

BSLC DRAFT Ministry Plan - 2023-24

DISCIPLESHIP

Leaders/Team Members: Team Lead, Pastor Kevin; Chris Bolf, Tom Hester, Kathy Ikola, Steve Schmidt, Brad Owen; Elders; John Durkin; Director of Family Ministry; Elder-Pastor Kevin

Purpose:

- ❖ Develop BSLC leaders and members to effectively carry out BSLC's vision focus areas of "Up, In, Out" as all three of these elements are essential for fulfilling both our Mission and Vision Statements
- ❖ Support and strengthen Small Groups as a key component for disciple building within BSLC

Priorities/Goals:

- Reimagine the Discipleship Ministry (by means of *The Vine Project*), including what is currently called Small Groups, with the end goal of establishing ministry-wide, a plan for a path for spiritual growth.
- Implement a pathway (model) for Discipleship Ministry, supporting its effective implementation.
- Develop a consistent series of next steps for people to walk in obedience to the Spirit's nudging for greater maturity. This plan would include levels pertaining to first entry, Biblical understanding and application, and disciple/discipler next steps.
- As part of the Discipleship pathway, pastors, elders or other qualified teachers will lead ongoing Sunday adult classes to reinforce God's desire for His church to be spiritually and relationally healthy and balanced in loving God and loving others. The various series being taught will be Biblically based and will reflect desired, perceived, or actual needs of our body during the course of the year.
- Continue to evaluate the need, value, and feasibility of establishing a mid-week evening meal and Bible study/spiritual growth opportunities (Tues, Wed, Thurs).
 - Areas of potential focus include:
 - Pre-Christian Support
 - Nurturing Newer Christians
 - Scriptural Understanding
 - Taking the Word out into the World
- Utilize small groups as a means for enhancing community in order to provide Spiritual Growth and shepherding for members of the Beautiful Savior body, as well as supporting the provision of care to meet urgent needs
- Support small group vitality, cultivating group engagement in our Vision elements, Up, In, and Out, including identifying, recruiting, and developing small group leaders, creating new groups as needed, and providing space for others to join.
- Provide entry points into the fellowship of believers for new members, guests, and the unchurched in our community, partnering with the ministry of Shepherding and Congregational Care.
- Provide an annual opportunity for people to experience unity and growth through the study of a common message/theme, identifying and sharing the study theme by spring for the following fall.

ELDERS

Leaders/Team Members: Team Lead, Mike Sheets (Facilitator); Elders: Bobby Merritt, Brad Owens, Chuck Tomac, Bob Hinze, Mike Sheets, Rolf Christensen, Jonathan Payne, Brian Salvey; Pastor Kevin, Pastor John

Purpose:

- ❖ Oversee the spiritual affairs and general welfare of the congregation, through the provision of strong pastoral support, caring shepherding of the flock, ongoing support of ministry leaders, and encouragement for the body to live out the Beautiful Savior Mission and Vision, with a focus on spiritual growth (prayer, fasting, personal engagement with scripture, tithing, etc...)

Priorities/Goals:

- Continue to provide support to assigned ministry areas, checking with staff and lay leadership throughout the year
- Continue to shepherd assigned flock members, examining ways of strengthening our strategies for effectiveness
 - Goal: Have a conversation with every flock member, over the phone or in person, at least once a quarter
 - Goal: Affirm that one of the roles of the elders is to be a source of support, always, for our members
 - Goal: Develop more ways and means for members to connect with the elders for any reason (prayer, to chat, questions, etc...)
- Intentionally support the pastors and ministry staff in their roles, while also partnering with the pastors in an ongoing review of that support
- Support Spiritual Growth as a priority of Beautiful Savior:
 - Goal: Identify, either planned or impromptu, times of the year to engage the congregation in prayer and fasting (during elder/director nominations, times of tragedy, times of seeking direction, calls, etc...) to help members engage in a deeper relationship with Jesus
 - Goal: Identify and encourage members to engage with and seek out prayer
 - Goal: Teach, via bible class and messages, on tithing (including that it is more than just financial in nature and could include using both time and talents for service) as an opportunity for spiritual growth
 - Goal: Identify and implement specific ways for the congregation to grow UP in their relationship with God, IN with their relationships with other Christians, and OUT in their relationships with those not yet in the Kingdom
- Intentionally engage in public areas of ministry that may not be in the elder's realm of responsibility
 - Goal: Partner with the pastors in teaching, or identifying others to teach, Sunday School, Bible classes, other kinds of spiritual training opportunities
 - Goal: Be a part of the Hospitality Team (manning the Welcome Center, greeting, ushering, etc...) for Sunday Worship and other events (movie nights, preschool chapels, Discovery Classes, etc...)
- Pray for, engage with, and encourage individuals who have expressed interest or shown aptitude for serving (as an elder, director, small group leader, usher, greeter, etc...)
 - Goal: Look for opportunities to mentor where appropriate
 - Goal: Identify people AND inform them of the area where giftedness is witnessed
 - Goal: Develop a mentoring system that includes One-on-One, intentional, mentoring for those who have been identified
- Formulate a method to expand and track spiritual care and encouragement to our growing online population
 - Goal: Identify and equip a team (or individual) to consistently engage with our online worshippers (via YouTube)
 - Goal: Explore and research the addition of a social media/communications position/pastor

HOSPITALITY & FELLOWSHIP

Leaders/Team Members: Team Lead - Bobby Merrit (Elder); Steve Schmidt, Ingrid Merritt, Judy Fountain, Linda Limbourg, Alyxis Merritt, Marilyn Gsell

Purpose:

- ❖ Build community within the body and to ensure members are recognized, cared for and well loved , while providing an entry point of involvement for members and visitors.

Priorities/Goals:

- Connection Center - Share church brochure and other church literature with visitors and encourage them to fill out a worship registration card, with contact information. Ensure that the on duty elder is aware of the visitors to encourage follow-up connection.
- Greeters - Greeters are assigned to each entrance door welcoming worshippers and directing visitors to the connection center.
- Ushers - Ensure the sanctuary is clear of litter, trash, etc, before service begins. Follow any directives requested by the pastor. Hand out connection cards while directing worshippers into the sanctuary and directing worshippers during communion. An usher to remain in the lobby area during the church service to greet late comers, provide a welfare check of the nursery and a two usher unit provide a security check of the parking areas.
- Elder and communion assistant assigned at each sanctuary door after service – greet people, give blessings, answer questions etc.
- Coordinate with pastor and office when requested to serve in a fellowship capacity, i.e. dinners, events, etc.
- Ongoing recruitment for ushers, hospitality and fellowship teams - open to all ages, gender, and encouraging family participation.

MEN

Team Leaders/Team Members: Team Lead - Guy Bales/ Kurt Walker, Justin Flores; Elder-Brian Salvey

Purpose: IRON SHARPENS IRON; PROVERBS 27:17

- ❖ Faith building and fellowship through Bible study, prayer, serving and outreach to support our mission: **Living Christ's Love for our Family, Community and World**

Priorities/Goals:

- Easter Continental Breakfast: Provide planning, support and execution by serving breakfast to our families, friends, and guests.
- Poker Night: Gather and play cards allowing an atmosphere to get to know each other on a more personal level than we currently may have by only seeing each other at church on Sundays. This would be once maybe every quarter.
- Church Picnic: Co-share planning, cooking, and clean-up at our church picnic in July.
- Encourage more men to join in a men's Bible study.
 - Provide a platform (Men's breakfast) for Pastor Kevin or John Durkin to articulate how, as men, we fit into the vision of Beautiful Savior and how we can impact our community. To be held on Saturday morning at 8am once a quarter.: Coffee and Donuts provided – Men and Boys of all ages welcome.
 - Messages will be focused on men and how they can navigate this fallen world with Jesus as our pilot. Topics will be decided by the Senior Ministry staff, but may include such topics as; Putting on the Armor of God, how to be the faith leader in your family and why it is so important, How to battle addiction (drug, alcohol, sex, pornography, etc.) Praise him in the storm – God is working it out for you, Overcoming doubts, fears and ungodly thoughts, being a Godly man in an ungodly world, How to be spiritual husbands/boyfriends – The role of a husband from a biblical perspective

MISSIONAL LIVING/SOCIAL or COMMUNITY OUTREACH - PENDING

Leaders/Team Members:

This ministry has not been active since 2020-21. At the end of that year, leaders/volunteers within this ministry were contacted in an effort to recruit a Team Lead for this overall ministry area; none of them was ready to assume this role. This ministry area will be planned (and supported by a budget) if and when a Team Lead has been identified and an elder assigned.

Purpose:

- ❖ Share Christ's love by providing for emotional, social, and physical needs for those outside the BSLC family

Priorities/Goals:

- None until there is leadership for this explicit ministry; priorities under some other ministries do address the purpose of this ministry area.

MISSIONS

Leaders/Team Members: Team Lead, Doug Cormack; Mary Holscher, Kathy Ikola, Marie Wachlin, Alexis Yesashimwe; Elder-Bob Hinze

Purpose:

- ❖ Support and encourage our global and local partners
- ❖ Communicate with the congregation about our global partners and their ministries
- ❖ Encourage BSLC members to see God as a missional God and to obey His command to make disciples of all nations.
- ❖ Determine where mission budget monies go and whom we will support

Priorities/Goals:

- Have monthly contact with each of our global partners to encourage, listen to, care for and communicate with them.
- Make and distribute a monthly prayer calendar so that our members (1) know how to pray for each partner, (2) have a familiar sense of how God is using our partners, and (3) how God is working through them.
- Investigate and promote at least two ways that our members can get involved in being on mission, preferably with people or in an area where there are few believers and the need is great.
- Support the Perspectives course and help at least four people take the course this year. We will help people to attend by offering them a scholarship. We continue to support Perspectives financially..
- Schedule His Stories in Sunday services from each global partner one or more times this year by video or in person.
- Submit weekly Global partners prayers with photos for Sunday Worship.
- Start the process of working with the Sunday school classes to connect our kids with missionary families with their children of the same ages.

SAINTS ALIVE

A Christ-centered group of mature, established, and young-at-heart adults

Leaders/Team Members: Team Lead, Shirley Lundquist; Jeannie Taylor; Rebecca Hagen; Judie Gorsek; Rolf Christensen; Elder-David Lane

Purpose/Vision:

- ❖ To provide a welcoming place for BSLC Senior and their friends to gather together to grow in our faith through fellowship, and share God's love and message with others.
- ❖ To offer love and support to meet the needs of our seniors if and when needed.
- ❖ To reach out in service and missions to the community and internationally

Priorities/Goals:

- Re-establish our in-person fellowship times meeting every other month.
- Be ACTIVE in our community by supporting our church-wide monthly community connection challenges
- An invitation to new, younger Seniors to join and participate in Saints Alive, with some emphasis on serving the older seniors.

SHEPHERDING & CONGREGATIONAL CARE

Leaders/Team Members: Team Leads, Mike Sheets (Elder); Pastor/Elder board; Kathy DiGregorio - Stephen Ministers; Critical care response coordination - Office Staff

Purpose:

- ❖ All partners in congregational care will work toward development of a coordinated communication and response structure that provides an appropriate level of response for care needs within the congregation. Primary responsibility falls on the Pastor and is supported by elders through individual flock assignments.

Priorities/Goals:

Stephen Ministry - Kathy DiGregorio

Goals:

Primary goal is to train, encourage and offer bi-monthly Supervision for our staff of 14 Stephen Ministers so that they can best meet the needs of those we are called to care for in confidential SM relationships.

We purpose to offer:

- On going Continuing Education in Supervision meetings, at least once monthly for our Stephen Ministers.
- Provide two Congregational Continuing Education presentations open to our Elders, members and community.
- Offer Grief Release Classes, as needed, for members and community.
- Implement Stephen Ministry Awareness Sundays once or twice per year. Possibly in February & September.
- Budget for training materials (\$250.00) and future SM Leadership training over (\$2000).
- Bring Stephen Ministry Awareness to each new Discovery Group.

Shepherding/Critical Care Response - (Staff & Emergency Elder)

- Elders will provide a quality and frequency of flock contacts that ensures awareness of and support toward addressing any care needs that may exist.
- As partners in congregational care, all ministries who become aware of critical needs within their area of ministry will report to the Pastor for the appropriate critical care response.
- Pastor will ensure that all staff are trained in the protocols for Critical Care Response.
- Pastor/Elders will review current *Critical Care Needs of Members* and revise as needed.
- In coordination with the Discipleship Team, explore and develop a resource of services for those in need within our congregation.
- Opportunities for support for areas of need (including by not limited to: grief, anxiety, caring for caregivers, etc...) will be presented to the congregation and community when the need is made apparent.

Enfolding - Pastor Kevin (Staff)

- Continue process to establish ways of assimilating new members into active participation in congregation life.
- Continue new member (Discovery) and refresher class (Name TBD).
- Establish a new *Friends* component under enfolding (Name TBD, Paraclete?) in conjunction with Discovery Classes to ensure that new members and possible new consistent visitors have an enfolding helper/sponsor. (Working with the *Enjoy People, Hospitality, and Discipleship Ministries*)

WOMEN

Team Leaders/Team Members: Team Co-leads, Mary Durkin, Liz Hohnstadt / Chris Heck, Liz Hinze, Debbie Hancox; Elder-Brad Owens

Purpose:

- ❖ Develop the community of women believers attending BSLC to strengthen spiritual relationships and ministry connections within our church.
- ❖ Develop opportunities to connect with the community and provide outreach, care, and support.

Priorities/Goals:

- **UP:** Develop a deeper connection with God, strengthen our faith, and expand our understanding of scripture
- **IN:** Allow the women of our congregation to develop a deeper Christian connection with each other
- **OUT:** Allow the women of our congregation to develop a deeper Christian connection with the community around us

Propose Ministry Events (Actions to reach priorities)

UP: Our proposed UP events for 2023-2024 develop a deeper connection with God, strengthen our faith, and expand our understanding of scripture. For example:

- Developing the Visual Faith ministry offering 3 opportunities the next calendar year for women to create visual expressions of faith

IN: Our proposed IN events for 2023-2024 allow the women of our congregation to develop a deeper Christian connection with each other. For example:

- 1 Women's Outing: Hood River Lavender farm (July/August)?
- One day Women's Retreat in October hosted at BSLC. Designed to be an event where women of our congregation can invite friends to attend. One day retreat with guest speaker, break out sessions, lunch, and possibly Christian vendors
- Ladies' Tea: Gathering females of all ages together for a traditional tea time including time for fellowship, devotion, and entertainment

OUT: Our proposed OUT events for 2023-2024 allow the women of our congregation to develop a deeper Christian connection with the community around us. For example:

- Continuing to support the "Clothing Ministry"
- Supporting the ministry of First Image by collecting items for baby baskets, assembling the baskets and encouraging our women to volunteer at local First Image locations.

WORSHIP

Leaders/Team Members: Team Lead, Michelle Kurzhals; Liz Hohnstadt, Kathy Ikola, Steven Cobb, Tim Venzke, Justin Flores, Elder-Pastor Kevin

Purpose:

- ❖ **Our Mission: Living Christ's Love for our Family, Community and World.**
- ❖ Work closely with all components of worship to create a seamless and uplifting worship experience for our members and visitors.
- ❖ Be a sounding board for the congregation for all aspects of worship.

Priorities/Goals:

- Resource and recruit more volunteers, including youth, to increase variety and quality.
- Coordinate with the BSLC Preschool Director to enhance preschool programs.
- Create consistency across all areas of worship for ease of volunteer onboarding and to create an excellent worship experience for our congregation in-house and as a missional tool through livestream.
- Seek out more ways to reach Up with greater frequency.

YOUTH, FAMILY & CHILDREN

Leaders/Team Members for Youth, Family & Children: Team Lead, Pastor John Durkin, Kathy Ikola, Erica and Olivia Maestas, Nick and Terie Obritschkewitsch, Dan and Laura Jones; Elder-Jonathan Payne

YOUTH

Purpose:

- ❖ Develop and integrate young disciples and their households to participate with the greater faith community of BSLC to spread the love of Jesus in words and actions.
- ❖ Combine the leadership efforts of Youth and Family teams to address the recommendations made by Ministry Architects.

Priorities/Goals

- Continue with the renovation recommendations throughout 2023-2024.
- Work with the church prayer team quarterly to highlight areas of concern and growth for youth, family and children's ministry.
- Develop a 6/12/18 month calendar of major events for HS youth, MS youth, and family ministry by September 2023, so that families can make plans, set priorities, and stay connected.
- Create 3 ministry crossover events on the 12 month calendar with student ministries from other congregations to show our students the greater Christian community.
- Schedule a minimum of 4 "Invite a friend" events for the 2023-24 calendar so that our households continue to look for opportunities to welcome non-members.

Middle School Specific Goal:

- **Assess** the need for confirmation to be offered in 2023-2024 by September 15th, 2023.

High School Specific Goal:

- Develop two student leaders that will assist with worship, and assist in leading student ministry events.

FAMILY & CHILDREN

Purpose:

- ❖ Strengthen the family, building parents in the faith and skills to disciple their children in the Lord
- ❖ Provide education and discipleship development for children, as a support to parents
- ❖ Increase the number of young families with children engaged at BSLC
- ❖ To help children and families be well engaged in BLSC ministry and specifically, Family Ministry (Providing more voice to families).

Priorities/Goals:

Note: Those priorities with an * are connected to priorities in the Preschool ministry plan.

- Develop a well-rounded, in-depth family fellowship and discipleship program, empowering parents to shape a family culture where they and their children are practicing discipleship in and out of church.
 - Goal: Work with the discipleship team to develop a discipleship pathway for parents with children in the home.
 - Goal: Conduct a Christian parenting course for the 2023-2024 school year.
 - Goal: Offer Parent/Child First Communion classes (4th grade and up), in the spring of 2024 with a goal of celebrating first communion at the Maundy Thursday worship service.
- Develop pathways for families and children to connect with the corporate worship services in ways for them to develop ownership
 - *Goal: One non-member preschool household attending services regularly (2 times per month) or classes outside of preschool by Easter, 2024.
 - *Goal: Identify quarterly opportunities by September, 2023 for specific connections of kids to worship (e.g., display preschool kids artwork on the screen, student skits, student videos, highlighting students serving etc.).
 - Goal: In September and October 2023, Contact all households with students in the 5th grade and above and invite them to serve in worship such as tech, acolytes, ushers, altar guild, nursery helpers etc., with the hope of adding new students/parents to serving teams by November 2023..

- Develop opportunities for BSLC families to connect with families in our community.
 - *Goal: Sponsor at least one family engagement activity, by Easter of 2024, in which the families of our church, the preschool, and the community are invited to attend.
 - *Goal: Sponsor two family fellowship nights, with one in fall 2023, one on winter, and one in spring of 2024 (VBS party, potluck, movie night, magic show, paint night, block party)
- Grow Children's Ministry.
 - Goal: 5 new households with young children (12 and under) will be participating at BLSC an average of two times per month by April 1, 2024.
 - Goal: Kids Community Sunday will have an average weekly participation of 20 children (12 and under) for a consecutive 4-week period by April 1, 2024
- Increase child care.

Goal: Child care will be provided whenever we expect parents with children to participate apart from their children.

Goal: Hire 1-2 part time child care workers to work with our Nursery Coordinator and lay volunteers so that our nursery is fully staffed for all ministry events that require it.

PRESCHOOL

Team Leaders/Team Members: Director: Alyxis Merritt; Team Lead - Chuck Tomac/ Ingrid Merritt, Kelly Schiedler (parent), Lauren Strand (parent), Mickie Warnecke; Elder-Chuck Tomac; Pastor-John Durkin

Purpose:

- ❖ As a ministry of Beautiful Savior Lutheran Church, our goal is to offer preschool children a quality, Christ-centered early education program in a nurturing environment. We strive to provide learning experiences that will help them grow and develop intellectually, socially, physically, and especially spiritually, as they learn about Jesus and His love for them. We seek each day to reinforce our motto, "Every Child Uniquely Loved." Preschool is often a child's first school experience. We desire that each child will grow in love for Jesus and finish our program with a positive outlook on school that will last a lifetime.

Priorities/Goals:

Note: Those priorities with an * are connected to priorities in the Family & Children ministry plan.

- *Two non-member preschool households attending services regularly (or newly worship elsewhere) or attend classes outside of preschool by Easter, 2024, focusing on those who are unchurched.
- *Identify quarterly opportunities for building a bridge between preschool families and worship services (e.g. display preschool kids' artwork on the screen, children's choir with preschool kids and KC Sunday kids, show video of preschool kids singing for chapel, preschoolers bring offering forward for special projects, .
- *Sponsor at least one family engagement activity, by Easter of 2024, in which families from our church, the preschool, and the community are invited to attend (e.g., Create-a-Gift, Easter Egg Hunt)
- *Invite preschool families to two family fellowship nights, with one in spring, 2024 and at least one in summer, 2024 (e.g., Movie night, magic show, paint night, block party) with invitation to preschool families.
- Identify and implement ways for BSLC families to reach out in person to preschool families
- Increase frequency of engagement of pastors with the preschool program and families
- Restart the mom's group for fellowship and Bible study with preschool moms (plus other interested BSLC women); offer child care. Determine if there is also interest in starting a dad's group or incorporating both dads and moms into a parents' group.
- Explore offering "fieldtrips" a couple of times a year (on-site)