relation to the three objectives of the study:

1. To locate and describe services offered for preschool children in Southern Baptist Churches in North Carolina;
2. To obtain reasonably accurate knowledge of programs in the planning stages in the area of preschool services;
3. To gain insight into the need and demand for consulting services which might be offered to the churches by the Baptist Children's Homes of North Carolina, Incorporated.

Location of Programs for Preschool Children

Of the 234 questionnaires returned, 138 churches reported no programs; 37 reported no program at present but some phase of preschool work under consideration; and 59 indicated one or more programs then operating. Two churches which provided kindergarten were planning to develop day care programs as well. Table 1 indicates the total number of reported units operating in 59 churches, the number of children enrolled, and the number of staff employed.

Table 2 describes the location of the programs reported. The released report on the Bennett study indicated that a number of pastors of central city

Table 1
Programs in Operation
(N = 59)

Program	No. Reported	No. Children	No. Staff
Day Care	16 ^a	569	74
Nursery School - Kindergarten	83 ^b	2,133	161
Total	99	2,702	235

a. Two churches operated day care, nursery school, and kindergarten in conjunction with elementary day schools; neither listed number of children or staff.

b. Twenty-four nursery schools and 59 kindergartens in 59 churches are included.

Table 2

Location of Churches Which Offered Programs

Program	Central City	Suburban	Town	Total
Day Care	9	5	2	16
Nursery School - Kindergarten	20	22	17	59

Figure 1 showed day care programs geographically and Figure 2 shows the location of nursery schools and kindergartens in the State. Seventy-five per cent of the day care programs and 51% of the nursery schools and kindergartens were located in the rapidly growing commercial and industrial areas of the State. This is the area frequently called the Baltimore Crescent in which employment is more readily available than in other parts of the State.

Table 4 summarizes existing programs as related to size of church membership. The largest number of programs was found in churches in the 100-250 membership. This was not surprising because it was known that this group represented the largest portion of the total number of Baptist Churches included in the survey. The larger churches should be in a better position to finance these programs.

churches expressed a need for expansion in the area of day care. Nine of the 16 day care programs reporting were located in central city churches. There was no noteworthy difference in the location of nursery schools and kindergartens.

Table 3 indicates the nature of the communities served by the pre-school weekday programs. The surveyor believed that the pastor's placement of his church would be representative of the occupational interests of the members. Although a large portion of North Carolina Baptist Churches were rural, few of them had memberships which exceeded the 500 figure. This eliminated them from the survey.

Figure 1 located day care programs geographically and Figure 2 shows the location of nursery schools and kindergartens in the State. Seventy-five per cent of the day care programs and 51% of the nursery schools and kindergartens were located in the rapidly growing commercial and industrial area of the State. This is the area frequently called the Piedmont Crescent in which employment is more readily available than in other parts of the State.

Table 4 summarizes existing programs as related to size of church membership. The largest number of programs was found in churches in the 500-999 membership. This was not surprising because it was known that this group represented the largest portion of the total number of Baptist Churches included in the survey. The larger churches should be in a better position to finance these programs.

Table 3
 Nature of Community in Which Programs Were Located
 (N = 59)

Program	Commer- cial	Indus- trial	Agricul- tural	Commerical- Industrial	Commercial- Agricultural	Total
Day Care	7	8		1		16
Nursery School - Kindergarten	23	19	2	9	6	59

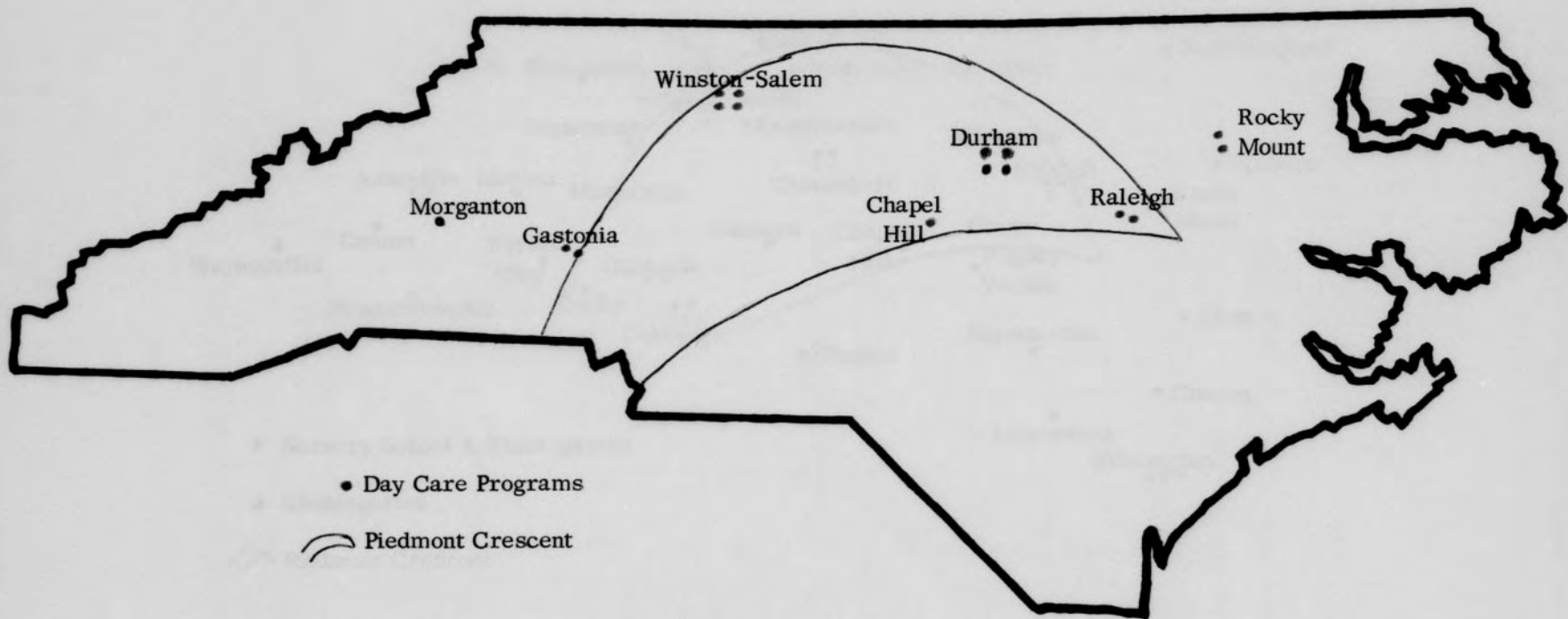


Fig. 1. Location of Day Care Programs in N. C. Southern Baptist Churches

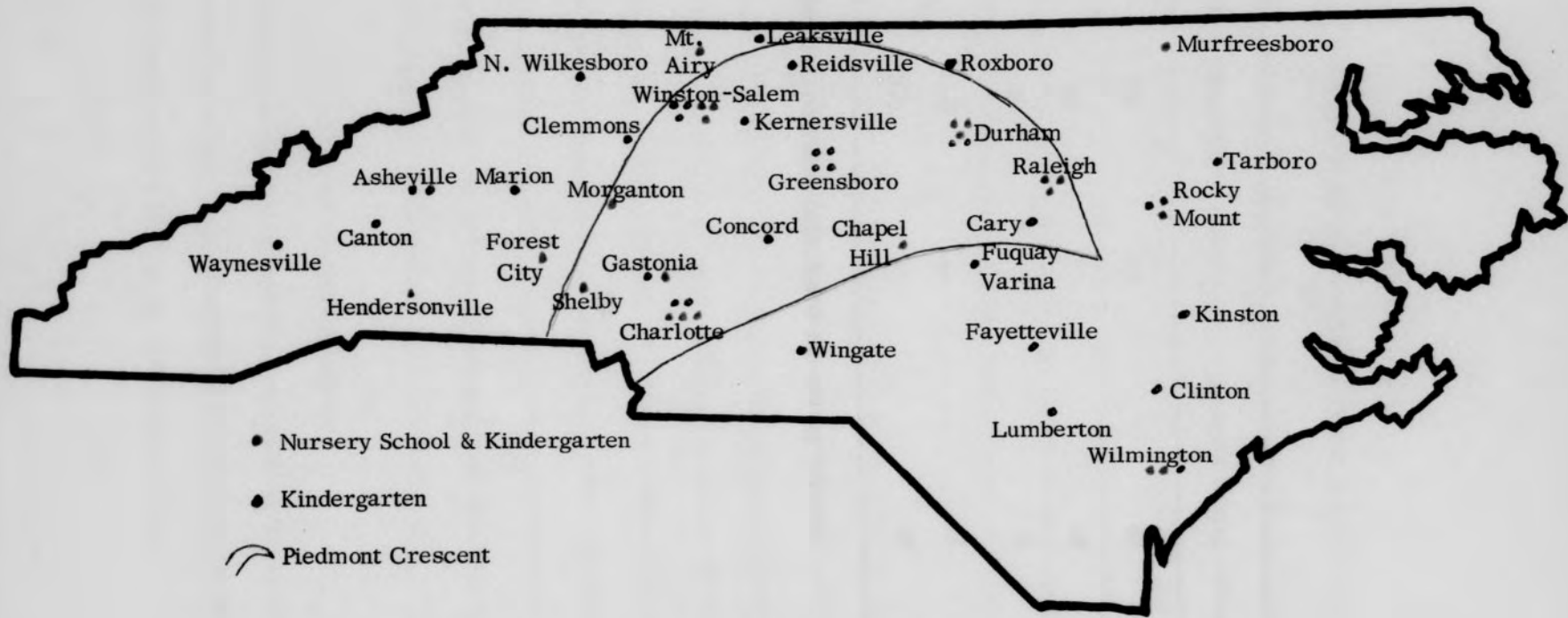


Fig. 2. Location of Nursery Schools and Kindergartens in N. C. Southern Baptist Churches

Table 4

Programs Related to Size of Church
(N = 59)

Membership	No. Churches ^a	Day Care	Nursery School - Kindergarten
500 - 999	188	13	43
1000 - 1499	32		10
1500 - 1999	10	3	5
2000 - 2499	<u>4</u>	—	<u>1</u>
Total	234	16	59

a. Number of churches included in the survey returns.

Programs Being Planned

As it was assumed in planning the survey, some churches which did not serve children in any of the ways being studied did have plans for work in the area under consideration. Table 5 indicates the types of programs being planned at the time of the survey by the location of the church, the type of the community and the size of the membership. Fifteen respondents indicated that they were planning for day care in the immediate future; 28 were preparing to begin kindergartens; and 5 were considering nursery schools--a total of 48 units in the offing.

In addition to the 48 units being planned by 37 churches, it was found that interest in establishing programs had been expressed by the constituency in cases where no plans were under consideration. The number of pastors who stated that such interest had been voiced by their members is as follows: day care, 16; nursery school, 5; kindergarten, 29. This is a total of 50 churches. Table 6 indicates interest expressed in programs in churches where no service was being planned. In view of the responses to the two questions referring to interest expressed and programs planned, it became clear that churches were aware of this opportunity and would become more involved in it.

Need for Consulting Service

Information concerning staff training, responsibilities, salaries, cost per child, problems and values of the programs gave added insight into the need for help to the churches engaged in weekday preschool services.

Table 5

Programs Planned by 37 North Carolina Baptist Churches

Location	Day Care	Nursery School	Kindergarten	Total
Central City	3		6	9
Suburban	6	5	10	21
Town	4		11	15
Village	1			1
Open Country	<u>1</u>	—	<u>1</u>	<u>2</u>
Total	15	5	28	48

Type of Community	Day Care	Nursery School	Kindergarten	Total
Commercial	2	3	9	14
Industrial	8	2	10	20
Commercial-Industrial	3		3	6
Commercial-Agricultural	<u>2</u>	—	<u>6</u>	<u>8</u>
Total	15	5	28	48

Table 5 (Continued)

Membership	Day Care	Nursery School	Kindergarten	Total
500 - 999	14	5	22	41
1000 - 1499	1		4	5
1500 - 1999			2	2
2000 - 2499	—	—	—	—
Total	15	5	28	48
<hr/>				
Type of Community				
Commercial	4	2	22	28
Industrial	1	1	11	13
Commercial-Industrial	1			1
Commercial-Agriculture	2	1	2	5
Total	8	3	35	46

Table 6

Interest Expressed by Members Where No
Program Was Operating or Planned
(N = 50)

Location	Day Care	Nursery School	Kindergarten	Total
Central City	3	1	7	11
Suburban	8	3	10	21
Town	3	1	11	15
Village	1			1
Open Country	<u>1</u>	—	<u>1</u>	<u>2</u>
Total	16	5	29	50

Type of Community	Day Care	Nursery School	Kindergarten	Total
Commercial	4	1	12	17
Industrial	7	3	11	21
Commercial-Industrial	3			3
Commercial-Agricultural	<u>2</u>	<u>1</u>	<u>6</u>	<u>9</u>
Total	16	5	29	50

Table 6 (Continued)

Membership	Day Care	Nursery School	Kindergarten	Total
500 - 999	14	5	23	42
1000 - 1499	2		4	6
1500 - 1999	—	—	<u>2</u>	<u>2</u>
Total	16	5	29	50

Director and Teacher Preparation. It has already been stated that the question regarding staff preparation was not adequately delineated; however, the failure had to do with the listing of staff members who rendered specialized services, such as cooks, nurses and maids. A total of 56 respondents did reply to the question concerning teacher preparation and 40 indicated the training of directors. It should be kept in mind that some of the schools replying had only one unit in operation and consequently no director was employed; the teacher handled administrative matters along with her other duties.

Table 7 shows training and preparation of teachers and directors. One school reported a business manager who was a college graduate; one had a doctor on call; two had registered nurses on the staff. Thirty-seven per cent of the teachers had only a high school education. It was noted that 10 of the respondents indicated no college graduate on the staff of the school. Of these, one was a day care program, eight were kindergartens, and one was a combined nursery school and kindergarten. Of 152 teachers whose educational status was reported, 94 had not completed college. Thus 62% of the teachers would not qualify as teachers in the public school system in North Carolina.

A total of 13 directors had responsibilities for which they were employed (by the church) in addition to duties with the weekday preschool: three were a part of the church's music staff; eight were on the educational staff; and two were part-time secretaries.

Salaries. Eight of the 15 day care-nursery school-kindergarten combined programs reported on director's salaries. The range was \$220-\$450 per

Table 7

Training and Preparation of Teachers and Directors

Education (56 answered)	Teachers	Directors
Less than High School	7	
High School graduate	57	5
College, 1 year	6	
College, 2 years	20	8
College, 3 years	4	1
College graduate	55	19
Graduate degree	3	6
R. N.	—	<u>1</u>
Total	152	40
Experience (24 answered)		
1 - 5 years	29	5
6 - 10 years	5	2
11 years - up	<u>5</u>	<u>6</u>
Total	39	13
Workshops attended (16 answered)		
	32	9

month. The mean salary for directors was \$301.43 per month. Ten nursery school-kindergartens (which did not include day care) listed directors' salaries. The range for these was \$163-\$400 per month, with the mean salary of \$177.50 per month; however, the mode was \$250 per month. Analysis of directors' salaries by location of church revealed nothing noteworthy.

Tables 8 and 9 summarize salary information. The mean salary of teachers in day care programs was \$184.84 monthly. For nursery schools and kindergartens, the average monthly teacher's salary was \$185.61. Since day care teachers are on the job for longer periods during the day, it was concluded that nursery school and kindergarten teachers were more highly paid for number of hours worked. Both figures were extremely low as compared with the monthly salary of \$436.00 for beginning teachers in the primary grades of the public schools. When the findings on low salaries were related to the fact that 62% of the teachers had less than full college education, a cause and effect relationship appeared probable. It was noted that teachers in suburban churches were more highly paid than in other areas.

Charges. Because of the number of comments to the effect that schools were having problems in financing their programs, it was concluded that findings pertaining to charges did not represent accurately the cost per child. Thirteen day care programs responded about charges and 52 nursery school-kindergartens provided this information as shown in Table 10.

Three day care respondents reported that their churches regularly supplemented the cost of care for children whose families could not afford to

Table 8
Salaries of Teachers and Assistants

Teachers ^a	Range	Mean	Median	Mode
Day Care	\$107.00 - 320.00	\$184.84	\$200.00	\$200.00
Nursery School - Kindergarten	80.00 - 360.00	\$185.61	\$175.00	\$175.00
Assistants ^b				
Nursery School - Kindergarten	\$ 50.00 - 150.00	\$113.87	\$120.00	\$100.00 ^c 150.00
Day Care, per hour	\$ 1.00 - 2.00	1.38	1.50	1.50

a. Represents 77 teachers' salaries--50 programs.

b. Represents 39 helpers' salaries--24 programs.

c. Bi-modal.

Note: All figures are for monthly salaries except day care assistants.

Table 9

Average Teacher Salaries by Location of Church

Program	Central City	Suburban	Town
Day Care	\$174.00	\$220.00	\$182.00
Nursery School - Kindergarten	\$174.00	\$260.10	\$182.00

Table 10
Monthly Charges

Program	Range	Mean	Median	Mode
Day Care	\$36 - 48.00	\$40.80	\$40.00	\$40.00
Nursery School - Kindergarten	\$12 - 25.00	\$16.30	\$16.00	\$15.00 ^a 20.00

a. Bi-modal

pay the full amount, and one supplemented "occasionally." An additional four had considered adopting this policy, but had not done so at the time of the survey. Seven nursery school-kindergartens supplemented payments for children when the need arose and one had considered doing so but a supplement had not been needed.

Problems. For nursery schools and kindergartens, a total of 44 respondents listed problems in 14 categories; day care answers yielded six categories for 11 programs. These are summarized in Table 11. Heading the list in each group were problems in the area of financing--both in meeting cost of operation and in administering financial matters. The second problem cited most frequently for each program was that of securing qualified personnel at salaries that the schools could afford to pay. In this area, two schools were unable to open on schedule in the fall of 1965 because they were unable to secure directors. Thirteen nursery school-kindergartens had encountered no problems of consequence.

Values. Table 12 shows values experienced by the churches reporting. Forty-four nursery school-kindergarten responses recorded values experienced by the church in 10 categories and 12 day care programs responded in 6 areas. The values named most frequently were enlistment into other phases of the church and service to the community. Included in the enlistment category were the answers which referred to the weekday preschool programs as a missionary arm of the church.

Table 11

Problems Encountered by Weekday Preschools

Problem	Day Care (N = 11)	Nursery School - Kindergarten (N = 44)
Financing School	4	8
Securing qualified personnel	5	5
Inadequate space and equipment	1	7
Lack of church support	1	6
Sharing facilities with Sunday programs	1	5
Interpersonal relations (staff)	1	1
Inadequate parking		1
Lack of community participation (central city)		1
Picking up on time		1
Weak committee		1
Drop outs		1
Maintenance		1
Transportation		1
Noise in office area		1

Table 12

Values Experienced in Weekday Preschools

Value	Day Care (N = 12)	Nursery School - Kindergarten (N = 44)
Enlistment into church	8	26
Community service	2	13
Good public relations		11
Meeting children's needs	7	8
Better equipment and facilities		6
Fuller use of facilities		6
Strengthening families		6
Improved Sunday work	1	4
Aid to student parents	1	3
International understanding (Integrated group)		1

Use of Consulting Services

It was assumed that churches did not have access to adequate sources of help in planning and operating weekday preschool programs. The Southern Baptist Convention provided a free kindergarten packet of general information pertaining to this ministry. It included suggestions and equipment lists for the programs. There is a Kindergarten Resourcebook (Barry and Treadway, 1965) published for use in churches. Occasional workshops were provided in various religious assemblies and welfare meetings. No agency was known, other than the State Department of Public Welfare, which offered "on location" consulting services for preschool care and education.

Table 13 shows the number who indicated help would be sought when it is made available. The large number of favorable responses (75 churches) to the question about assistance from the Children's Homes was reinforced by numerous enthusiastic remarks in the space for suggestions and comments at the conclusion of the questionnaire. Within a short time after the questionnaire was sent out, the surveyor noted that requests for this service began to come to the office of the Child Development Center. The greatest need for assistance was in the areas of planning programs for the children and securing and training leadership.

Fifty-one respondents made notes in the comment space. Fifty referred to the need for preschool programs, the need for assistance with the programs, or the appropriateness of participation by the Children's Homes. One reply was negative and expressed the opinion that this work was not the

Table 13

Probable Use of Consulting Services

Area	Schools Now Operating	Schools Being Considered
Building	15	19
Program structure	30	30
Furnishing and equipment	24	26
Recruiting and Training Leadership	27	31

(75 churches responded)

responsibility of the church and that those engaged in it were too far afield.

CHAPTER IV

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Summary

A questionnaire was sent to all Southern Baptist Churches in North Carolina to determine the extent of their preschool and nursery school programs. The questionnaire was mailed to 105 churches and 105 churches responded. The number of churches that responded was 105. A return rate of 100% was achieved. Findings were presented in relation to the objectives of the study: 1. To locate and describe the services offered for preschool children in Southern Baptist Churches in North Carolina. 2. To obtain reasonably accurate knowledge of programs in the existing stages in the area of preschool education. 3. To gain insight into the need and demand for counseling services which might be offered by the Baptist Children's Home of North Carolina, Incorporated.

Table 14 gives a summary of findings for the 105 responding churches. Sixty-two per cent of the respondents were concerned with the programs being studied with their interest being expressed by reporting interest in them. A total of 10 day care programs and 81 nursery school-kindergarten units were operating in 105 churches. These were studied as to location of church, nature of community in which church was located, and size of membership. Five hundred and sixty-nine children and 78 staff members were engaged in day care. The number of children enrolled in nursery schools and

CHAPTER IV

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Summary

A questionnaire was sent to all Southern Baptist Churches in North Carolina, whose memberships exceeded 500, to locate weekday programs operated and planned for preschool children. The number of churches included in the survey was 289. A return of 81% was realized. Findings were presented in relation to the objectives of the study: 1. To locate and describe services offered for preschool children in Southern Baptist Churches in North Carolina; 2. To obtain reasonably accurate knowledge of programs in the planning stages in the area of preschool services; 3. To gain insight into the need and demand for consulting services which might be offered by the Baptist Children's Homes of North Carolina, Incorporated.

Table 14 gives a summary of findings for the 234 responding churches. Sixty-two per cent of the respondents were concerned with the programs being studied: with those in operation, those being planned, or by expressing interest in them. A total of 16 day care programs and 83 nursery school-kindergarten units were operating in 59 churches. These were studied as to location of church, nature of community in which church was located, and size of membership. Five hundred and sixty-nine children and 74 staff members were engaged in day care. The number of children enrolled in nursery schools and

Table 14

Summary of Status of Weekday Preschool Programs
(N = 234 churches)

Program	Operational (N=59)	Planned (N=37)	Interest Expressed (N=50)	Total
Day Care	16	17	16	49
Nursery School	24	5	5	34
Kindergarten	<u>59</u>	<u>28</u>	<u>29</u>	<u>116</u>
Total	99	50	50	199 ^a

a. Total number of units in 146 churches. The remaining 88 churches reported nothing in any category.

kindergartens was 2,133, with 161 staff members. The total number of children for all programs was 2,702, with 235 staff personnel.

Of 37 churches considering the initiation of some phase of preschool work, 15 indicated they were planning for day care; 28 were preparing to begin kindergartens; and five were planning for nursery school units--a total of 48 units of service.

An additional 50 pastors reported that their constituency had expressed an interest in weekday preschool services even though no plans were being made to offer them. Sixteen recorded interest in day care, five in nursery schools, and 29 in kindergartens.

Need and demand for consulting services were studied as to the quality of the program and the expression of a desire for assistance. Teacher preparation, salaries, charges, problems, and values were taken to be indicative of the quality of the programs. Teacher preparation covered a range from less than high school graduation to graduate training, with the largest single category of teachers falling in the high school graduate group. Average salaries per month were found to be \$185.61 for nursery school-kindergarten teachers and \$184.84 for day care workers.

Charges per month were (average) nursery school-kindergarten, \$16.30; day care \$40.80. Comments related to cost indicated that amounts charged did not cover adequately the costs of operation.

Problems most often listed were in the areas of financing schools and employing qualified personnel at prices the churches could afford to pay. Values

were recognized in terms of enlistment into other phases of church programs, service to communities, and meeting the needs of children.

Seventy-five churches operating or planning a preschool weekday program indicated that they would use assistance in one or more of the following areas: building, program structure, furnishing and equipping, and recruiting and training leadership.

Conclusions

The results of the survey supported the basic assumptions: 1. That Baptist churches provided some weekday programs for preschool children; 2. That an additional number of churches had such programs under consideration; 3. That both programs operating and those being planned would use help in providing for these services if it were made available.

Recommendations

As a result of the findings of the survey, recommendations follow:

1. No question yielded information relative to the quality of physical plants and equipment. A study of Baptist-operated facilities licensed by the State Department of Public Welfare should be undertaken. This information would contribute additional insight into the quality of programs and would be of value in planning an approach for the improvement of programs in the churches.
2. Of the 152 teachers whose preparation was reported, 57 were high school graduates only; 94 had not completed college. Respondents indicated that finding qualified staff was a problem. Of 75 responding churches, 58

indicated that they would use help in recruiting and training leadership if it were available. The data on preparation and securing of staff indicated urgent need in the area of qualified teachers. Since it is known that a large number of Baptist church staff members are educated in Baptist colleges and theological seminaries, a study should be undertaken with these institutions to determine what instruction they offer in preschool education, religious education of young children, and child development. Such a study should provide a basis upon which Baptist educational institutions could plan for training of needed personnel. An aspect of this study should include consideration of the effects of poorly trained and unqualified teachers upon the basic educational experience of the children in their care as related to their future public school and religious training.

In its role of assisting the churches with planning for weekday preschool programs, the Baptist Children's Homes should consider providing workshops in day care, nursery school and kindergarten. The presence of the Child Development Center on the Mills Home campus would facilitate such a venture. Workshops would offer "in service" training to persons already engaged in preschool programs and should be promoted especially for those whose academic preparation has been inadequate.

3. Teacher salaries were found to average \$184.84 monthly in day care and \$185.61 monthly in nursery schools and kindergartens. This placed staff salaries far below those of public school teachers. It was also found that the churches were concerned about the general financing of the programs. The Baptist Children's Homes should devise means of interpreting the costs and

financing of services for preschool children. Expenses in staff maintenance, equipping, and operating the schools need to be understood. Churches should be led to consider subsidizing the preschool programs through their annual budget planning procedures.

4. It was found that three day care programs supplemented the cost of care for children whose families could not afford the full amount. Seven nursery school-kindergartens provided supplementary financial assistance. Churches should be encouraged to supplement costs of care or to set fees on a sliding scale wherein needed. Careful attention should be given to making child care services available to families under stress for any reason. It must be recognized that often those who need care most are least able to purchase it.

5. Churches should explore the possibility of programs for children with special needs. The expressions of recognition of values in service to the community and in meeting the needs of children seem to indicate a climate favorable to this recommendation.

6. The present study did not concern itself with two aspects of week-day services for children, both of which have potential for strengthening family life. Churches should be led to study (a) the need for after school day care for children over 6 and (b) the extent of use and possibilities of parent education methods and of family life education in the church curriculum.

7. Seventy-five churches which operated or planned a weekday pre-school program indicated that they would use assistance in one or more of the following areas: building, program structure, furnishing and equipping, and

recruiting and training leadership. The statement of desire for consulting services illustrates the need for continuing the demonstration center on the Mills Home campus. It also indicates the need for employment of staff members by the Children's Homes who are qualified to meet with, advise, and instruct churches in improving and initiating weekday preschool services.

8. The Baptist Children's Homes of North Carolina should continue to be informed about the status and progress of day care, nursery schools and kindergartens in the State by maintaining contact with developments in education and welfare. The agency should keep informed on work in the area of services to preschool children with the Child Welfare League of America, Incorporated, the Children's Bureau, The National Committee on Day Care, The Office of Economic Opportunity and other organizations active in this field.

REFERENCES

- Alkhaja, Hania, Mitcham, Carol L., & Berg, Donald B. A study of licensed day care facilities in the Chapel Hill community. Unpublished master's thesis, Univer. of North Carolina at Chapel Hill, 1961.
- Barry, James C. & Treadway, Charles F. Kindergarten resource book. Nashville: Broadman Press, 1965.
- Bauer, Betty. Day care: a demonstration project. Child Welf. Div.: New Mexico Dep. of Pub. Welf., 1964.
- Beall, Jewel Chancy. Baptist centers reaching a contemporary world. Atlanta: Home Mission Board, Southern Baptist Convention, 1964.
- Beall, Jewel Chancy. Day care centers. Unpublished paper, Home Mission Board, Southern Baptist Convention, 1964.
- Bennett, G. Willis. The city church in the area of transition, Home Missions, January 1966, 37, 6-15; 18-27.
- Child Welfare: Special Issue on Day Care, March 1965, 44, 124-155.
- Child Welfare League of America, Inc. Day care, an expanding resource for children. New York: Child Welfare League of America, Inc., May 1965.
- Child Welfare League of America, Inc. Day care and related facilities. (Preliminary Report: The Day Care Project, Stage III) New York: Child Welfare League of America, Inc. 1965.

- Child Welfare League of America, Inc., Day care licensing report. (Preliminary report: The day care project, stage II) New York: Child Welfare League of America, Inc. 1964.
- Deane, Charles B., ed. Annual of the Baptist State Convention of North Carolina. Raleigh: Edwards and Broughton, 1959.
- Deane, Charles B., ed. Annual of the Baptist State Convention of North Carolina. Raleigh: Edwards and Broughton, 1964.
- Dillard, Polly Hargis. The church kindergarten. Nashville: The Broadman Press, 1958.
- Ewing, John. While mothers work. Minneapolis: Community Health and Welfare Council of Hennepin County, Inc., 1963.
- Gerling, Amy Gessner. Day care for the children of Wichita. Wichita: Community Planning Council, 1953.
- Hansan, John E., Pemberton, Kathryn, Gulfillan, Viola, & Eckstein, Esther. Day care: a preventive service. New York: Child Welf. League of America, Inc., 1963.
- Hoffman, Gertrude L. Day care services: form and substance. Washington: U. S. Government Printing Office. Children's Bureau Publ. Number 393, 1961.
- Hoffman, Martin L. & Hoffman, Lois W. Review of child development research. New York: Russell Sage Foundation, 1964.

- Keith-Lucas, Alan, ed. Programs and problems in child welfare, Ann. Amer. Acad. Polit., Soc. Sci., September 1964, 355, 1-139.
- Keyserling, Mary Dublin. Who are the working mothers? Washington: U. S. Dep. of Labor. Advance draft of leaflet 37, Rev. April 1965.
- Mayer, Anna B. Day care as a social instrument: a policy paper. School of Social Work: Columbia University, 1965.
- Morris, Naomia M., Peters, Ann, & Chapman, Sidney S. Children in day care: a health focused look at current practices in a North Carolina community. Unpublished paper, N. C. State Bd. of Publ. Welf., October, 1962.
- Norris, Shirley & Sheaffer, Bradford W. Day care of children: a survey of day care needs in Topeka, Kansas. July, 1964.
- N. C. State Bd. of Publ. Welf. Standards and regulations for day care centers and day care homes. Raleigh: State Bd. of Publ. Welf., 1963.
- Prescott, Elizabeth. A pilot study of day care centers and their clientele. Washington: Children's Bureau, Publ. No. 428, 1965.
- Ruderman, Florence A. Conceptualizing needs for day care: some conclusions drawn from the Child Welfare League day care project, Child Welf., April 1965, 54, 207-213.
- Sessions, Frank O., Lothrop, Dennis & Vorevaller, Darrell J. Day care: the Utah study. A study by the Utah community services council, 1964.
- Southern Baptist Sunday School Board, Kindergarten kit of free materials. Nashville: Broadman Press.

State Board of Public Welfare. North Carolina manual for work with children.

Mimeographed, Raleigh, 1963-1965.

Stewart, Mrs. George. Community organization for day care of children. New

York: National Committee for Day Care of Children, Inc., April 1965.

Trabue, M. R., ed. Education: the humanizing force in our world. Lexington,

Ky.: University of Kentucky, March, 1960.

U. S. Dep. Hlth., Educ., Welf. Day care services. Washington: Children's

Bureau. Publ. 420, 1964.

U. S. Dep. Hlth., Educ., Welf., & U. S. Dep. Labor. Child care arrangements of

the nation's working mothers, 1965: a preliminary report. Washington:

Dept. Hlth., Educ., Welf. and Labor, 1965.

U. S. Dep. Hlth., Educ., Welf. Report on day care. Washington: Children's

Bureau. Child welf. report 14, 1964.

Day care for children: a community service. A social survey

for the Community Council of Austin and Travis County, Texas, 1964.

NAME OF CHURCH _____
ADDRESS _____
CITY _____ STATE _____

1. Do you have any regular program for preschool children?
If yes, refer to any activities in which children are cared
for during the day when it is necessary for them to be
away from parents for any reason.
Nursery School refers to a program of education for four
year old children, usually conducted during the morning
hours.
Kindergarten refers to the educational service for five
year olds.

Day Care _____ Number Children _____ Number Staff _____
Nursery School _____ Number Children _____ Number Staff _____
Kindergarten _____ Number Children _____ Number Staff _____

Appendix A

The Questionnaire

2. Do you have any type of day service for children and
adults who cannot attend church?
If so, what? _____

3. Describe your church by checking one which is most of the
following:

A. Central City _____ Suburban _____ Town _____
Village _____ Open Country _____

B. Commercial _____ Industrial _____ Agricultural _____

4. Number of resident members _____

5. Do you have or have you ever had services for young children?
If so, any of your members expressed any interest in any of
them? _____
What services? _____

NAME OF CHURCH _____

ADDRESS _____

ASSOCIATION _____ PASTOR _____

1. Do You have any weekday program for preschool children?

Day Care refers to any service in which children are cared for during the day when it is necessary for them to be away from parents for any reason.

Nursery School refers to a program of education for four year old children, usually conducted during the morning hours.

Kindergarten refers to the educational service for five year olds.

Day Care _____ Number Children _____ Number Staff _____

Nursery School _____ Number Children _____ Number Staff _____

Kindergarten _____ Number Children _____ Number Staff _____

2. Do you have any type of weekday service for children and families under consideration now? _____.

If so, what? _____

3. Describe your church by checking one blank in each of the divisions below:

A. Central City _____ Suburban _____ Town _____

Village _____ Open Country _____

B. Commercial _____ Industrial _____ Agricultural _____

4. Number of resident members _____.

5. If you have no weekday services for preschool children, have any of your members expressed an interest in any of them? _____

Which services? _____

6. Please indicate academic preparation and experience of staff members who work with children as to: High school; college, number of years; college graduate, major field; graduate training; experience. Indicate any persons who contribute specialized or part time services such as cooks, music teachers, health staff.

Position on Staff	Preparation
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

7. Are any of the above workers employed by the church for responsibilities in addition to their work in the weekday program for children? Indicate staff title and division of responsibilities.

8. Indicate approximate salary for each staff member employed to work with children in Nursery School, Kindergarten, or Day Care.

Position	Salary
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

9. What are your monthly charges for services to children?
 Nursery School _____
 Kindergarten _____
 Day Care _____
10. Does the church supplement costs for any families who are unable to pay for care needed for a child? _____
11. Have you considered supplementing costs in such cases? _____
12. What values have been experienced in the church from the offering of any of the services being considered in this questionnaire? _____

13. What have been the chief problems encountered in offering any of these services? _____

14. If it were available from your Children's Homes, would you use professional assistance in planning for any of the following to be used in weekday programs for preschool children?

- Building_____
- Program Structure_____
- Furnishing and equipping_____
- Recruiting and training leadership_____

We will welcome any comments and suggestions you would care to make about any of the possibilities herein indicated. (Use back, if necessary.)



Baptist Children's Homes

OF NORTH CAROLINA, INC.

1000 S. THOMPSONVILLE
R.D. 1, THOMPSONVILLE
N.C. 27088

W. E. Clarke, General Superintendent
Thompsonville, North Carolina

Letter to Parents

August 4, 1964

In response to a request of the Baptist State Convention of 1955, your Children's Homes have been planning and preparing toward the opening of a Child Development Center on the Mills Home Campus. This Center will deal with needs of, and services to, children of pre-school age, nursery school, kindergarten programs.

Appendix B

It is our belief that hereafter there will be a need for service to which many of our churches will, and will be, increasing their interest in supporting and undergirding. This is their children's needs in their communities. The needs of care for children in families to which they are not able to provide adequate education of small children, the opportunities of evangelism, and the needs of children who are not being reached through their parents—all of these hold promise for the future of our state and the programs of North Carolina churches.

Samples of Letters:

To Pastors

To Directors of Education

Acknowledgement

Follow Up

To Trustees

The Child Development Center will accept the first group of children from the Thompsonville campus. The spirit of the program is to be under the direction of a pastor or a layman who is interested in working in this specialized area. We are seeking an administrative person for churches throughout the state who are interested and need for such programs.

In order to know what is needed by the churches and how best to project our services to you, we need your comments and guidance at this point in planning for starting and further development. The questionnaire enclosed is of great importance in this respect. We are seeking your cooperation and suggestions for this project.

Whether you have any weekday services for children or not, you will be able to answer some of the questions. Without your response we would be unable to have a complete and accurate picture of what is being done for children in this area, what is planned, and what are the needs and wishes of the churches with which we can assist.



Baptist Children's Homes

54

OF NORTH CAROLINA, INC.

MILLS HOME, THOMASVILLE
KENNEDY HOME, KINSTON
ODUM HOME, PEMBROKE
GREER HOME, CHAPEL HILL

W. R. WAGONER, *General Superintendent*

Thomasville, North Carolina

Letter to Pastors

August 4, 1965

In response to a request of the Baptist State Convention of 1959, your Children's Homes have been planning and preparing toward the opening of a Child Development Center on the Mills Home Campus. The Center will deal with needs of, and services to, children of preschool age--Day Care, Nursery School, Kindergarten programs.

It is our belief that herein lies an area of service in which many of our churches are, and will be, increasingly concerned in strengthening and undergirding family life in their communities. The provision of care for children in families in which both parents need to work, the foundation education of small children, the opportunities of evangelism and missions with families reached through their children--all of these hold promise of real usefulness for the educational programs of North Carolina churches.

The Child Development Center at Mills Home will accept its first group of children from the Thomasville area this fall. The operation of the program is to be under the direction of a staff qualified by preparation and experience for work in this specialized area. It is designed to serve as a demonstration project for churches throughout the State where there is interest in and need for such programs.

In order to know what is needed by the churches and how best to project our services to you, we need your comments and guidance at this point in planning for staffing and further development. The questionnaire enclosed is of vital importance in this respect. We are seeking your cooperation and suggestions for this reason.

Whether you have any weekday services for children or not, you will be able to answer some of the questions. Without your response we would be unable to have a complete and accurate picture of what is being done for families in this area, what is planned, and what are the needs and wishes of the churches with which we can assist.

All the information obtained by means of the questionnaires will be handled in strictest confidence and we hope you will feel free to comment and suggest at any point. Should you need to place the questionnaire in the hands of some other member of your staff, along with the explanation contained herein, this will be entirely acceptable. We would, however, be most grateful for its return at the earliest possible date.

Please accept our thanks in advance for your help in this matter. Let us invite you, too, to visit us at the Children's Homes at any time to see any phase of our work and to visit the newest endeavor--the Child Development Center--in particular.

Sincerely yours,

W. R. Wagoner
General Superintendent

WRW:mnh



Baptist Children's Homes

56

OF NORTH CAROLINA, INC.

MILLS HOME. THOMASVILLE
KENNEDY HOME. KINSTON
ODUM HOME. PEMBROKE
GREER HOME. CHAPEL HILL

W. R. WAGONER, *General Superintendent*

Thomasville, North Carolina

Letter to Directors of Religious Education

August 4, 1965

In response to a request of the Baptist State Convention in 1959, your Children's Homes have been planning and preparing toward the opening of a Child Development Center on the Mills Home Campus. The Center will deal with needs of, and services to, children of preschool age--Day Care, Nursery School, Kindergarten programs.

It is our belief that herein lies an area of service in which many of our churches are, and will be, increasingly concerned in strengthening and undergirding family life in their communities. Provision of care for children in families in which both parents need to work, the opportunity of evangelism and missions with families reached through these children, the foundation education of small children--all of these hold promise of real usefulness for the educational programs of North Carolina churches.

The Child Development Center at Mills Home will accept its first group of children from the Thomasville area this fall. The operation of the program is to be under the direction of a staff qualified by preparation and experience for work in this specialized area. It is designed to serve as a demonstration project for churches throughout the state where there is interest in and need for help in such programs.

In order to know what is needed by the churches and how best to project our services to you, we are in need of your comments and guidance at this point in planning for staffing and further development. A questionnaire has been sent to your Pastor in an effort to gain such help.

We are aware that you are vitally concerned with every phase of the educational work of your church. For this reason, we are asking that you cooperate with your Pastor in any way you can to secure and return the questionnaire to us. Whether your church is offering any preschool weekday services or not, you will be able to answer some of the questions enclosed.

Without a response from your church, we would have an incomplete picture of what is being done, what is planned, and what are the needs and wishes of the churches for services to families in these areas. These are the things we need to know in order to plan for helping you.

We will appreciate your cooperation with the Pastor in answering and returning the questionnaire and will welcome any personal comments and suggestions you wish to include. Of course, all information received will be kept in confidence.

Please accept our thanks in advance for your help. We will be happy to have you or groups from your church visit any of the Children's Homes at any time and would be especially glad to have you visit the Child Development Center in Thomasville.

Sincerely yours,

W. R. Wagoner
General Superintendent

WRW:mnh



Baptist Children's Homes

58

OF NORTH CAROLINA, INC.

MILLS HOME, THOMASVILLE
KENNEDY HOME, KINSTON
ODUM HOME, PEMBROKE
GREER HOME, CHAPEL HILL

W. R. WAGONER, *General Superintendent*

Thomasville, North Carolina

Letter of Acknowledgement

We have received your response to the questionnaire which was mailed to you concerning week-day services for preschool children through the churches. Please accept our sincere appreciation for your help in getting this material together.

We will be working with this information for some time to come in compiling a picture of present services, needs and plans for the future. A summary of findings will be published in the fall in Charity and Children. Should you have any special interest in the findings, we will be glad to correspond with you individually.

The Child Development Center on the Mills Home campus would welcome a visit from you and will be happy to attempt to serve you upon request.

Sincerely yours,

W. R. Wagoner
General Superintendent

WRW:mnh



Baptist Children's Homes

59

OF NORTH CAROLINA, INC.

MILLS HOME, THOMASVILLE
KENNEDY HOME, KINSTON
ODUM HOME, PEMBROKE
GREER HOME, CHAPEL HILL

W. R. WAGONER, *General Superintendent*

Thomasville, North Carolina

Follow up letter

On August 4 we mailed a survey questionnaire concerning week day services for preschool children to many pastors in North Carolina. Since that time we have received enthusiastic and gratifying responses from a large number of the churches included in the study.

Your response will help us greatly to complete the picture and will add value to the study. Even if you have no Kindergarten, Nursery School, or Day Care, your reply is important to the completed study.

I know that a number of pastors were on vacation during August and that this may have delayed your answer. In the event that your first copy of the questionnaire was misplaced, I am enclosing another copy for your convenience.

The Child Development Center at Mills Home opened September 1 with its first group of children from the Thomasville area in Nursery School and Day Care. The completion of the survey will aid us in the further development of the program. Thank you for your help.

Sincerely yours,

W. R. Wagoner
General Superintendent

WRW:mnh

Enclosure



Baptist Children's Homes

60

OF NORTH CAROLINA, INC.

MILLS HOME, THOMASVILLE
KENNEDY HOME, KINSTON
ODUM HOME, PEMBROKE
GREER HOME, CHAPEL HILL

W. R. WAGONER, *General Superintendent*

Thomasville, North Carolina

Memorandum to Trustees

September 17, 1965

You will be interested to know that the enclosed letter and questionnaire were sent to two hundred and eighty-nine churches in North Carolina with resident memberships of five hundred (500) members and above. To date approximately fifty per cent of the questionnaires have been returned. Interest in the Child Development program is gratifying. Several pastors and ministers of education have indicated their need for assistance in making provision for a like ministry through their churches.

Sincerely yours,

W. R. Wagoner
General Superintendent

WRW:mnh

Enclosures

Typed by Marie Teague