

**MINISTRY PLAN**  
**ANCASTER CHRISTIAN REFORMED CHURCH**  
**JUNE 1, 2005 - MAY 30 2008**

**Introduction:**

What follows below is a gathering of the Mission Statement, The Vision Statement and the Core Values that form the backbone of the "Ministry Plan" that follows. These elements were approved by Council at its meeting on June 1, 2005 and were ratified by the congregation at its meeting on June 8, 2005.

**Summary:**

As a congregation of the Christian Reformed Church in North America we declare the following to be:

**1. Our Mission in the world:**

*As people called by God,*

*We gather to praise God,  
listen to him, and respond.* (Worship)

*We nurture each other in faith  
and obedience to Christ.* (Discipleship)

*We love and care for one another  
as God's people.* (Fellowship)

*We commit ourselves to serve  
and tell others about Jesus.* (Evangelism)

*We pursue God's justice and peace  
in every part of life.* (Ministry)

**2. Our Vision: The Vision of the Ancaster CRC is:**

***"To Be a Spirit-Filled Community of Christ Centred Worship and Witness"***

**3. Our Core Values:**

(these have been placed in alphabetical order)

- 1. Bible Based:** The Bible is our foundation for all worship and witness!
- 2. Confessional:** We adhere to the Ecumenical Creeds and Reformed Confessions that guide us in our reading and application of the scriptures!
- 3. Education:** Spiritual growth and discipleship are the fruits of our ministry!
- 4. Fruitfulness:** Members will participate in ministry according to their Spiritual gifts, passion and personality!
- 5. Graciousness:** It is the desire of every member to model the character of Jesus Christ through the expression of "the fruit of the Holy Spirit"!
- 6. Kingdom of God:** The Kingdom of God has come, is here, and is coming! All that we do proclaims that "Our World Belongs to God"!
- 7. Outreach:** Building relationships with the un-churched is crucial to effective evangelism!
- 8. Prayer:** Prayer undergirds and permeates all that we do!
- 9. Quality:** Exemplary programs and practices bring Glory to God!
- 10. Service:** An effective church community will attend to the physical, emotional and spiritual needs of all participants!
- 11. Small Groups:** Care for each other happens best in a variety of small groups!
- 12. Stewardship:** We are called to be faithful stewards of all our God-given gifts of time, talents (skills/abilities), treasure and that piece of God's creation entrusted to our care and use.
- 13. Worship:** Appropriate and effective worship is centred on the Word of God!
- 14. Youth:** Engaging programs and worship for youth and young adults are essential for effective ministry!

**MINISTRY PLAN  
ACRC  
JUNE 1, 2005 – MAY 31, 2008**

**Preamble:**

In the "**Letters Patent**" (Dated December 23, 1983 and registered under "Ontario Incorporation Number 571987) by which we are incorporated the objects (purposes) of this congregation are stated as follows:

- a) To establish, maintain and conduct a church and to carry on the teaching of the Holy Bible, according to the church's belief.
- b) To adhere to the confessions, creeds and church order as adopted from time to time by the Synod of the Christian Reformed Churches.
- c) To employ, send out and direct Christian missionaries to preach on the Holy Bible.
- d) To conduct public or private meetings of a religious and evangelistic nature.
- e) To establish and maintain and conduct classes for religious education.
- f) Subject to the Charities Gifts Act, to receive, acquire and hold gifts, donations, devices and bequests; to acquire, hold and control land for use in connection with the purposes of the church and to sell, lease, mortgage and otherwise deal with or dispose of the same, for the objects of the corporation.

For the purposes of this document we have defined church to be:

***"A community of people created by God the Father redeemed by Jesus God's Son and gathered and empowered by the Holy Spirit to zealously bring glory to God; in worship and work, in word and in witness until Christ, the King, comes again."***

As a congregation of the Christian Reformed Church in North America we declare the following to be our mission in the world:

***As people called by God,***

***We gather to praise God,  
Listen to him, and respond.*** (Worship)

***We nurture each other in faith  
And obedience to Christ.*** (Discipleship)

***We love and care for one another  
As God's people.*** (Fellowship)

***We commit ourselves to serve  
And tell others about Jesus.*** (Evangelism)

***We pursue God's justice and peace  
In every part of life.*** (Ministry)

In order to fulfill this mission locally a plan needed to be developed that will guide us in the foreseeable future. A vision accompanied by an implementation strategy serves a community by articulating the goals toward which we are moving as we seek to fulfill our stated mission.

It should be understood that, vision and strategies are always evolving and so this plan must always be seen to be in a state that is subject to change. At the same time we cannot change simply because we fancy something else at the moment. It has been aptly put:

***"Plan your work! Work your Plan!"***

As we look to the future, which a plan must do, it is well to ponder the understanding that:

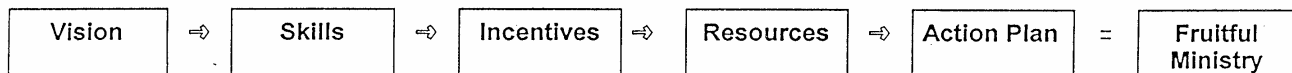
**"Life is understood backwards; but lived forwards."**

That means that we need to do several things in our planning:

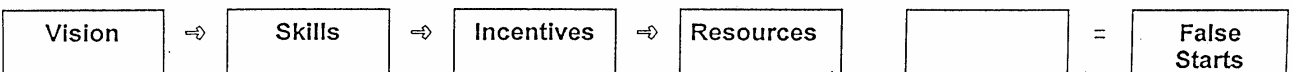
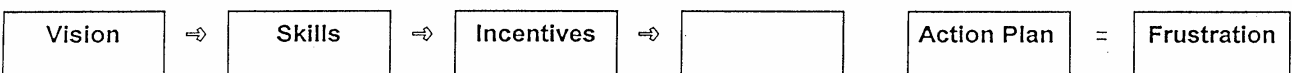
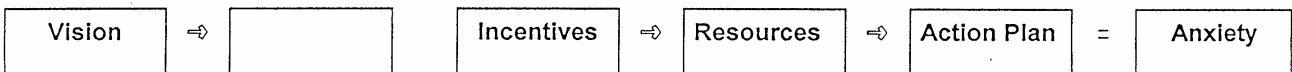
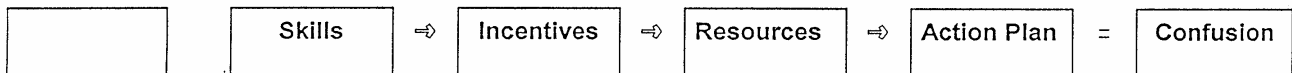
1. Honour the Past.
2. Show how new approaches carry on the values of the past.
3. Present new ministries as extensions of the past
4. Communicate that traditions are honoured best as they are seen in new ministries.
5. Highlight biblical values and principles.
6. Assure people that we are committed to core biblical values.
7. Listen and love.
8. Be patient: Take the long view.
9. Trust God to make a way for it all to happen.

The chart below can guide us in planning a fruitful ministry. Note that all the elements are important. If anything is dropped out there are consequences. For our purposes we will understand that Fruitful Ministry refers to attaining agreed upon goals as well as being open to divinely provided surprises.

### Implementing Fruitful Ministry



### Ineffective Ministry



#### Definitions:

- Vision: The articulation of "where are we going as a Church community in the foreseeable future".  
*The absence of vision results in confusion.*
- Skills: Spirit given abilities, based on knowledge, understanding and judgment to make a Contribution to the coming of the Kingdom through the agency of this local congregation. *The absence of skill results in anxiety.*
- Incentives: That which influences or encourages us to initial and sustained action focused on achieving our purpose. *The absence of incentive results in gradual change.*
- Resources: That which lies ready, and can be drawn on for aid to take care of a need.  
*The absence of resources results in frustration.*
- Action Plan: The determination of the appropriate first steps followed up by a sequence of actions focused on a specific purpose. *The absence of an action plan results in false starts.*
- Fruitful Ministry: That which brings the vision to reality and achieves the overall mission of the organization.  
*A fruitful ministry brings glory to God and contributes to the coming of his kingdom.*

**Note: Most of the material under skills and resources will be contained in appendices attached to the document.**

**I. VISION: The vision of the Ancaster CRC is:  
"To Be a Spirit-Filled Community of Christ Centred Worship and Witness"**

• **To Be:**

- i. Involves the understanding of process and that we are always involved in process. We will never fully **be** such a community, but we must always strive to **become** such a community. As Mother Goose has put it:

***"Good, Better, Best,  
Never take a rest,  
Until your good is better  
And your better best"***

- ii. This implies a certain sense of dissatisfaction with the status quo. That is not surprising because if there is no need, then that cancels out the requirement to articulate a vision. We are called, by God, not to walk away from opportunities and problems but rather to face them and find:
  - A way to describe the situation clearly and succinctly for all.
  - The drive to examine the various options and their strengths and weaknesses.
  - The courage to make a decision about the best option.
  - The resources to steadily implement that decision unless circumstances arising indicating that another option now supersedes the one currently being used.
  - Effective methodologies by which to evaluate and strengthen the actions that we have embarked upon.
- iii. This implies that we have, or seek, the knowledge of the first steps that need to be taken and that we are committed to learning about, and implementing, the subsequent steps that will follow. In becoming what we are intended to be, we need always to be ready to return to learning.

Some one has put the reality behind change into the following formula:

$$C=f [v \times d \times k (fs)] \geq pc$$

*"Change is a function of [vision x dissatisfaction x knowledge of (the first steps)] that is equal to or greater than the perceived cost".*

If any part of that formula is a zero then nothing happens, there is no change and without change, rooted in vision, people perish. Such perishing need not be physical, but it certainly is emotional and spiritual.

• **A Spirit-Filled Community:**

- i. The Bible is filled with statements of exultation, joy and even surprise at what God has done, is doing and will do. Basically, because of his gracious intervention, we respond to God as:
  - Father-The Creator
  - Son-Redeemer
  - Holy Spirit-Sanctifier.

So our relationship is not rooted in events such as miracles but is embedded in the daily unfolding of his preservation and governance of the universe and also his provision of a Saviour and the impact of the indwelling of the Holy Spirit.

To be "Spirit Filled" we need to be a community of people who know God in a wonderful, relational fashion. We need to have more than some "knowledge of God" but "a personal relationship with God".

- ii. This relationship with God needs to be growing (Eph.4)
  - **Upward:** We grow upward as we mature in our understanding of God.
  - **Inward:** We grow inward as we incorporate this knowledge into our own lives and come to a deeper knowledge of ourselves as image bearers of God, becoming more like Christ.
  - **Outward:** We grow outward in number as the message of the Gospel is Spread and God brings in the harvest.
  
- **Of Christ Centred Worship:**

Because we have been redeemed by God the Father through Christ the Son and are empowered by the Holy Spirit, we are called to develop a style of worship that is:

  - i. **Fully Engaged**
    - We are called to worship the triune God "in Spirit and in Truth". This calls us to full engagement in both corporate and individual worship.
  - ii. **Fully Engaging**
    - While we worship as believers our worship must also be as intriguing and as winsome as possible to those who are seekers. It is a powerful and effective tool to encourage the faith of the committed and to challenge those who are not committed to consider Jesus.
  - iii. **Corporate**
    - Central to our gathered worship must be the ministry of:
      - The Word
      - The Sacraments
      - Prayer
      - Music and Song
      - Offerings
  - iv. **Individual**
    - Alongside of our gathered worship times, we are called to consciously honour God in all settings and to set aside personal times of worship and devotion.
  
- **And** (Christ-centred) **Witness:**

We defined the church to be:

*"A community of people created by God the Father redeemed by Jesus and gathered and empowered by the Holy Spirit to zealously bring glory to God; in worship and work, in word and in witness until Christ, the King, comes again."*

Central to our witness is a word and deed approach (James 2:17b) which necessitates:

  1. **A personal relationship with Jesus.** (John 3) It is to know the story of salvation and to have appropriated it for ourselves.
  2. **A Kingdom focus which announces/declares/promotes the "Drama of Scripture":** We apply the story of redemption in its widest possible dimension and engage in such kingdom endeavours as:
    - Christian agencies of support and intervention,
    - Christian residences for seniors,
    - The application of Christian principles to the fields of
      - i. Agricultural,
      - ii. Labour relations
      - iii. Christ centered education, and so forth.
  3. **Verbal Witnessing:** (Matt: 28:18-20; Acts 1:8; 1 Peter 3:15-16) We articulate the Drama of Scripture/Gospel as it intersects our personal journey in a relevant manner for our culture.
  4. **Diaconal Ministry:** (Mk.9:41- cup of cold water) We perform acts of service in the name of Jesus so that God's Kingdom is advanced and His will is done on earth as it is in heaven.

**Core Values:** As we transition to be such a community we identified our core values. They are the actual assumptions and convictions that guide the ministry and are demonstrated in our mutual behaviours and commitments.

**We value the following:** (these have been placed in alphabetical order)

- 1. Bible Based:** The Bible is our foundation for all worship and witness!
- 2. Confessional:** We adhere to the Ecumenical Creeds and Reformed Confessions that guide us in our reading and application of the scriptures!
- 3. Education:** Spiritual growth and discipleship are the fruits of our ministry!
- 4. Fruitfulness:** Members will participate in ministry according to their Spiritual gifts, passion and personality!
- 5. Graciousness:** It is the desire of every member to model the character of Jesus Christ through the expression of "the fruit of the Holy Spirit"!
- 6. Kingdom of God:** The Kingdom of God has come, is here, and is coming! All that we do manifests that "Our World Belongs to God"!
- 7. Outreach:** Building relationships with the unchurched is crucial to effective evangelism!
- 8. Prayer:** Prayer undergirds and permeates all that we do!
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- 12. Stewardship:** We are called to be faithful stewards of all our God-given gifts of time, talents (skills/abilities), treasure and that piece of God's creation entrusted to our care and use.
- 13. Worship:** Appropriate and effective worship is centred on the Word of God!
- 14. Youth:** Engaging programs and worship for youth and young adults are essential for effective ministry!

**II. SKILLS:** Employ the Spirit given abilities, based on knowledge, understanding and judgment to make a contribution to the coming of the Kingdom through the agency of this local congregation. (More skills/tools are listed in an appendix.)

As we strive to determine what we are called, commanded and committed to do; we need to know that different kinds of planning requires that we look at issues in different ways.

1. **Operational Planning:** Focus is on the 'what' and it needs to deal with questions such as the following.
  - a. What is our approach to ministry?
    - i. A network of one to one relationships with the pastor at the hub?
      1. This places the focus on the individual more than on the communal.
      2. That does work in some settings, but it requires a unique and charismatic individual with boundless energy and resources.
    - ii. An organization or organizations, networks, circles, groups and committees such as
      1. Worship
      2. Educational Programs
      3. Small groups
      4. Care for today's members and transmitting the faith to their children.
      5. Supporting Classis and Denominational agencies.
  - b. What do we do best? (this is an important question because one can most effectively build on strengths)
  - c. What is our driving motivation?
    - i. Institutional survival
    - ii. Congregation building
    - iii. Kingdom building (this one need not be seen as exclusive of the aspect of congregation building)
  - d. What do we want to be priority for our pastor(s) and staff?
    - i. To do ministry (i.e. pastoring/leadership)
    - ii. To equip for ministry (Eph. 4)

2. Long Range and Strategic Planning: Focus is on the future, and it needs to deal with questions such as the following.
  - a. What does God want us to be and to do?
  - b. Where are we going?
  - c. How do we get there
  - d. What is the mission of the/this church?
 

For our interest and to stimulate our thought below are some samples of mission statements from churches and other organizations.

    1. To gather people and help them grow in the love of Jesus
    2. To give ordinary folk the chance to buy the same thing as rich people.(Wal-mart)
    3. To help people find and celebrate life in Christ
    4. To help people passionately follow Jesus
    5. To make people happy. (Disney)
    6. To preserve and improve human life. ( Red Cross)
    7. To solve unsolved problems innovatively.(3M)
    8. To touch and win people who don't know Jesus and strengthen and empower those who do
  - e. Are we to be at work on an institution or a kingdom?
  - f. Do we look at the church from the perspective of the three marks
    - i. True preaching of the word
    - ii. True administration of the sacraments
    - iii. True exercise of church discipline
  - g. Or do we look at the church form the perspective of the four attributes
    - i. One
    - ii. Holy
    - iii. Catholic
    - iv. Apostolic
  - h. Or another perspective?
    - i. What kind of world/community do we live in?
    - j. Who is the gospel for?
    - k. What does it mean to be a member of the church?

**III. INCENTIVES:** That which influences or encourages us to initial and sustained action focused on achieving our mission.

When we study the example of Jesus we learn that he was driven by the concept of seeking the will of God his Father. That will come into focus as "The Kingdom of God". Early on he spoke to his parents and said: "didn't you know I had to be in my Father's house" (Luke 2: 49b). Later he states to his disciples; "My food", said Jesus, "is to do the will of him who sent me and to finish his work". (John 4: 34) That comes to clear expression when he states in Luke 4:43, "I must preach the good news of the kingdom of God to the other towns also, because that is why I was sent." In terms of priority to his disciples Jesus taught: (Mt. 6:33) "But seek first his kingdom and his righteousness, and all these things will be given to you as well".

The Heidelberg Catechism, in Q & A 1, makes clear that those who have been redeemed by God in Christ are no longer their own, but "*belong - body and soul, in life and in death- to their (my) faithful Saviour Jesus Christ*". Because they have been set free by Christ those who "*belong*" are now, by the indwelling of the Holy Spirit, assured "*of eternal life*" and made "*whole-heartedly willing and ready from now on to live for him*".

Since we "*belong*" to him we are not surprised when, Jesus, through the scriptures directs us with some specific commandments:

**The Great Commission:**

Then Jesus came to them and said,  
 "All authority in heaven and on earth has been given to me.

Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age" (Matt. 28: 18-20)

**The Great Commandment:**

"Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind"; and, "Love your neighbor as yourself." (Luke 10:27)

Another way of putting the great commandment is in the words of what has been called:

**The Golden Rule:**

"So in everything do unto others what you would have them do to you, for this sums up the Law and the Prophets" (Matt. 7:12)

It has been said:

**"A Great Commitment to the Great Commission and the Great Commandment makes for a Great Church"**

In addition to these words of Jesus other writers in scripture call for:

**A Servant's heart:**

"Then make my joy complete by agreeing with each other. Have the same love. Be one in spirit and purpose. Don't do anything only to get ahead. Don't do it because you are proud. Instead, be free of pride. Think of others as better than yourselves. None of you should look out just for your own good. You should also look out for the good of others. You should think in the same way Christ Jesus does.

In his very nature he was God. But he did not think that being equal with God was something he should hold on to. Instead, he made himself nothing. He took on the very nature of a servant. He was made in human form. He appeared as a man. He came down to the lowest level. He obeyed God completely, even though it led to his death. In fact, he died on a cross. So God lifted him up to the highest place. He gave him the name that is above every name. When the name of Jesus is spoken, everyone's knee will bow to worship him. Every knee in heaven and on earth and under the earth will bow to worship him. Everyone's mouth will say that Jesus Christ is Lord. And God the Father will receive the glory." (Phil. 2)

**A Filling of the Holy Spirit**

"Be filled with the Holy Spirit". (Eph. 5:18)

At the outpouring of the Holy Spirit on Pentecost it was promised:

"In the last days, God says, I will pour out my Spirit on all people. Your sons and daughters will prophesy, your young men will see visions, your old men will dream dreams" (Acts 2: 18)

**Zeal**

"The zeal of the Lord of Hosts will accomplish this." (Isaiah 37:32)

"Never be lacking in zeal, but keep your spiritual fervour, serving the Lord." (Romans 12:11)

Jesus warns the church of Laodicea through the Revelation to John:

"But you are lukewarm. You aren't hot or cold. So I am going to spit you out of my mouth." Rev.3:16

The Westminster Catechism captures the language of incentive aptly:

**Q. What is the chief end of man?**

A. Man's chief end is to glorify God, and to enjoy him forever.

We glorify God when we are obedient to his direction even when it costs us all that we have. Note the words of Paul: "So whether you eat or drink or whatever you do, do it all for the glory of God." 1 Cor.10:31

#### **IV. RESOURCES:**

A listing of "Resources" can be found in the appendix. It should be noted that more resources can and will be added over time.

#### **V. ACTION PLANS:**

##### **Preamble:**

Many things could go into an action plan. A reality that runs throughout what follows is the current facility that we employ as well as the existence of the Property Planning Committee. The assumption that has been made is that we will continue to plan for the use of the additional property and that a Master Plan will be formulated. However the venue for our ministry and its focus needs by necessity to be restricted to what we currently have. As God blesses our ministry efforts we can anticipate that increasing pressure will be upon us to speed towards the completion and implementation of a Master Site Plan.

In addition the assumption is that we will continue to work within our current structures. These may need to be changed from time to time but they are not in focus as a portion of the ministry plan.

What follows are action plans in each area of our mission statement, calculated to help us to become what our vision calls us to be.

#### **2005-2006**

##### **Worship: -We gather to praise God, listen to him, and respond!**

- Continue in the effort to diligently apply the core values to all of our public worship efforts.
- Strive to make all of our services meaningful to those who are 'disciples' of Christ and to those who are 'seekers'.
- Develop and implement, worship themes and preaching series that explain and apply the contents of our Vision Statement.
- Develop and implement, worship opportunities that have a community focus: i.e. Christmas Eve.
- Employ the appropriate spiritual gifts that exist in the congregation to diversify the leadership of the worship planning and services.

##### **Discipleship: -We nurture each other in faith and obedience to Christ!**

- Work with our entire ministry program to improve the quality and to heighten the impact. The impact will be measured in terms a growing effectiveness and commitment to worship and witness in the power of the Holy Spirit. This will include:
- Annual Program evaluation.
  - To celebrate achievements and to identify areas of weakness that need to be addressed.
  - May result in radical revamping
  - May even result in the termination of a program in order to replace it with some more suited for the times and conditions.
- Promotion of leadership training.
  - Recruit at least 2 people to attend the Eastern Canada Leadership Development Network (ECLDN)
  - Involvement in existing training opportunities.
  - Small Group Leadership Training
  - Officebearers Training
- Development of an Adult Education Curriculum, probably co-ordinated with the Small Groups ministry concept.
- Begin the process of teaching about spiritual gifts and put in place those structures required to start organizing our ministries around spiritual giftedness.
- Conduct another Natural Church Development (NCD) survey (see resource section) and determine what needs to have a concerted focus. Focus on that/those issue(s)!
- Ministry to Youth and Young Adults
- Call Steve to be the overall head of this ministry.

- Develop and begin to implement a plan to enhance our current children's ministry program for ages 3-14.
- Develop and begin to implement a plan to enhance the current program that is in place for:
  - FISH (see the resources section for the curriculum)
  - Dolphins
  - College and Careers
- Review all of the ministry committee mandates and policies to ascertain if they are sufficient and if they are being effectively implemented. Fix what needs to be fixed.

**Fellowship: -We love and care for one another as God's people!**

- The elders will visit 90% of the households in their wards during the months of Sept-May.
  - The commitment will be to conduct at least one visit per week, with half of the ward being visited by Christmas and the other half after Christmas. If a household is committed to their small group and asserts that adequate pastoral care is received within and through the group that will be acknowledged and reported as such.
  - All of those members who are on the church membership list but are no longer active in worship and in the community will be contacted in some fashion and will have their status clarified.
- Develop the ministry of welcoming and enfolded through current structures as well as through effective new structures: i.e. New members luncheon/orientation
- The issue of lack of space in the nursery and for SS is effectively addressed.
- The Deacons will continue to serve the needs of the community through the contribution of God's people.
- Develop an effective ministry effort to persons, and their families, with our congregation and beyond, who are dealing with exceptional needs.
- Encourage those involved in the Hospitality and Fellowship ministries to keep up and even expand their efforts.

**Evangelism: -We commit ourselves to serve and tell others about Jesus!**

- Make it clear through Preaching, Teaching and Pastoral Care that a healthy congregation of Christ has no choice but to grow in number!
- Continue our current efforts through VBS and ALPHA to share the message of the gospel through a church program.
  - Implement an effective follow-up plan for VBS and ALPHA.
  - Institute a "Witnessing Training Program".
- Develop, by the end of 2005, an understanding of our target community via:
  - Community Opportunity Scan with the help of Diaconal Ministries Canada.
  - Demographic study
  - A community Survey
- Make regular Prayer walks through our target community and bring information to them on a regular basis
- Install an electronic sign and ensure it effective use for community outreach.
- Maximize the impact of the Welcome Centre.
  - Develop an information package for any visitors
  - Have a designed contact card in the pew racks.
- In conjunction with the PPC and RUC develop a plan to begin a Day-care ministry by Sept 06.

**Ministry: -We pursue God's justice and peace in every part of life!**

- Have the leadership stay informed about cultural issues and ministry concerns and keep them before the congregation as matters for prayer and engagement.
- Develop and put in place an effective Stewardship Education Ministry.
- By working the financial processes effectively, ensure that we can contribute sacrificially toward needs that are beyond our own immediate community.
- Pay our full Classis and Denominational Ministry Shares.
- That we stay aware of Christian ministries that have been developed by followers of Christ and that we support them with our gifts and involvement.

- That we encourage the PPC to think in terms of a "Ministry Centre" concept more than in terms of a "Worship Centre" concept as it formulates the Master Site Plan.
- In conjunction with the Youth Ministry and Evangelism Committee send out at least one mission team.

**NOTE:** What follows for the next two ministry seasons seeks to build on the efforts begun during the 2005-2006 season. As a result the listing will be shorter. However as each year comes to a conclusion the planning for the subsequent year becomes more extensive. It must be remembered that this is an evolving plan. Hence there needs to be ongoing evaluation and alteration.

### **2006-2007**

#### **Worship: -We gather to praise God, listen to him, and respond!**

- Build on the teaching efforts concerning the contents of the Vision Statement and Core Values.
- Continue to turn the face of our congregation more and more towards outreach and growth from the surrounding community.
- Hire a part-time Worship/Music Director.
- Transition our evening worship services to emphasise teaching over preaching.

#### **Discipleship: -We nurture each other in faith and obedience to Christ!**

- Keep a priority on effective and comprehensive pastoral care.
  - In this area we need to continue to develop the small group ministry component.
  - Continue to be diligent in provided an annual pastoral care visit to each household.
- Transition the staff responsibilities with Gord's retirement schedule and future work plans. Clarify future pastoral staffing needs.
- Launch the Bethel Bible Series year 1
- Youth Ministry:
  - Implement a "Discipleship" program" for at least 5 persons.
  - Promote the establishment of Jr. Cadets and Busy Bees
  - Hire a Children's ministry Director with a focus on ages 0-9. That director will also be involved with the Day-care Ministry
- Employ the Administrative assistant on a fulltime basis.
- Seek a volunteer, part-time church administrator.
  - Provide ongoing leadership training.
  - Send at least 3 persons to the next session of the ECLDN.

#### **Fellowship: -We love and care for one another as God's people!**

- Provide effective classes to explain the Christian Faith to seekers and to encourage them to make a commitment to Christ.
- Continue to develop a ministry that meets the challenges of persons and families who are coping with exceptional needs.

#### **Evangelism:**

- Continue the prayer walks in the community and the bringing of information to them.
- Based on the COS and the demographic study and the community survey develop community outreach programs for our target area.
- Work closely with CRHM to develop a good community ministry.
- Implement the Day-care ministry and follow-up with any families that according to the information provided are not "Churched"

#### **Ministry:**

- Have a team go to Leadership Training at Willowcreek Community Church with an eye to passing on significant lessons to the congregation.
- Stay up to date with Denominational and Classis ministries and support them with full payment of Classis and Denominational Ministry Shares.
- Continue to develop an effective Stewardship Education Program.
- Send out at least one mission team. Monitor the ministry and provide constant evaluation

**2007-2008**

**Worship: -We gather to praise God, listen to him, and respond!**

- We will begin to envision how we can build on the efforts of the last two years.

**Discipleship: -We nurture each other in faith and obedience to Christ!**

- In addition to implementing the Bethel Bible Series yr.2, launch another year 1 class
- Begin the process of designing a ministry plan for the next three years. This should include a review of the current vision and mission statements. It would also conduct another NCD survey to measure progress and identify needs.
- Send at least 4 people to the next session of the ECLDN

**Fellowship: -We love and care for one another as God's people!**

- Maintain good pastoral care
- Evaluate the progress over the last three years and determine what the next steps must be.

**Evangelism:**

- Raise our awareness about us in our community via focused events.
- Develop material like a small magazine that explains the ministries of your church.

**Ministry:**

- Ensure that the leadership is effectively meeting the council's expectations and is getting the training and encouragement that is required.
- Evaluate the steps taken over the last three years and discern what needs to be put in place to increase effectiveness and efficiency.
- Send out at least one mission team.

**VI. FRUITFUL MINISTRY:**

Recall our mission:

***As people called by God,***

***We gather to praise God,  
listen to him, and respond.***

**(Worship)**

***We nurture each other in faith  
and obedience to Christ.***

**(Discipleship)**

***We love and care for one another  
as God's people.***

**(Fellowship)**

***We commit ourselves to serve  
and tell others about Jesus.***

**(Evangelism)**

***We pursue God's justice and peace  
in every part of life.***

**(Ministry)**

In the area of **Worship**: by 2008 we will:

- Have continued to implement the provisions of the Worship Committee mandate and will be participants in worship that:
  - Praises God,
  - Informs his people
  - Stimulates his people to active and concrete service in his kingdom.
- Have hired a Worship and Music Director
- Have measurable spiritual and numerical growth in the congregation, as people grow upward, inward and outward
- Have transitioned our evening services to emphasise teaching over preaching.

In the area of **Discipleship**: by 2008 we will:

- Have a community that recognizes the importance of Spiritual Gifts and acknowledges that it should be organized around their presence and availability
- Have a comprehensive discipleship program that meets our internal needs as well as addressing community needs for counselling and intervention in various areas.
- Have a pastoral care ministry that is comprehensive and effective.
- Have a comprehensive children and youth ministry programs in place.
- Have a comprehensive and effective teacher, counsellor and leadership training program for all of our ministries. (Via internal and external training opportunities)
- Have in place a praying community that focuses on the church family as well as for the community and cosmic needs.
- Have a comprehensive and sustainable Adult education program including the Bethel Bible Series.

In the area of **Fellowship**: by 2008 we will:

- Have a ministry focusing on individuals and families with exceptional needs
- Have a community that is a healthy body of the redeemed, marked with a spirit of care and joy!
- Have a broad and encompassing Small Groups ministry.
- Have a ministry that emphasises belonging to the body and that by so doing, effectively, enfolds and holds close, those who come in as new believers or new members.

In the area of **Evangelism**: by 2008 we will:

- Have in place programs that address needs in the community and draws people to the ministry of this congregation and which serve to enfold them within the community of the church. For example: a Christian Day Care ministry/Ministry to persons and families with exceptional needs.
- Have trained our members and adherents to effectively share the gospel in their own words so that their hearers will know of Jesus and will have the opportunity to consider him as Saviour and Lord.
- Have developed a comprehensive understanding of our surrounding community, using that understanding to design and implement effective outreach ministries to them.
- Have implemented a positive and effective follow up to ALPHA and VBS.
- Have raised our community profile through community focused events and materials.

In the area of **Ministry**: by 2008 we will:

- Have a comprehensive adult education program will be in place inspiring and equipping people to walk closer with God and to be a transformational influence in the community.
- Have a discipleship program for your youth and young adults that will equip them to address effectively, with the gospel, the issues that face them in their daily lives.
- Have in place a Ministry of Stewardship Education that helps all of our members and adherents to effectively steward their resources to the glory of God and contributes to the coming of his kingdom.
- Have hearts that are ready to give sacrificially to address local and national and international needs.