

Mosinee United Methodist Church
Ministry Plan 2009-2012
Final Draft 4/15/09

Introduction

The Ministry Plan for the Mosinee United Methodist Church is based on Bishop Schnase's Model-Ministries. The original group formed for this project included the Chair of the SPRC, the Lay Leader, the Chair of the Church Council and Pastor Jim Verkest. As a large and active prayer ministry team was already in existence it was not necessary to start one, only ask them to hold the Ministry Plan process in prayer. In March ten church lay leaders were assembled representing all ages, genders, and social strata from the church for the purpose of being an ongoing Leadership Team charged with the responsibility of approving a Ministry Plan for recommendation to the entire church community and to continue to be committed to developing the vision of the Mosinee UMC for the future. This Ministry Plan has been developed with their input as well as the input of Pastor Jim Verkest.

There are five key practices that Bishop Schnase has identified that are the heart of this ministry plan. These five practices are: 1.) Radical Hospitality; 2.) Passionate Worship; 3.) Intentional Faith Development; 4.) Risk Taking Mission and Service; 5.) Extravagant Generosity. These five key practices must be vital aspects of a church's ministry if the church is to be a vital growing church. While some vitality will be present even if all five are not well developed, to be truly vital all five practices must become priorities of the church. In addition to these five practices the church must also adopt functional structures to carry out these five practices. While functional structures will not be a sixth specific area of attention it will be an integral part of the process for each of the five key practices addressed in this ministry plan.

Ministry Plan 2009

Radical Hospitality: All churches hopefully are engaged in being hospitable to members within the congregation as well as visitors to the congregation. What sets this form of hospitality apart from the ordinary is the adjective "radical"! It is not enough to be just hospitable in order to draw visitors and hold members. The church must be the cause for people to feel welcome, accepted, loved, and needed. When these four key ingredients come together, people experience radical hospitality.

Mosinee UMC today: The Mosinee UMC is a church well known for its hospitality. It has even been described as a church of radical hospitality. Part of the Mosinee UMC's vision statement is three specific statements that define the church in this respect. The vision statement states that the church is to be 1.) the church for the unchurched in our area; 2.) it is to be a church that demonstrates radical hospitality to all people; 3.) it is a church that seeks to be known as "the community church". This means that it is to be engaged in the life of the community it serves in such a way that people will always think of it first when there is a need in the community that needs to be addressed.

These three parts of the church's vision statement are clear about how the church wants to be perceived by the area it serves. The congregation has embraced this vision statement and hospitality has become part of the DNA of the church. This is a key practice that is vital to church growth and vitality. And while there is much already in process, there is more that can be accomplished.

2009 Goals:

- 1.) Encourage all members to be engaged in the invitation of visitors to worship.
- 2.) Revitalize the Ambassadors group that is specifically responsible for welcoming visitors and seeing the visitors are informed about the facility and the ministry options available to all.
- 3.) Make the pre-worship and post-worship gathering times inviting, nourishing, and fun.
- 4.) Develop social groups like a couples club, young parents group, etc. to build loving relationships.
- 5.) Develop a mentors program for new members.

Strategy:

- 1.) Lift up relational evangelism as something everyone can do no matter where they are in their faith walk.
- 2.) Invite fresh participation in the Ambassadors Group and re-establish meetings for training ambassadors both as welcomers and as mentors.
- 3.) Continue to keep the lobby gathering area fresh, clean, and well supplied with both treats and beverages. Have the ambassadors introduce visitors to the area and help them be served.
- 4.) Begin a once a month pot luck on the 4th Sunday of each month to encourage more social interaction among members. Have a video based theme for discussion.
- 5.) Have specific members of the Leadership team take responsibility for hospitality activities as well as small social group formation.
- 6.) Create a church map to help visitors more easily find there way around the church clearly marking entrances, class rooms, etc.
- 7.) Create a church brochure with pertinent information about schedules, contacts and program.

Outcomes: The church will be more visitor friendly because of it being easier to find your way around the building.

- 1.) There will be visitors in attendance every week in worship.
- 2.) 50% of all members will be engaged in a fellowship activity every month.
- 3.) The church will add a net of 10% new members in 2009 or approximately 20 members.
- 4.) There will be at least two new social small groups begin in 2009.

Evaluation: The specific outcomes for 2009 are all measurable. Evaluation will include...

- 1.) Counting the number of visitors each week to the degree they sign the fellowship pads.
- 2.) Assessing member involvement in fellowship activities.
- 3.) Documenting the number of new members monthly that join the church and being sure they are assigned mentors.
- 4.) Listing all small groups in the church and identifying new ones.

Accountability: Specific accountability for the outcomes for Radical Hospitality in 2009 for the Mosinee UMC will fall upon...

- 1.) The Leadership Team members assigned to this practice.
- 2.) The Ambassadors.
- 3.) The Pastor.

Passionate Worship: Describing worship as passionate moves us beyond the ordinary. Worship has often become rote. Churches settle into patterns of worship that seldom change and all too often fail to engage people in the process. Passionate worship brings us into the presence of God. People should love to worship because it gives them the opportunity to celebrate what God is doing in their lives. Worship becomes passionate when it is engaging, beautiful, intimate and experiential. It is the blending

of praise, prayer, celebration and fellowship all set to music in an atmosphere of awe. People enter into the presence of God and experience God's love, forgiveness and grace. It's joy!

Goals:

- 1.) Provide worship services that appeal to people at all places in their spiritual journey.
- 2.) Present worship as a high quality experience for people of all ages through music, power point presentation, well prepared lessons and preaching, and participation by lay people in all services.
- 3.) Engage children and youth in the services by speaking to them directly and including them in the worship experience in a variety of ways.
- 4.) Emphasize the value of regular worship attendance so that people choose church over other cultural choices.
- 5.) Make worship services more accessible through transportation assistance and video streaming on the church website.
- 6.) Emphasize prayer in and after worship.

Strategy:

- 1.) Focus the worship service on biblical truth and the Gospel accounts. Emphasize the ministry of Jesus and his teachings to people in all circumstances of life.
- 2.) Emphasize quality in the presentation of worship music, videos, drama and power point.
- 3.) Use the NLT Bible in worship so that it is readable by all and understandable by all.
- 4.) Include children's time in all worship services.
- 5.) Include joys and concerns to personalize prayer time.
- 6.) Have space for prayer at any time in the worship service.
- 7.) Emphasize the mystery and beauty of the sacraments in worship.
- 8.) Have a volunteer transportation ministry to offer rides to people to church.
- 9.) Have a well run regular nursery program available for parents with small children.
- 10.) Include more special music opportunities.
- 11.) Be open to prayer opportunities in the worship services.
- 12.) Have ushers offer a microphone to those offering joys and concerns.

Outcomes:

- 1.) Worship attendance will average 70% of professing members on a weekly basis.
- 2.) 50% of all professing members will participate in worship as ushers, greeters, liturgists or communion stewards.
- 3.) Worship will be exciting to all who come and are open to experience it.
- 4.) Preaching will focus on the biblical lectionary themes and times of the Christian year.
- 5.) Prayer will be a central focus before, during, and after worship.
- 6.) Service forms will be flexible and open to change.
- 7.) Worship will be less disrupted by small children with special needs.

Evaluation:

- 1.) The worship team assignments will reflect the goals of high participation by all professing members.
- 2.) Worship attendance records will record weekly participation in worship.
- 3.) Musical presentation as well as power point, videos, etc. will be evaluated by the Leadership Team's worship practice representatives.

- 4.) Worship form and style will be regularly reviewed by the worship teams.
- 5.) The nursery staff will be regularly evaluated and provided with necessary training and assistance.

Accountability: Specific accountability for worship will be the responsibility of the....

- 1.) Pastor.
- 2.) Leadership Team worship members.
- 3.) The Worship Teams providing the music for each worship.
- 4.) The Tech Team Coordinator.

Intentional Faith Development: Perhaps the greatest challenge in the church today, and the Mosinee UMC is no exception, is the growth in spiritual maturity in its members. In this day of both adults working in the home, children being engaged in countless activities, and a culture whose worldview is no longer biblical, it has become very difficult to educate people in the faith. Most people believe that just by attending worship they will receive all the spiritual education they need to be faithful members of a church. There seems to be little sense of what Paul refers to as “growing more and more into the image of Jesus Christ”. Intentional faith development calls on the church to place Christian education as one of its highest priorities for people of all ages in the congregation. Growing in faith should not end with confirmation, it should begin there.

Goals:

- 1.) 30% of all members should be part of either a long term or short term Christian education class.
- 2.) 50% of all members should be part of some small group experience in the church that is prayer centered and builds both relationships with others and also with Christ Jesus.
- 3.) All members should be encouraged to attend the Walk to Emmaus retreats and become part of reunion groups and participate on teams.
- 4.) Sunday school classes should be offered to all youth from age 3-13.
- 5.) Youth should have offered Christian learning opportunities each week either on Sunday or in mid-week gatherings.
- 6.) A new church youth program will be started in 2009-2010.

Strategy:

- 1.) Offer regular adult bible classes each Sunday between worship services.
- 2.) Offer several short term Christian education classes in the evening for men’s groups, women’s groups, and for both men and women.
- 3.) Offer a long term Bible study i.e. Disciple or Companion in Christ each year starting in the fall for adults.
- 4.) Share from the front of the church regularly the benefits of attending Walk to Emmaus events and being part of small groups. This should be done by lay people as often as possible.
- 5.) Recruit the best possible Sunday School teachers and youth volunteers to teach the youth of the church the faith.
- 6.) Encourage people to be part of small groups that meet to grow people in faith and Christian accountability as well as other special focuses.
- 7.) Emphasize small group involvement for young adults and young couples.
- 8.) Train small group leaders for the facilitation of small groups in the church or at people’s homes.

Outcomes:

- 1.) There will be Christian education classes available to all adults in a variety of time periods including Sundays, evenings, and daytimes during the week.
- 2.) The Pastor and church leaders will encourage all members to grow in their faith by leading and or attending classes on a regular basis.
- 3.) 50% more of our youth ages 3-13 will attend Sunday school classes.
- 4.) 30% or more of our youth 14-18 will participate in Christian education opportunities.
- 5.) At least 8 members will attend a Walk to Emmaus retreat each year.
- 6.) 70% of those attending Walk to Emmaus retreats will regularly participate in reunions and gatherings.
- 7.) People 18-40 will become a larger percent of our church membership as well as a more spiritually mature segment of our community.

Evaluation:

- 1.) A list of Christian education offerings will be posted in the church newsletter each month.
- 2.) New class offerings and small group opportunities will be publicized several weeks in advance and people encouraged to join the.
- 3.) Walk to Emmaus gatherings will be publicized and reunion group memberships tabulated quarterly.
- 4.) Attendance at Sunday School and youth events will be tabulated.
- 5.) Registration and attendance in all Christian education classes will be kept.

Accountability:

- 1.) The Leadership Team members responsible for discipleship (faith development) will put in place procedures to track Christian education opportunities and attendance.
- 2.) The Pastor will be accountable to be sure that faith development is encouraged for all members.
- 3.) The Sunday School Superintendent and Christian Education Director will be responsible to know the faith development goals and work toward their achievement.

Risk Taking Mission and Service: A church that is not a missional church can not expect to survive. It will not provide genuine opportunities for Christian involvement and it will not be responsive to Christ's call to service found in Matthew 25:31-46. Not only does there need to be service opportunities within the walls of the church, these need to expand to the community, the region, and the world. Jesus commands the disciples to serve in Jerusalem, Judea, Samaria, and the ends of the earth. This is a commandment to the church of today as well. It is mission and service that best reveals our love for God and our fellow human.

Goals:

- 1.) Develop mission opportunities for the members of the church that go beyond our local church.
- 2.) Educate people about VIM and NOMAD opportunities that they can take part in.
- 3.) Educate people on the outreach through UMCOR and other connectional opportunities.
- 4.) Engage all members in serving the needs of the local church i.e. maintenance as well as fellowship, worship, and discipleship.

Strategy:

- 1.) Make Wisconsin Conference and General Conference information available for areas of mission and service.

- 2.) Educate people to local and area needs and the volunteer opportunities that are available both within the church and outside the church.
- 3.) Educate people of the role of the Community Center of Hope, Inc. located in the church facilities.
- 4.) Have speakers present about opportunities and their experiences on VIM, NOMAD, and other mission trips. Great programs for Sunday potluck times.
- 5.) Train people in faith sharing and relational evangelism.

Outcomes:

- 1.) Have at least one non-local mission experience available for members that is supported by the local church.
- 2.) Have at least one summer mission trip available and support by the local church for youth.
- 3.) Have at least 15 people participate in non-local mission or service opportunities.
- 4.) Have 35% of all adult members participate in service related activities in and for the local church.
- 5.) Have a brief time in worship each month for mission/service testimony by lay members of the local church.

Evaluation:

- 1.) A list of the various mission and service opportunities participated in by members will be kept along with the number of participants.
- 2.) A list of all mission and service opportunities participated in by youth will be kept with the number of participants.
- 3.) Regular mission and service opportunities will be publicized in the newsletter and supported from the front of the church.
- 4.) The financial commitment to mission and service opportunities will be made known regularly to the local church.

Accountability:

- 1.) The Leadership Team members responsible for mission and service will follow up on the goals and hoped for outcomes each month and report these to the Leadership Team.
- 2.) The Pastor will be responsible for lifting up mission and service in preaching, teaching and by example.
- 3.) The Mission Chair will coordinate information on mission opportunities and tabulate participation.
- 4.) The Youth Team Leaders will be responsible to seek out mission/service opportunities for youth and encourage their participation.

Extravagant Generosity: The sharing of our blessings received from God is the best way to demonstrate our thanksgiving for what God has given us. In Genesis we hear God tell Abraham that he will be blessed to be a blessing to others. The idea of the tithe has its roots in thankfulness and trust in both Old and New Testament testimony. Simply speaking, Jesus held nothing back in his ministry to us and faithful people who trust God should also give of their time, talent, and financial resources not only generously but extravagantly. Giving should always flow from joy and thanksgiving not from guilt, obligation or fear. An extravagantly generous church will always be a joyful church.

Goals:

- 1.) That every member will be encouraged to grow in giving and move to becoming a tither.

- 2.) That the churches financial records will be freely available to all members and presented in an easily understood format.
- 3.) That budgets are created from missional goals not estimated giving pledges.
- 4.) That healthy attitudes toward giving from all our resources is encouraged.
- 5.) That healthy attitudes about money and giving are taught.
- 6.) Promote more in-kind giving opportunities for church needs.

Strategy:

- 1.) Regular individual giving information is provided to all members and aggregate giving information is provided each month to the church membership.
- 2.) Time, talent, and gift opportunities are provided each year to the whole membership as well as to new members when they join the church.
- 3.) Money is a subject of preaching and teaching on a regular basis.
- 4.) Expenses are explained by what they allow the church to accomplish missionally.
- 5.) Stewardship is taught as being mindful of all of God's gifts to us and how that should be invested in the lives of others both locally and beyond the local church.
- 6.) Publicize church needs in the newsletter each month that members may provide through in-kind giving.

Outcomes:

- 1.) Financial giving to the church will rise by not only the cost of living but also by stepped up individual giving toward every member tithing.
- 2.) People will trust the finance committee to set goals and priorities for spending that best reflect the churches missional goals.
- 3.) People will have healthier attitudes about giving in particular and money generally.
- 4.) Giving will flow from joy and thanksgiving and not from negative incentives.

Evaluation:

- 1.) Giving records will be maintained to show growth in giving individually and corporately.
- 2.) Time and talent sheets will be gathered and collated each year in November to establish opportunities to share for the coming year.
- 3.) The Leadership Team members responsible for stewardship will work with the Finance Committee and Pastor to be sure healthy attitudes about giving and clear information about giving is available to all members.

Accountability:

- 1.) The Leadership Team members responsible for stewardship will monitor and report to the Leadership Team progress on giving goals.
- 2.) The Pastor will be held accountable for healthy education on giving as well as spending.
- 3.) The Finance Committee will be held accountable to provide clear and concise financial information to both individuals and the church membership.

Ministry Plan for 2010-2012

The Mosinee UMC plans on a future that in many ways is revealed in present practices and new priorities as revealed in the 2009 plans. The goals for 2010 and beyond will depend on the success of that which is being implemented in 2009. As these plans and practices are implemented and evaluated more specific plans will be developed for each successive year. The goals for 2010-2012 then differ only

in increased goals for total membership, membership attendance, membership participation in fellowship, small groups and missional outreach. Goals must be achievable, desirable, and measurable or they have little meaning. Thus to set more specific goals than are already set for 2009 has little real value until we have the opportunity to measure, evaluate, and reframe the goals for each of the areas of practice for fruitful congregations.

Having said that, this does not mean there is not a long range plan in place for the Mosinee UMC. This long range plan calls for:

- 1.) The continued commitment to radical hospitality in ways that nourish present members and encourage new visitors. These ways will change as the DNA of the congregation changes each year but they will be grounded in a commitment to forming loving relationships with people across the spectrum of the diversity that is represented in our community and culture.
- 2.) The continued commitment to passionate worship through music, prayer, Bible centered teaching and preaching and a mix of worship styles that connect with all ages and social strata. The Gospel of Jesus Christ will be the central focus of both worship life and practice. People will be invited in to experience the presence of God through worship and sacrament presented in a beautiful and intimate manner consistent with our theological traditions and the leading of the Holy Spirit.
- 3.) The continued commitment to intentional faith development that will insist that our membership is encourage to grow deeper both in faith and holiness. The discipling of our congregation from the youngest to the oldest will be designed to help make each persons spiritual journey both exciting and edifying. The future of the Mosinee UMC and the faith itself depends upon faithful people sharing the true Christian faith as revealed in scripture from generation to generation. God blesses and multiplies the faith communities that are faithful to Him.
- 4.) The continued commitment to engaging the members of the Mosinee UMC in ever greater numbers to the mission and ministry of Jesus Christ in the world. The emphasis will always be on reaching out beyond the walls of the church into the greater community and the world beyond. Matthew 28:19-20 and Matthew 25:31-46 inform our vision of who we are and whose we are. Our service to God through relational evangelism and committed service especially to those in greatest need will define us as the Body of Christ.
- 5.) Our continued commitment to build a congregation that is committed to grow each year in its giving of money, time and talent to the work of the church in the world. Our emphasis will always be on joyful giving even if it is sacrificial. Tithing will be the goal for every member of the church and this will be taught, preached, and modeled by the leaders of the Mosinee UMC. Financial transparency by the church will teach sound stewardship practices for all to see.

Concluding Thoughts: It should be noted that the Pastor of the church always has a significant impact either positive or negative on the future health on any congregation. The Mosinee UMC is currently in a discernment process with its Pastor who is nearly 67 years of age and will probably retire in the next 2-5 years. The newly formed Leadership Team will be primarily responsible for guiding the vision of the Mosinee UMC for the future. It will also bear direct responsibility for ensuring that the Ministry Plan is developed, implemented, evaluated, and reworked for the future. It will share its labors with the Church Council so that every member has a voice in this process. This is a process bathed in prayer and dedicated to the honor and glory of Christ.