

Ministry Teams – Plans & Report

July 2014 – June 2015

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 the outcomes.
2. The Team Members listed include those who have served in 2013-2014 and those who will serve in 2014-2015.

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

A. Team Members

Lisa Willming, Shirley Borchardt, Sandie Knapp

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. [Moved to Oct.2014]
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. [Completed]
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. [Completed]
5. An annual Christmas program incorporates all children to present an exciting message to members and the community. [Completed]
6. An annual teacher appreciation event recognizes the dedication of all volunteers in Children Ministries. [Will be completed]
7. An annual Rally Sunday event gives people an opportunity to experience the upcoming education program, with a special focus on the Sunday School. [Completed]
8. Students who have completed all four years in confirmation (5th–8th 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. [Completed]
9. Children in the 1st–4th grades participate in spiritual nurture and growth activities during the week as well as Sunday mornings. [Completed]
10. A parent class was offered to members and non-members. [Not Completed]
11. Staff and volunteers attended a children's ministry conference to learn new models for doing effective children's ministry. [Moved to Fall 2014]
12. A special event to highlight Sunday School to parents and visitors has been held. [Not Completed]
13. Enlisting volunteers for Children's Ministry has been revamped. [Completed]

14. A Sunday School camp out in the Social Hall was held for families in fall 2012. [Not Completed, to be removed]

15. A parent orientation to Sunday School was held. [Not completed]

16. Sunday school activities were offered for the entire family. [Not completed, to be removed]

D. New Outcomes for 2014-2015:

1. The Sunday School is revamped based on feedback from the Task Force of 2014.
2. Summer Sunday School is offered for children.

II. Elders (Staff: Pastor)

A. Team Members:

Jim Harlan (12-2), Bob Hoskins (12-2), Mike Bava (13-2), John Otte (13-2), Charlie Jahn (14-2), Dave Gale (14-2), Ken Fitzgerald (13), Victor Martino (13); Derek Schell (14); Jim Bollinger (14)

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. [In progress]
12. A plan for emergency needs at Church has been developed and implemented in conjunction with the Property Ministry Team. [Done]
13. The elders have integrated a volunteer pastoral assistants into the elder team ministry. [Partially done with an additional volunteer staff person, but he does not serve with the elders.]
14. Additional worship opportunities will be offered for Lent 2014. [This was completed]
15. Lay teachers are part of the confirmation ministry. [This was completed]
16. A prayer vigil for the congregation is held on the National Day of Prayer. [Completed]

D. New Outcomes for 2014-2015:

1. The elders and Pastor Ron have fully implemented a process for dealing with conflict among members and others in the community. [In process of completion; moved to 2014-2015]
2. The confirmation process has been examined and changes implemented.
3. The use of acolytes in worship has been revised.

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. [Completed.]
2. At the annual church picnic for members and friends everyone in attendance becomes acquainted with at least one new person. [Completed.]

3. The semi-annual camping event builds new ties among church members and friends. [To be removed]
4. Through the annual Christmas decorating people find a sense of satisfaction in working with others to prepare our worship area for the holidays. [Completed.]
5. The Easter Brunch is a festive event that gives a sense of joy to all worshippers and a welcome to visitors. [Completed.]
6. Attending a sports event in which member(s) of our congregation are participants demonstrates support and encouragement from members. [Not completed; to be removed]
7. A monthly gathering activity for seniors has been implemented. [Completed]
8. A weekly E-News communication keeps members informed and up-to-date on all activities and events each week. [Not completed]
9. A fishing trip for all ages improves generational communication to all members and inspires family interaction. [To be removed]
10. A crab feed fundraiser assists the support of our missionary, Valerie Stonebreaker, and provides members an opportunity to feel they are part of her ministry in Togo. [To be removed]
11. Participating in "Relay for Life" demonstrates compassion and caring of our members to the community and raises awareness to members and friends of the congregation. [To be removed]

E. Outcomes for 2014-2015:

1. "Movies on the Lawn" promotes summer family togetherness and communication to members and friends.

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 done.]
 - 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. [Done regularly]

- c. We involve people in community events/activities as representatives of our Lord and GSLC. [Done 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. [Done 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. [Done regularly.]
 - c. All guests will receive mailed or emailed invitations to other special events over the next calendar year from their first visit. [Done for some events.]
3. Information about our missionaries is current and monthly contact with our missionaries is maintained. [Done regularly]
4. The Sunday Information Center in the Social Hall is attractive and stocked with information of interest to our guests. [Provided weekly; updated regularly.]
5. Church events and ministries are publicized in the community. [Done regularly.]
6. A visitor-friendly worship environment is cultivated by providing name tags on Sunday mornings and by making every Sunday visitor friendly. [Done weekly.]
7. Quality resources are provided to meet the spiritual, physical and emotional health needs of individuals in the community. [Done 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. [Updated regularly.]
9. Assures most events are outreach focused by providing an "Events Outreach Resource and Evaluation Form" to the leaders of each event. [Done by coordinating with event leaders.]
10. A regular presence is provided at the Turlock Sales Yard (May – October) to offer a community service and a Christian witness. [Done]
11. A volunteer mission trip for summer 2013 is in place. [This was completed April 2014.]
12. A musical performance has been offered as an outreach event to the community. [This was done in Advent and on Good Friday.]
13. Our congregation has adopted one new approach to expand our mission with the Togo Lutheran Church (ELT). [Done through the electrification project for the Togo Lutheran Church]
14. One outreach event/process was publicly noted each month. [Done]
15. GSLC is represented in the Turlock Christmas Parade [Done]
16. New ways for reaching out with the Gospel through the internet are in place. [Ongoing]

D. New Outcomes for 2014-2015

1. A mission trip to Togo was completed in 2015.

V. Property Ministries (Staff: Pastor)

A. Team Members:

Bob Hoskins, Wayne Rickey, Richard Ring, Burt Lindquist, Bill First

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. [Done as needed.]
4. The ThumbSmasher ministry is provided a list of needed repairs and projects. [Done weekly.]
5. The process for 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. [Done.]
6. Policies governing use of church property and equipment provide proper protection of property and satisfactory use by members. [Done.]
7. Future plans for a new phone system will be drafted. [In process]
8. Window coverings for the back classrooms and Nursery will be installed. [Completed for the Nursery and Fellowship Room, but not the back classrooms]
9. Future plans for installing new chancel lighting will be drafted. [In process]
10. Plans for new tables for the Fellowship Room have been formulated. [Done]
11. A servicing policy for the handbells has been implemented. [Done]

D. New Outcomes for 2014-2015:

1. Window coverings for the back classrooms and the Cooper House are installed.
2. Capital needs for a new Capital Fund Drive are presented to the Council.

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

A. Team Members:

[Not a developed team.]

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. [Done]
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. [Done]
3. A variety of small group ministries are offered to adults based on identified needs and desires of members and the community. [Done]
1. At least 4 new small groups have been started for with a specific focus as outreach groups. [Only one group was started]
2. Most small groups are proactively outreach focused and regularly involve new people in their activities. [Not fully implemented.]

D. New Outcomes for 2014-2015:

1. Three new small groups will begin.

VII. Social Ministries (Staff: Pastor)

A. Team Members

Nancy Widdowson, Judy Ranheim, Lesa Volkmer, Pam Hoskins, Beth Bollinger

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. [Doing on a regular basis.]

2. People regularly assist in meeting the identified social needs. [Doing on a regular basis.]
3. Information of the available social agencies in the community is regularly communicated to congregational members. [Doing on a regular basis.]
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. [Doing 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 2013-2014]
6. Monthly blood pressure checks are provided on Sunday mornings. [Doing monthly.]
7. The congregation is informed regularly about how we handle transient issues, especially on Sunday mornings. [Doing]
8. The congregation has participated in the "Support Our Troops" program that mails almonds and other items to our troops. [Doing annually]
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 for 2013-2014. [Done.]
10. The congregation is involved in the annual Love Turlock event. [Done]
11. The congregation is informed about Turlock Gospel Mission's expansion plans. [Doing]

D. New Outcomes for 2014-2015:

1. The congregation has launched one new ministry event to connect with our community. [This is in process through the Adult Literacy Program.]
2. One specific Christmas message item was included with the gifts given through the Giving Tree in December 2014. [Did not complete; move to 2014-2015]
3. The developed and implemented a gift giving opportunity for Easter similar to the Christmas Giving Tree. [Did not complete; to be removed]

VIII. Stewardship Ministries (Staff: Pastor)

A. Team Members:

Jon Bailey, Rob Geiger, Louise Rickey

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. [Doing]
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. [Doing.]
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. [Doing]
6. People are recruited, trained and assigned to counter teams of two for counting and recording all offerings for the congregation after worship services. (The Church office records all other receipts.) [The Sunday Counters have been disbanded]
7. People are recruited, trained and assigned to teams of two for depositing all offerings for the congregation. (The Church office deposits all other receipts.) [This was revised to be a group of single counters, who count with the Church Secretary on Mondays.]
8. Offering envelopes are annually distributed to all confirmed members. [Done]
9. Contribution statements are prepared and distributed to all confirmed members and other regular contributors in July and January. [Done]
10. Policies for proper use of budget monies and fund raising are prepared and monitored. [Done]
11. Alternative methods for regular contributions have been distributed to the congregation. [Options are being considered]

D. New Outcomes for 2014-2015:

1. Alternative methods for regular contributions have been distributed to the congregation. [Partially completed by informing people about using their bank's bill pay process for regular contributions]
2. Preparations for offering *Financial Peace University* to the congregation and community have begun in order to fully implement the process by the Fall of 2014. [Completed; to be moved to Ongoing Outcomes]

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

Margaret Routt, Sandy Mann, Sandy Knapp, Terry Goodwin, Sharon Jensen, and Jean White

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 leader of the Morning Circle. (LWML organizes and coordinates some specific women's events/activities.) [LWML has been inactive; plans to restart it in Fall 2014]
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. [Completed]
3. Small group ministries for women provide exciting relationships among church members and friends. [Completed]
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. [Completed]
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. [Completed]
6. A mission statement and purpose for specific women's ministries gives direction and meaning for existence. [Completed]
7. A brochure that lists Women's Ministries for the congregation is available. [Completed]

D. New Outcomes for 2014-2015:

1. A MOMS ministry provides support and encouragement to mothers for Christian parenting. [Not completed; to be completed 2014-2015]
2. A physical fitness and walking group encouraged healthy bodies and minds for a positive and healthy lifestyle. [Not completed; to be completed 2014-2015]

X. Youth Ministries (Staff: Director of Youth Ministries)**A. Team Members:**

Dave Judish, Lori Smith, Troy de la Motte; Craig Baker

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. [Completed]
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. [Completed]
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. [Completed]
4. The 5th-6th graders grow in their personal faith relationship to Jesus through either a monthly bonding or serving event as a supplement to Confirmation. [Completed]
5. College students and young adults are involved in a variety of small groups and participate in the total ministry of the congregation. [Partially completed]
6. Adult counselors, parents and others, are recruited, trained and involved in various youth ministries. [Completed]
7. Three (3) parent seminars were held during the year to update parents on youth trends. [Not completed. Move to 2014-2015]
8. An on-line newsletter with registration capabilities for signing up for events was created. [Completed]
9. A dinner auction for the National Youth Gathering was held in the Spring of 2013. [Completed]
10. A visit for youth to Concordia University, Irvine, was completed. [Not completed, to be removed]
11. Small groups brought in special guests once a month. [Not completed, to be removed]
12. Three (3) parent seminars were held during the year to update parents on youth trends. [Not completed, to be removed]
13. Special guests (4-5 people) were brought in quarterly to a youth group meeting to talk about special topics. [Not completed, to be removed]

D. New Outcomes for 2014-2015:

1. New audio/visual systems were installed in Youth Central.