

# Ministry Teams – Plans & Report

July 2015 – June 2016

## 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 for 2014-2015.
2. The new outcomes are for 2015-2016.
3. The Team Members listed include those who have served in 2014-2015 and those who will serve in 2015-2016.

**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 Fall 2015]
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 June 2015]
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. [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 (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. [Completed]
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. [Completed]
10. A parent class was offered to members and non-members. [Moved to Fall 2015]
11. Staff and volunteers attended a children's ministry conference to learn new models for doing effective children's ministry. [Moved to Fall 2015]
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. The Sunday School is revamped based on feedback from the Task Force of 2014. [Not completed]

15. Summer Sunday School is offered for children. [Completed, to be removed]

**D. New Outcomes for 2015-2016:**

1. *Faith Path* has been launched for parents, a faith based program to train parents to develop their children's faith at home.
2. *A Faith Time Night* was hosted to demonstrate what it looks like and how to create intentional family time at home.
3. Summer Sunday School included take home devotions and monthly events for children.
4. A Sunday School superintendent and FaithWeaver coordinator have been recruited and are on staff.

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

**A. Team Members:**

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. [Ongoing]
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. [Completed, two volunteer staff people are in place: Mitch Preus & Tom Hoy]
14. Additional worship opportunities will be offered for Lent 2015. [Completed]
15. Lay teachers are part of the confirmation ministry. [Completed. Two teachers work with Pastor Ron: Bob Hoskins & Tony Paul]
16. A prayer vigil for the congregation is held on the National Day of Prayer. [Completed]
17. The elders and Pastor Ron have fully implemented a process for dealing with conflict among members and others in the community. [In process]
18. The confirmation process has been examined and changes implemented. [Completed]
19. The use of acolytes in worship has been revised. [In process]

#### **D. New Outcomes for 2015-2016:**

1. Ways to recruit for and celebrate people serving as elders and other worship service positions were prepared.
2. Alternative ways were considered for worship during Lent 2016.
3. Security needs during worship service were reviewed.

### **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. Through the annual Christmas decorating people find a sense of satisfaction in working with others to prepare our worship area for the holidays. [Completed.]
4. The Easter Brunch is a festive event that gives a sense of joy to all worshippers and a welcome to visitors. [Completed.]
5. A monthly gathering activity for seniors has been implemented. [Completed]
6. A weekly E-News communication keeps members informed and up-to-date on all activities and events each week. [Not completed]
7. "Movies on the Lawn" promotes summer family togetherness and communication to members and friends. [Not completed, to be removed]

#### **E. Outcomes for 2015-2016:**

1. One–two other people have been incorporated as team members for this team.

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

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

Becky Bailey, Margaret Routt, Judy Rexin, Tony Lorenzo

##### **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 2015 was completed. [This will be completed July 2015.]
  12. A musical performance has been offered as an outreach event to the community. [This was done in Advent and on Good Friday.]
  13. One outreach event/process was publicly noted each month. [Done]
  14. GSLC is represented in the Turlock Christmas Parade [Done]
  15. New ways for reaching out with the Gospel through the internet are in place. [Ongoing]

#### **D. New Outcomes for 2015-2016**

1. A monthly outreach challenge was given for the members to Share the Love of God.
2. A mission trip was completed in 2016.
3. Congregational T-shirts were available for purchase by the Church picnic in Sept.
4. Incorporation of prayers for non-Christians was expanded in our small group settings.

**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. [In process for Council]
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. Future plans for installing new chancel lighting will be drafted. [In process]
9. A servicing policy for the handbells has been implemented. [Done]
10. Window coverings for the back classrooms and the Cooper House are installed. [Completed, to be removed]
11. Capital needs for a new Capital Fund Drive are presented to the Council. [In process]

**D. New Outcomes for 2015-2016:**

1. A plan for security cameras has been presented and adopted for the Capital Fund Drive.

**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. [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]
4. At least 4 new small groups have been started for with a specific focus as outreach groups. [Only one group was started in 2014-2015]
5. Most small groups are proactively outreach focused and regularly involve new people in their activities. [In process]
6. Three new small groups will begin. [Not fully completed, see #4 above]

**D. New Outcomes for 2015-2016:**

2. One–two other people have been incorporated as team members for this team.

**VII. Social Ministries (Staff: Pastor)****A. Team Members**

Nancy Widdowson, Judy Ranheim, 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 2014-2015]
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 2014-2015. [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]
12. The congregation has launched one new ministry event to connect with our community. [This was completed by the Adult Literacy Program.]
13. One specific Christmas message item was included with the gifts given through the Giving Tree in December 2014. [Completed]
14. The developed and implemented a gift giving opportunity for Easter similar to the Christmas Giving Tree. [Did not complete; to be removed]

**D. New Outcomes for 2015-2016:**

1. Sleeping bags are collected for donation to Turlock Gospel Mission.
2. Business cards with information for homeless people are available for members to distribute.
3. Our connections are renewed with the Turlock Pregnancy Center.

**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 assist in counting and depositing the offerings with one of the church office staff on Mondays. [This is a revised outcome and is in process.]
7. Offering envelopes are annually distributed to all confirmed members. [Done]
8. Contribution statements are prepared and distributed to all confirmed members and other regular contributors in July and January. [Done]
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. [Options are being considered]
11. *Financial Peace University* is offered to the congregation and community at least annually. [Completed]

**D. New Outcomes for 2015-2016:**

- 1.

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

Margaret Routt, Sandy Mann, Sharon Jensen, Jean White and 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 leader of the Morning Circle. (LWML organizes and coordinates some specific women's events/activities.) [Completed]
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 2015-2016:

1. A MOMS ministry provides support and encouragement to mothers for Christian parenting. [Not completed in 2014-2015; to be completed 2015-2016]
2. A physical fitness and walking group encouraged healthy bodies and minds for a positive and healthy lifestyle. [Not completed in 2014-2015; to be completed 2015-2016]

## 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 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. [Completed]
5. College students and young adults are involved in a variety of small groups and participate in the total ministry of the congregation. [Not completed. Moved to 2015-2016]
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 2015-2016]
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. [Moved to 2015]

### D. New Outcomes for 2015-2016:

1. An online Bible study was offered for college and young adults through *Right Now* media.
2. *Faith Path* was used to develop a task force and to implement youth stepping-stones in youth curriculum.
3. Youth are monitored by a visit and/or call for each youth per week to see how they are doing.
4. A Fall and Spring retreat was offered for youth to equip them for high school and college.