

Ministry Clarity for Faith Congregation

Faith Lutheran Church, Bloomington Indiana

June 6, 2021

What is *Ministry Clarity*?

This service of the Lutheran Church Extension Fund (LCEF) is designed to guide congregations in setting clear goals for the future. Since the summer of 2020, the Ministry Clarity Team of Faith* has been working through this process to propose the focus for our ministry together for the next 5-10 years. Pastor Tom Eggebrecht, the representative of LCEF who is guiding us through this process, is with us today.

Step 1: Mission

We first studied Scripture before adopting a Guiding Statement that declares why we are a congregation. See the back page for the scriptural foundations of this Mission Statement:

Proclaiming and Practicing
God's Love
with Conviction and Courage
...in our households, congregation, and beyond.



Step 2: Targets

We grouped each of our present ministry activities under five Ministry Pillars:

- ✝ **Worship**
- ✝ **Education**
- ✝ **Fellowship**
- ✝ **Evangelism**
- ✝ **Service**

Questions under each Pillar were actively discussed by small groups as the main focus of our Zoom Congregational Summit** on February 6.

Step 3: Goals

For each of the five Pillars, the Ministry Clarity Team has drafted three Goals based on the discussions during the Summit. These suggested Targets and Goals, found on the following five pages, are the focus of today's Congregational Information gathering. Goals are to be completed in 1-3 years. As these goals are met, new ones will be added.

Step 4: Tasks

The next step will be to enumerate specific, clearly-stated Tasks to help us reach each Goal. These will serve as a road map to consistently be together in prayer and study, and to focus on the Mission we have adopted. This step will be completed in the Fall, after Pastor Edwards returns from his sabbatical. A final proposal will be up for adoption at the annual Congregational Voters' Meeting later in 2021.

***Clarity Team members:**

Pastor Beck
Dave Ebeling
Pastor Edwards
Priscilla Gabriel
Bill Pfrommer
Rachel Stults
Barry Martin
Janet Schaefer
with guidance from Pastor
Tom Eggebrecht.

**** Additional
congregation members
who contributed ideas at
the Congregational Summit
on February 6, 2021:**

Fred Barsun
Rita Barsun
Barbara Brunner
Emilia Brunner
Paul Brunner
Cybil Cole
Megan DeMoss
Don Donham
Carol Ebeling
Janice Edwards
Henry Gabriel
Ann Graves
Bob Graves
Deb Hackman
Doug Hackman
John Harrell
Martha Harrell
Janet Hitzeman
Steven Hitzeman
Martin Homan
Sandi Homan
Ken Hydingier
Trevor Jones
Karen Lukefahr
Arvids Plesovs
Kathy Powell
Mark Riggins
Betty Rudolph
Rick Stults
Andrew Rusch
Jean Scott
David Skirvin
Alan Schaefer
Samantha Schaefer
Pastor Sui
Diane Wilkinson
Steve Wilkinson

WORSHIP

All the nations you have made shall come and worship before you, O Lord, and shall glorify your name. Psalm 86.9

Aspirational Target 1.0

Every household of Faith Lutheran Church hears the proclamation of God's saving Word on a weekly basis and receives His Sacraments regularly.

Goal 1.1 *Technology*

By Summer 2021, we will begin live-streaming 10:30 a.m. Sunday worship and other special events in the sanctuary for members who are unable to be present in person. We will train at least six volunteers to operate the system.

Goal 1.2 *Practicing*

Each member or family that attends *Every One His Witness* (to be held annually beginning in Fall 2021, in accordance with the Evangelism goals) will identify one individual (family, friend, colleague, etc.) to begin having conversations with, eventually inviting them to worship.

EDUCATION

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you.

Matthew 28:19-20

Aspirational Target 2.0

Every member of Faith, as disciples and followers of Jesus, will be motivated to actively be involved in one or more learning activities at home and/or with the congregation that will lead to the conviction that God's Word is the only Source of Truth for the Christian.

Goal 2.1: *Resourcing*

Beginning January 2022, classes, documents, print, video and on-line resources will be featured once each month on Faith's website and/or email. These will be generated by Faith staff, Ministry Teams, as well as Christian outlets for learning individually, as a family / small group, or large groups.

Goal 2.2: *Staffing*

By the summer of 2023, a full-time commissioned staff member will be called and installed [a] to grow and guide the on-going lifelong (birth-to-grave) Christian education of our children, families and individual members and [b] to recruit, train, encourage, and support volunteer teachers and leaders.

Goal 2.3: *Milestones*

The current Milestone Ministry program will be implemented effective August 2022. Additional Milestone events may be added each school year. (Each Milestone event includes four elements: 1/ Naming; 2/Equipping; 3/Blessing and 4/Gifting).

FELLOWSHIP

That which we have seen and heard we proclaim also to you, so that you too may have fellowship with us; and indeed our fellowship is with the Father and with his Son Jesus Christ.

I John 1:3

Aspirational TARGET 3.0

Unite all members of Faith in a closer community with each other and share a closer walk with Jesus through additional Fellowship activities that will encourage more invitations of community members outside of our congregation, and become aware of ways to help, serve and/or witness to others.

Goal 3.1: Celebrate the return to in-person fellowship

Utilize our new resources for outdoor activities that will allow members to gather while maintaining whatever social distancing guidelines are current. This will be a transitional method through 2021 to adjust to the varying comfort levels of members to gather in a social setting to support each other and exchange ideas on serving in God's kingdom.

Goal 3.2: Resources

The Fellowship Team will actively recruit new Team members to serve in leadership roles and as "on call" members to serve occasional needs of setup and supply of items needed for group activities. The Setup Team will consist of up to 12 members and be fully formed by the end of 2021. Replacement Leadership will be phased in during 2021-2022 and will be fully active by the end of 2022. The Fellowship Team will switch from a Committee to a fully recognized Faith Ministry Team in the by-laws and budget funding will increase by \$1000 per year for the next five years.

Goal 3.3: Discipleship

The Fellowship Team will proactively work with the Evangelism Team and others to help shift the conversations of fellowship events to include witnessing and sharing of God's love. At least three events per year will be scheduled by the end of 2022 to promote outreach and/or Evangelism Training in a fellowship setting.

EVANGELISM

Jesus said to him, "Go home to your friends and tell them how much the Lord has done for you, and how he has had mercy on you." Mark 5:19

Aspirational TARGET 4.0

Faith will identify an Evangelism Ministry team, which will continually collaborate with pastors and other Ministry teams to offer preaching, teaching, and training to all members of our congregation. With this intentional action and the work of the Holy Spirit, Faith will strengthen its members to confidently share the good news of Christ to family and friends in our homes and our community.

Goal 4.1 *Ministry Team*

Faith staff and leaders will work to identify and recruit an Evangelism Ministry team by the end of 2021. The team will consist of at least (4) Faith members, with a PPC liaison, which is consistent with our other team rosters. The members of this team will focus on an intentional representation of varying age groups and differing interest groups of the flock at Faith. A ministry objective will be included in this process. The new team will be formally accepted by the PPC.

Goal 4.2 *Training*

The Evangelism team will include plans for presenting the Everyone His Witness curriculum annually, with focus on the specific needs of "personal witnessing" (as identified in the Congregational Summit exercise). This new presentation should include at least (20) Faith members. This program should occur when we are safely inside our building and ideally in the Fall of 2021. The team will also identify other discipleship training opportunities for 2022.

Goal 4.3 *Preschool*

Leaders and Ministry teams of Faith will encourage and support Rachel Stults (Director) and the Faith Lutheran Preschool in their plan to employ existing Faith Mission ministries (multi-cultural individuals and groups) to engage with the children, sharing their differing cultures to the children in a fun and educational way. This plan has been written and is scheduled for implementation in the 2021/2022 school year. The staff and children will then regularly celebrate the discoveries of these new cultures and will include invitations (to the celebration) to each presenter(s). As with all learning activities at the school, the children will share various take-home projects with their families.

SERVICE

We love because he first loved us. If anyone says, "I love God," and hates his brother, he is a liar; for he who does not love his brother whom he has seen cannot love God whom he has not seen. | John 4:19-20

Aspirational TARGET 5.0

Every member of Faith will be convinced that Jesus' sacrifice for us is our primary motivation to serve others. Every member will in some individual, family or group manner, live out Christian service in our households, congregation and beyond.

Goal 5.1 Households

We will encourage and remind our members of sharing Christ's love through individual and family service by sharing examples and opportunities. By January 2022, opportunities to serve as a family will be posted on the Service Wall (see Goal 5.2) and "Service Snapshots" will be shared once a month in the Friday@Faith emails, giving specific examples of ways members are currently serving and suggestions of how to serve within our homes and extended families. Individuals and family members provide service to each other, often in ways no one else can see.

Goal 5.2 Congregation

By the end of November 2021 a specific area of the church facility will be designated and created for the posting of service opportunities and events. During 2022 at least three sections will be designated to acknowledge and encourage service among members, share task lists for congregational services (Altar guild, lawnmowers, etc.), post announcements for community service, and house collection containers.

Goal 5.3 Beyond

Identify at least three possible locations for an adult Servant Event by June 30, 2022, to be scheduled and planned for 2023. At least one Servant Event away from Bloomington will be planned and offered to our adult members (and youth, if appropriate) as a way to serve in a more distant location every 3 years, in a non-Youth Gathering year.

Faith Lutheran Church Space Use Planning Committee

STATUS UPDATE: May, 2021

Committee Members: David Skirvin (chair), Alan Schaefer, Kim Pitcher, David Huss, Paul Brunner, Meghan Faulkner, Mike Hicks, Rachel Stults, David Ebeling, Bill Pfrommer. Architect consultant is Michael Chamblee. His services were underwritten by a planning grant from the Center for Congregations/Lilly Endowment, Inc.

The work of this committee is answer to these three questions:

- What spaces are ministry teams (or committees/boards) currently using?
- How are teams' (and committees/boards) using these spaces?
- Are these spaces adequate to meet ministry teams' (or committee/boards) current needs and future needs/goals?

Feedback to these questions from ministry team leaders along with recommendations from our architect consultant has resulted in a preliminary list of suggestions and recommendations:

1. Efforts can begin immediately to “de-clutter” existing spaces where excess and obsolete items may exist. These spaces include but are not limited to the office area; upstairs attic; closets, storage rooms; garage; and others. Pastor will work with staff to identify action steps.
2. A priority exists to address installation of new wall partitions in the old narthex area of the preschool before the start of pre-school in August. Bill Pfrommer will take the lead in working with others at Faith to complete this – most likely during the month of July.
3. The room that has housed the Faith Library for a number of years is under-utilized, and we recognize the need to re-purpose this space as a general meeting room to accommodate private pastoral counseling, private pre-school meetings, small-group meetings, and a Sunday morning space to accommodate parents and “unhappy” children who need to depart the sanctuary. Technology infrastructure already exists adjacent to this space to allow for live-streaming of the worship service, as well as videoconferencing for meetings.
4. Eventually, it is desirable for more sound-proof partitions to be installed in the upper classrooms. Michael Chamblee has indicated that he can obtain cost estimates on this.
5. Pastor Beck will work with Paul Brunner to re-address any technology needs and related infrastructure needs/developments in the building.
6. Pastor Edwards pointed out the wisdom of conducting a longer-term feasibility study involving the preschool, so that Faith can properly gauge those future needs and how this may impact the need for additional/different space in the future.
7. Other suggestions and recommendations for physical space improvements are still in draft – and worthy of consideration in the months (and in come cases, years) ahead. These items range in scope from “small-scale” improvements to much larger capital investments. Faith leadership will continue to address these. Some consideration should be given to authorizing use of Faith’s endowment fund for strategic capital improvements.

The Scriptural basis for this Guiding Statement



This gospel of the kingdom will be **proclaimed** throughout the whole world as a testimony to all nations, and then the end will come. *Matthew 24:14*



Whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things. What you have learned and received and heard and seen in me—**practice these things**, and the God of peace will be with you. *Philippians 4:8-9*



For **God so loved the world** that he gave his only Son, that whoever believes in him should not perish but have eternal life. For God did not send his Son into the world to condemn the world, but in order that the world might be saved through him. *John 3:16-17*



For **I am convinced** that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord. *Romans 8:38-39*



Have I not commanded you? **Be strong and courageous**. Do not be frightened, and do not be dismayed, for the LORD your God is with you wherever you go. *Joshua 1:8-9*



You shall love the LORD your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall **talk of them when you sit in your house**, and when you walk by the way, and when you lie down, and when you rise. *Deuteronomy 6:5-7*



And **they devoted themselves** to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. *Acts 2:42*



Go therefore and **make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." *Matthew 28:18-20*