

# Ministry Teams – Plans & Report

July 2017 – June 2018

## Good Shepherd Lutheran Church

### Mission Statement

Our mission is to forgive, nourish, love, and support one another through God's Word and Sacrament, so that we may be enabled and equipped to share the message of salvation and the love of God in the world.

### Mission Summary

Enabled & equipped to share Jesus!

### Vision

Community Focused to be Community Engaged

### Over all Structure for Ministry Teams:

1. Each Ministry Team serves with an appropriate staff person. The Senior Pastor keeps the Church Council informed about the activities of each team.
2. The staff person recruits a coordinator for the team in consultation with the Senior Pastor. A coordinator serves for one year, which can be extended on a yearly basis.
3. The staff person and coordinator chose team members to assist in administering their ministries.
4. The coordinator of each team works with the staff person to set an agenda.
5. The team works with the staff person to develop outcomes and a strategic plan to achieve outcomes.
6. The staff person and/or the coordinator decide on financial expenditures from the budget for their ministry. They may involve team members in any financial decision. Any expenditure for a single item or project over \$500.00 is to be discussed with the Senior Pastor before any commitment is made. Any long-term, on-going financial commitment is to be discussed with the Senior Pastor.
7. A budget is developed by March. The Senior Pastor compiles a full budget for the Budget Committee, which is presented to the Church Council. The Council makes any changes for presentation to the Congregational Voting Assembly.

### Notes:

1. The highlighted brackets indicate actions on outcomes.
2. The Team Members listed include those who have served in 2016-2017 and those who will serve in 2017-2018.

## **I. Children Ministries (Staff: Director of Youth Ministries)**

### **A. Team Members**

John Otte, Tracie Schell, Chrissy Stiles, Linda Buie, Paula Hansen

### **B. Purpose**

*Our purpose is to provide children with the opportunity to study God's Word on an individual or group basis, through classes and other resources.* The basic objectives of Children Ministries are to plan and administer educational programs and activities for children, to determine policies, to select appropriate personnel, to provide the necessary resources for teaching and insure adequate facilities for a children's program.

### **C. Outcomes:**

1. A Sunday School program offers learning opportunities for children. [Completed]
2. Volunteer staff are enlisted and equipped for all areas of Children Ministries. [Completed]
3. A summer Vacation Bible School program offers a variety of learning activities for member's children, including an intentional focus to reach unchurched children. [Ongoing]
4. Visitors to the Sunday School and the VBS program are contacted with an intentional effort to incorporate unchurched children in other ministry events to hear the Gospel. [To be surveyed in 2017]
5. An annual Christmas program incorporates all children to present an exciting message to members and the community. [Ongoing]
6. An annual teacher appreciation event recognizes the dedication of all volunteers in Children Ministries. [Ongoing]
7. An annual Rally Sunday event gives people an opportunity to experience the upcoming education program, with a special focus on the Sunday School. [Ongoing]
8. Students who have completed all four years in confirmation (5<sup>th</sup>–8<sup>th</sup> grades) have a proficient understanding of Bible history and teachings, a thorough comprehension of the Lutheran teachings from the Small Catechism, and a personal relationship with the Lord. [Ongoing]
9. Children in the 1<sup>st</sup>–4<sup>th</sup> grades participate in spiritual nurture and growth activities during the week as well as Sunday mornings. [Ongoing]
10. A parent class was offered to members and non-members. [Ongoing]
11. Staff and volunteers attended a children's ministry conference to learn new models for doing effective children's ministry. [Not Completed]
12. A special event to highlight Sunday School to parents and visitors has been held. [Not Completed, Moved to Fall 2017]

13. Summer Sunday School is offered for children. [Changed to take home kits, summer 2017]

**D. New Outcomes**

1. *Faith Path* has been launched for parents, a faith based program to train parents to develop their children's faith at home. [Not completed]
2. A *Faith Time Night* was hosted to demonstrate what it looks like and how to create intentional family time at home. [To be revised]
3. Summer Sunday monthly events for children are offered.
4. A survey of Sunday School parents was completed with the goal of changing.

**II. Elders (Staff: Pastor)**

**A. Team Members:**

Ken Fitzgerald (15-2), Victor Martino (15-2), Derek Schell (16-2), Jim Bollinger (16-2), Rick Kaepernick (17-2), Jim Smith (17-2), Ken Lambert (16), LeRoy Gonzales (16), Mark de la Motte (17), Wayne Rickey (17)

**B. Purpose:**

*Our purpose is to model a personal faith, promote spiritual growth of congregation members, provide care and support for the Senior Pastor, and help all members express unity in the Christian faith.*

**C. Outcomes:**

1. The sanctity of the congregation and the spiritual purity of the Word of God as a Lutheran church are clearly evident by members and visitors. [Done regularly.]
2. The spiritual, emotional, and physical health of the Senior Pastor(s) is regularly addressed. [Done regularly.]
3. Each elder's meeting serves as a support group for the Senior Pastor and allows him access to them as an accountability group. [Done regularly.]
4. Needs for the sick, hospitalized, handicapped and elderly are properly addressed. [Done regularly.]
5. Elders are receptive to concerns expressed by members of the congregation and take action on those expressed concerns, as is appropriate. [Done regularly.]
6. Encouragement is shown to those who have become inactive in worship. [Done regularly.]
7. A reverent atmosphere and good order are maintained at all worship services. [Done regularly.]
8. Elders assist the Senior Pastor in worship services as needed. [Done as needed.]

9. The Elders recruit, train and schedule ushers and supervise other worship assistants on their team (acolytes, musicians, sound system operators, projection operators, altar guild, nursery worker, etc.). [Done regularly.]
10. The Elders select a head elder to chair Elder meetings and serve on the Church Council. [Done.]
11. The elders and Pastor Ron have fully implemented a process for dealing with conflict among members and others in the community. [Ongoing]
12. A plan for emergency needs at Church has been developed and implemented in conjunction with the Property Ministry Team. [Ongoing]
13. The elders have integrated a volunteer pastoral assistants into the elder team ministry. [Ongoing, two are serving: Mitch Preus & Tom Hoy]
14. Lay teachers are part of the confirmation ministry. [Ongoing, Bob Hoskins]
15. A prayer vigil for the congregation is held on the National Day of Prayer. [Ongoing]
16. Ways to recruit for and celebrate people serving as elders and other worship service positions are prepared. [In process]
17. An annual event, like Mush Ball, will be held with the high school youth to discuss worship participation on an Elder Team and other youth concerns/interests. (added 11/2016)
18. Security needs during worship service were reviewed. [Completed]
19. The Elders held an annual social event with the Jr. High and Sr. High to build relationships, discuss service opportunities and receive feedback about what they would like to get out of the partnership with the Elders. (SMART Outcome for the Big Rock)

**D. New Outcomes for 2017-2018:**

- 1.

**III. Fellowship Ministries (Staff: Pastor)**

**A. Team Members**

Troy de la Motte

**B. Purpose:**

Fellowship Ministries provides methods and activities for fellowship opportunities within the congregation on a regular basis.

**C. Outcomes:**

1. Refreshments after Sunday worship services inspire fellowship among and integration of church members and visitors. [Ongoing.]
2. At the annual church picnic for members and friends everyone in attendance becomes acquainted with at least one new person. [Ongoing.]
3. Through the annual Christmas decorating people find a sense of satisfaction in working with others to prepare our worship area for the holidays. [Ongoing.]
4. The Easter Brunch is a festive event that gives a sense of joy to all worshippers and a welcome to visitors. [Ongoing.]
5. A monthly gathering activity for seniors has been implemented. [Ongoing]

**E. New Outcomes**

1. One–two other people have been incorporated as team members for this team. [Not completed; moved to 2017-2018]
2. The children and youth prepared and served refreshments on two Sundays during the year. (SMART Outcome for the Big Rock) [Not completed]

**IV. Outreach Ministries (Staff: Pastor)**

**A. Team Members:**

Becky Bailey, Margaret Routt, Judy Rixin

**B. Purpose:**

*Our purpose is to enable and equip congregational members by providing resources and practical opportunities to share the Gospel with the unchurched.*

**C. Outcomes:**

1. Members are proactive in reaching other people with the Gospel.
  - a. Once a year we will offer a course in helping people talk about their faith. [Not completed]
  - b. Throughout the year we will promote the importance of doing ministry where people live, play, work, etc., by providing illustrative examples of how that is done and providing resources. [Ongoing]
  - c. We involve people in community events/activities as representatives of our Lord and GSLC. [Ongoing, monthly]
2. The “Outreach to VIP’s” program provides follow-up contacts to all worship guests.
  - a. It provides at least three friendly touches as a follow-up for all worship guests: greeting card, worship gift, and email or telephone contact. [Ongoing, weekly.]
  - b. Guests at other events will receive at least two friendly touches as a follow-up to their visit at one of our events: greeting card and email or telephone contact. [Ongoing]
  - c. All guests will receive mailed or emailed invitations to other special events over the next calendar year from their first visit. [Ongoing for some events.]

3. Information about our missionaries is current contact with our missionaries is maintained. [Ongoing]
4. The Sunday Information Center in the Social Hall is attractive and stocked with information of interest to our guests. [Ongoing]
5. Church events and ministries are publicized in the community. [Ongoing]
6. A visitor-friendly worship environment is cultivated by providing name tags on Sunday mornings and by making every Sunday visitor friendly. [Ongoing]
7. Quality resources are provided to meet the spiritual, physical and emotional health needs of individuals in the community. [Ongoing through LHM literature at the church, Emanuel, and the Sales Yard.]
8. The website for Good Shepherd creates a dynamic presence of our congregation and the Gospel to the online community. [Ongoing]
9. Assures most events are outreach focused by providing an "Events Outreach Resource and Evaluation Form" to the leaders of each event. [Ongoing]
10. A regular presence is provided at the Turlock Sales Yard (May – October) to offer a community service and a Christian witness. [Ongoing]
11. One outreach event/process was publicly noted each month. [Ongoing]
12. GSLC is represented at the Turlock Christmas Parade [Ongoing]
13. New ways for reaching out with the Gospel through the internet are in place. [Ongoing]
14. A monthly outreach challenge was given for the members to Share the Love of God. [Completed]
15. A mission trip was completed in 2017. [Completed]
16. Youth and children were equipped to bring the Gospel to their friends. (SMART Outcome for the Big Rock) [Completed]
17. A 30-day Bible Reading Plan for Completing the Great Commission was offered to the congregation in August 2016. [Completed]
18. The congregation was introduced to new mission groups. [Completed]

#### D. New Outcomes

1. Our congregation sponsored a Christmas parade entry in 2016 that was a large manger with large lighted cross and people walking beside it to emphasize people walking in darkness have seen a great light (Isaiah). [Moved to 2017]
2. Revisit how we respond to new people in our community and at our church.
3. Discover and implement ways to use social media for our church.
4. Update church brochure

## **V. Property Ministries (Staff: Pastor)**

### **A. Team Members:**

Bob Hoskins, Wayne Rickey, Bill First, Tiffany Santoro, Jim Bollinger

### **B. Purpose:**

*Our purpose is to improve and maintain all church property so that it is inviting and pleasing to God, the community, and the congregation.*

### **C. Outcomes:**

1. All church property is properly maintained and presents a favorable witness to the community. [Done regularly.]
2. An annual review of maintenance needs provides a list of current and future needs. [Done at least 4 times this past year.]
3. Capital campaign needs and goals are identified and presented to the Council every year. [In process for Council]
4. The ThumbSmasher ministry is provided a list of needed repairs and projects. [Done weekly.]
5. Issuing and recording of church keys provides proper security to the property and needed access for members, as well as a plan for proper use of the church safe. [Ongoing.]
6. Policies governing use of church property and equipment provide proper protection of property and satisfactory use by members. [Ongoing.]
7. Future plans for installing new chancel lighting will be drafted. [In process]
8. Annually review technology needs (computers, phones, alarm, etc). [Ongoing]
9. Yale locks were replaced with Schlage lock cylinders. [Completed. Some were changed.]

### **D. New Outcomes**

1. A plan for security cameras has been presented and adopted for the Capital Fund Drive. [Move to 2017-2018]
2. The Property Team established a Sunday tech center that is staffed by youth to provide services for congregational members. (SMART Outcome for the Big Rock) [Move to 2017-2018]

## **VI. Small Group Ministries (Staff: Small Group Coordinator)**

### **A. Team Members:**

Mitch Preus

**B. Purpose**

*Our purpose is to provide adults in the congregation with a variety of opportunities to learn and apply God's Word on a group basis, through small group Bible studies and other activities.*

**C. Outcomes:**

1. Volunteer staff are enlisted and equipped for all areas of Small Group Ministries. [Ongoing]
2. Resources for small group leaders and members to contact visitors with an intentional effort to incorporate the unchurched in other ministry events to hear the Gospel. [Ongoing]
3. A variety of small group ministries are offered to adults based on identified needs and desires of members and the community. [Ongoing]
4. Most small groups are proactively outreach focused and regularly involve new people in their activities. [In process]

**D. New Outcomes**

1. One–two other people have been incorporated as team members for this team. [Carried over from 2016-2017]
2. One new small group was added.
3. Better communication was developed between small group leaders and the team.

**VII. Social Ministries (Staff: Pastor)**

**A. Team Members**

Nancy Widdowson, Judy Ranheim, Pam Hoskins, Beth Bollinger, Danna Shipman

**B. Purpose:**

*Social Ministries provides methods and activities to demonstrate Christian care and compassion into the community.*

**C. Ongoing Outcomes**

1. Social needs in the local community and the world are regularly identified and communicated to congregational members. [Ongoing]
2. People regularly assist in meeting the identified social needs. [Ongoing]
3. Information of the available social agencies in the community is regularly communicated to congregational members. [Ongoing]



4. When emergencies cause hardships for congregational members, they are offered financial assistance by the congregation or its members and/or given information about other available resources. [As needed]
5. In the event of a disaster in the community, the congregation and its members get involved in providing assistance. [No need identified in 2016-2017]
6. Monthly blood pressure checks are provided on Sunday mornings. [Ongoing]
7. The congregation is informed regularly about how we handle transient issues, especially on Sunday mornings. [Ongoing]
8. The congregation has participated in the "Support Our Troops" program that mails almonds and other items to our troops. [Changed to providing Biblesticks]
9. The congregation is involved in providing meals and/or housing for Turlock Gospel Mission's winter shelter program and the We Care Homeless, or whatever community winter shelter program is in place. [Ongoing]
10. The congregation is involved in the annual Love Turlock event. [Ongoing]
11. The adult literacy ministry, Learning Matters, is provided for people in our community. [Ongoing]
12. Sleeping bags are collected for donation to Turlock Gospel Mission. [Ongoing]
13. Business cards with information for homeless people are available for members to distribute. [Ongoing]
14. Our connections are renewed with the Turlock Pregnancy Center. [Ongoing]

**D. New Outcomes**

1. A special event was held for children and youth to honor their parents. (SMART Outcome for the Big Rock) [Completed]
2. Our congregation considered developing a Comfort Dog ministry. (Not completed)
3. Our congregation considered participating in L.E.R.T. (Lutheran Early Response Team). [Completed]

**VIII. Stewardship Ministries (Staff: Pastor)**

**A. Team Members:**

Jon Bailey, Rob Geiger, Louise Rickey, Ed Junker

**B. Purpose:**

*Stewardship Ministries assists the Senior Pastor in overseeing a total stewardship emphasis in the congregation, including the congregation's financial concerns.*

**C. Ongoing Outcomes:**

1. An ongoing process for congregational members propels people into various inreach and outreach ministries. [Ongoing]
2. An annual campaign focuses members on basic Biblical stewardship principles and inspires them to make an annual commitment of resources for ministry in the Church. [Ongoing]
3. Assistance is provided with any Capital campaign, when requested by the Council. [Awaiting request from the Council.]
4. Giving patterns of the congregation are studied and shared with members of the Church Council and the congregation. [Monthly reports in News & Notes]
5. Church budget reports are distributed to Council and each Ministries team coordinator on a monthly basis. [Ongoing]
6. People are recruited, trained and assigned to assist in counting and depositing the offerings with one of the church office staff on Mondays. [Ongoing]
7. Offering envelopes are annually distributed to all confirmed members. [Ongoing]
8. Contribution statements are prepared and distributed to all confirmed members and other regular contributors in July and January. [Ongoing]
9. Policies for proper use of budget monies and fund raising are prepared and monitored. [Done]
10. Alternative methods for regular contributions have been distributed to the congregation. [Completed]
11. *Financial Peace University* is offered to the congregation and community at least annually. [Ongoing]

**D. New Outcomes**

- 1.

**IX. Women's Ministries (Staff: Coordinator of Volunteers)**

**A. Team Members:**

Sandy Mann, Sharon Jensen, Jean White, Judy Rexin

**B. Purpose:**

*Women's Ministries provides a variety of ministry opportunities and fellowship events specifically focused on meeting the needs of women.*

**C. Outcomes:**

1. LWML ministries and events are coordinated with the team. [Ongoing]

2. New friendships are developed among women at the annual retreat as they are inspired for joyful, daily living as a Christian and are renewed in their relationships with family and friends. [Ongoing]
3. Small group ministries for women provide exciting relationships among church members and friends. [Ongoing]
4. The bi-annual convention of the CNH-LWML provides an opportunity for women of all ages to grow and expand their opportunities for ministry and mission. [Ongoing]
5. Devotions, prayers and/or Bible studies are presented during women's ministries events to assist women to share and grow in their faith and spirituality with others. [Ongoing]
6. A mission statement and purpose for specific women's ministries gives direction and meaning for existence. [Ongoing]
7. A MOMS ministry provides support and encouragement to mothers for Christian parenting. [Not completed]

#### D. New Outcomes

1. Youth are involved in women's activity, like a cook-off or a fashion show. (SMART Outcome for the Big Rock)

### X. Youth Ministries (Staff: Director of Youth Ministries)

#### A. Team Members:

David Judish, Lori Smith, Troy de la Motte; Tom Hoy, Wayne Barber

#### B. Purpose

*Our purpose is to empower the youth and families of Good Shepherd for lives of Christian servanthood in Jesus Christ through classes, activities, and special events. The Youth Ministries team plans and builds a safe environment in which youth can meet and grow in their faith development. They are a friend, mentor, and servant of the youth in the church. They enable youth to reach their fullest Christian development. They prepare themselves for their work by attending seminars, retreats, and other programs. They are an example to the youth of the congregation.*

#### C. Outcomes:

1. A current list of all youth in the church is maintained by the DYM, including regular guests. [Ongoing]
2. Senior high youth demonstrate a personal faith relationship to Jesus that has been developed through weekly youth ministry Bible studies and is exhibited through serving events. [Ongoing]
3. Junior High youth grow in their personal faith relationship to Jesus through monthly bonding and monthly serving events that complement their faith development through Confirmation. [Ongoing]
4. The 5<sup>th</sup>-6<sup>th</sup> graders grow in their personal faith relationship to Jesus through either a monthly bonding or serving event as a supplement to Confirmation. [Ongoing]

5. College students and young adults are involved in a variety of small groups and participate in the total ministry of the congregation. [Ongoing]
6. Adult counselors, parents and others, are recruited, trained and involved in various youth ministries. [Ongoing]
7. Three (3) parent seminars were held during the year to update parents on youth trends.
  - Spiritual Parenting [Not completed; to be completed Fall 2017]
  - Technology [Not completed; to be completed Spring 2017]
8. An on-line newsletter with registration capabilities for signing up for events was created. [Not completed; will be completed by Fall 2017]
9. A Fall and Spring retreat was offered for youth to equip them for high school and college. [Completed]

#### D. New Outcomes

1. *Faith Path* was used to develop a task force and to implement youth stepping-stones in youth curriculum. [Not completed; move to Fall 2017]
2. Youth are monitored by a visit and/or call for each youth per week to see how they are doing. [In progress; move to 2017-2018]
3. The Youth Ministry Team paired each youth currently in the youth ministry program with adult mentors. (SMART Outcome for the Big Rock, to be completed by May 2017)
4. Lifetree Café will be used for College group and Young Adults, weekly class.