

Ministry Planning...Does It Really Matter?

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A vision for your church and a vision from God
ONLY begins in a lost and broken world



Nehemiah 1

In the month of Kislev in the twentieth year, while I was in the citadel of Susa, Hanani, one of my brothers, came from Judah with some other men, and I questioned them about the Jewish remnant that had survived the exile, and also about Jerusalem.

They said to me, “Those who survived the exile and are back in the province are in great trouble and disgrace. The wall of Jerusalem is broken down, and its gates have been burned with fire.”

When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven.

Vision + Clarity + Focus = Performance



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- To be organized around mission, values, initiatives and how your church is organized
- The ability to hear God's voice
- A starting point



MEN'S MINISTRY



Reach, belong, grow, serve,
1,000 disconnected men
into men's ministry.



The Men of Mariner's Ministry is dedicated to encouraging men to follow Jesus Christ as the Lord of their lives. Men who love God. Men who live according to God's Word. Men who share the hope of salvation with others. Men who encourage and strengthen one another in their walk with God. Men who are leaders for God's purposes in their families, the church, community and the world. Men of Mariner's seek to live their lives according to the will of Jesus Christ and exalt Him as Lord of their life.



- 1 Present the Gospel to lost men. Equip men to reach out & build relationships.
- 2 Men calling Mariner's Home. Providing men clear next steps for the Journey of Mariner's.
- 3 A place for men to draw closer to Christ and develop spiritual disciplines.
- 4 Help men discover how they can serve within our church, our community and the world.

LEAD

- Core Team
- Vision for Ministry
- Prayer
- Develop Spiritual Leaders
- Grow Teams

MEN'S

Leaders invite men to MHT

The Journey 2005 Text 2

The Journey 2005 Text 2

Fall Kickoff Breakfast

Next Steps Calendar

Soar Retreat

Kayak Retreat

Leaders invite men to MHT

Forming Small Groups

The Challenge Easy step

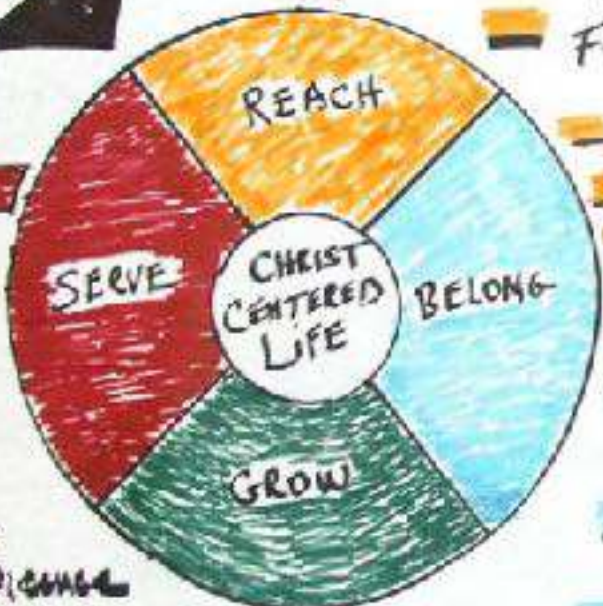
First Impressions Pub & Table Team

S2S

Success to Significance

Moving Men to LHM

" " GO



Spring Retreat

Bible Studies Weekly

- Him Seeking God
- The Valley Path
- David of Endless

Fall Retreat

- Silent

PURPOSE STATEMENT:

Challenging high school students to search for answers to difficult questions while reflecting Christ through outreach, authentic community, deepening relationships with Jesus, and genuine service.

point person: BETHANY RAMSEY

SERVE

primary program:

IMPACT TEAMS
internal: within the church
external: in the community... world

strategy:

- HELP STUDENTS TO REALIZE THEY CAN IMPACT A WORLD MUCH BIGGER THAN THEMSELVES
- ALLOWING STUDENTS THE FREEDOM TO DISCOVER CREATIVE WAYS TO SERVE THE CHURCH AND THE COMMUNITY

drawing:

students pursuing HABITS (and other personal spiritual disciplines)

sending:

students presently serving into leadership

camps and events:

CASA @x BAJA | Night of Impact (home group serve night) | Serve Events

highlights:

"Night of Impact" sponsored new IMPACT TEAMS | built 0 houses in Mexico

challenges:

packing students with leaders who can help launch them into bigger ministry and service

primary program:

R-A-B-I-T-S
PERSONAL DISCIPLESHIP MODEL

secondary program:

SANCTUARY (SATURDAY NIGHT SERVICE)

strategy:

- HELPING STUDENTS TO SEE THE VALUE OF PERSONAL DISCIPLESHIP PRIOR TO GRADUATION FROM THE HIGH SCHOOL MINISTRY
- MAKING PERSONAL DISCIPLESHIP PART OF THE LIFE OF A STUDENT (vs. DEPENDENT ON ANY PROGRAM OR PERSONALITY)
- PROVIDE STUDENTS WITH TOOLS TO AID THEM IN THEIR SPIRITUAL DEVELOPMENT

R: having time with God
A: accountability with another believer
B: Bible memorization
I: involvement in the church
T: tithing commitment
S: studying scripture

drawing:

students connected in small groups

sending:

students pursuing HABITS (and other personal spiritual disciplines) to IMPACT TEAMS and SERVE OPPORTUNITIES

camps and events:

ASKESIS retreat

highlights:

all HABITS tool kits distributed to each home group | tools revised and reformatted for better usage

challenges:

creation of a "HABITS" culture | difficulty of students and leaders to break from program dependency

REACH

point person: JARED KIRKWOOD

programs:

SUNDAY MORNINGS
PERSONAL EVANGELISM

strategy:

R: reveal that you're a Christian
E: extend an invitation
A: ask to hear their story
C: communicate your story
H: help them to take next steps

drawing:

Believing students from the high school ministry

sending:

Believing students into conversations with non-believing friends

camps and events:

CAMP SURF | College Planning Night | HALO night | Concerts | Crusades | Chile Trip | Churchwide Events: Angels, TreeLight, Harvest

highlights:

- new opportunities: i.e.: surf ministry, more outreach focused Sunday Morning

challenges:

- without point person/"value champion" until February 1st
- poor attendance/promotes of Castleglass Christian training

2004
CHRIST
CENTERED
LIFE
2005

primary program:

HIGH SCHOOL HOME GROUPS

strategy:

FUNDAMENTAL BELIEF: NO ONE TRULY BELONGS UNTIL THEY ARE TRULY KNOWN
- HELPING STUDENTS MOVE FROM MORE WEEKEND SERVICE ATTENDEES INTO AUTHENTIC "LIFE TOGETHER" RELATIONSHIPS IN SMALL GROUPS

drawing:

Weekend service attendees not yet connected to others

sending:

students connected in small groups to HABITS (personal spiritual disciplines)

camps and events:

Homebase | Tower 595 | Small Group Trips | Small Group Activities | Home Group parties

highlights:

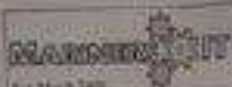
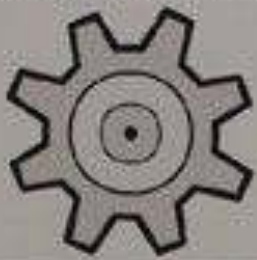
challenges: transition new leader into small groups "point person role" | new leaders not well-trained/equipped

BELONG

point person: KELLY DICKSON

GROW








Stats.

	Motto	Make it happen with excellence.	
Highlights	New Church system for Children's Ministry going live April 2nd 2005		
	New all ministry database		
	New strategy for an "IT Community" to draw in volunteers to serve within our dept.		
	2000	2005	
Number of Staff	1	5	
Age of Ministry	0	5	
Workstations	85	171	
Servers	2	12	

IT **MISSION STATEMENT**
Leveraging technology to improve ministry effectiveness and impact our community for Christ.

1**MARINERS IT**

Values

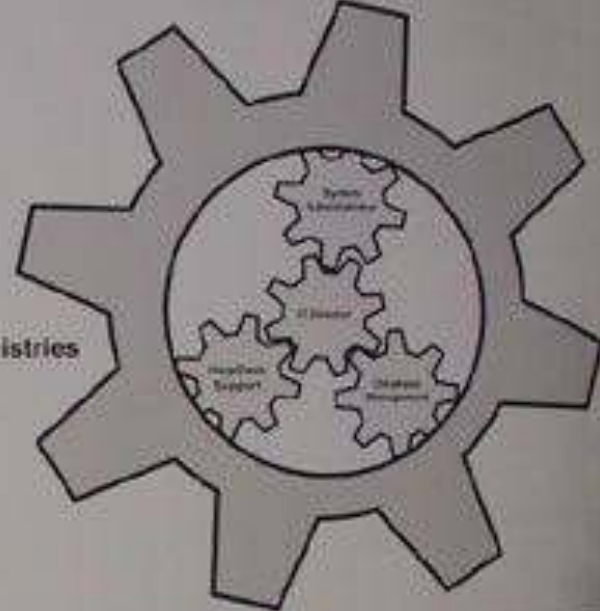
-  To fully serve Christ for the greatest kingdom impact - by supporting each ministry's effort in leveraging the best use of technology.
-  To improve staff productivity and effectiveness for their ministry - by continually improving and creating new processes and tools.
-  To continually improve the quality of our customer service as well as response and resolution times.
-  To treat each person we support with respect and professionalism.
-  To be proactive when approaching all issues and requests.
-  To deliver ministry tools, processes and systems that scale to meet the future needs of our church.
-  To empower technology volunteers for Christ to enjoy life change.

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2**MARINERS IT**

Org. Chart



Mariners Ministries



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3**MARINERS IT**

TOP 3

-  **Strengths**
 1. Accomplish goals effectively.
 2. Quick, competent and flexible with urgent issues and requests.
 3. Offer creative and effective solutions for complex situations.
-  **Challenges**
 1. Recruit and find workspace for technology volunteers.
 2. Improve helpdesk response and resolution times.
 3. To implement better quality control for all data entry into the new Fellowship One database.

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4**MARINERS IT**

MID-YEAR REVIEW



Purpose of Mid-Year Review

To evaluate individual performance and goals and how it compliments their Ministry Plan. This process will provide an opportunity for the Supervisor and the individual to discuss Ministry Plan and performance, assess progress and contributions made and make any necessary realignments.

NAME _____ DATE _____

PASTOR

LIVING THE CHURCH STAFF VALUES

Supervisor _____ Date _____

Employee _____

	New		Ready		Sometimes		Regularly		Always		Daily Own Score
	1	2	3	4	5	6	7	8	9		
WE WALK WITH GOD DAILY - HEARING HIS VOICE AND FOLLOWING HIM											
Place a strong emphasis on relationship with God - especially daily in prayer and study											
Honor God through their service and actions											
Contribute a sense of God's call and presence to living God in a world of disbelief											
WE SERVE OUR PEOPLE WITH EXCELLENCE											
Uplift his cause and care for the community we serve											
Engage in and excel at all work whether or not connected with a positive, intrinsic, external, or other value											
Learn to serve to create vibrant and lasting relationships on a daily basis											
WE LOVE AND RESPECT EACH OTHER IN AN ENVIRONMENT OF TEAM WORK											
Collaborate and cooperate with others to create active climates for cooperative work with one another internally											
Work effectively and respectfully with each other, using direct, honest, clear communication											
Hold one another to the full of every team member to achieve shared and common goals											
WE HAVE A LEARNING SPIRIT THAT ANTICIPATES THE FUTURE											
Looks to new and creative ways to bring God's Word to the community											
Continuously seeks to find solutions through new ideas and new positions											
Completion and development through self-teaching and support, learning and training											
Always open to other new learning and development											
Contribute and respond to change and learn new approaches											
WE ARE SPIRITUAL LEADERS BUILDING FUN TEAMS THAT MULTIPLY AND DEVELOP LEADERS											
Build a vibrant, effective team that is fun and has a strong ministry strength											
Contribute to provide hope, edification and fun environment											
Provide clear direction and define goals and mission to the team											
Give the best example and activate positive motives											
WE CONSISTENTLY DELIVER RESULTS											
Face challenges with persistence and determination, work hard and deep, by bringing energy and enthusiasm											
Work individually and collectively on the most value-creating things											
Follow through on commitments and promises											
Engage others by following patterns of being joyful and learning with people											

SUB-TOTAL

To calculate average, divide Sub-Total by 22

OVERALL VALUES SCORE

MINISTRY PLAN PERFORMANCE

	Numerical Value to Supervisor from Value Champions	Supervisor's Final Comments as to Progress Made on Ministry Plan Goals
R E A C H		
B E L O N G		
G R O W		
S E R V E		
L E A D		

SUB-TOTAL FROM CHAMPION SCORES	
AVERAGE SCORE FROM VALUE CHAMPIONS	

To calculate average, divide Sub-Total by 5.

TOTAL OVERALL PERFORMANCE SCORE FROM SUPERVISOR	
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This is an overall score taking into account Value Champions input and of your progress made on Ministry Plan. (1 - 9 scale)

$$\boxed{} \times 25\% + \boxed{} \times 75\% = \boxed{}$$

Values Score
Performance Score
OVERALL

SCOPE OF ALL MINISTRY RESPONSIBILITIES:
(i.e. Speaking Team, Life Change Process Team, etc.)

BARRIERS:

COMMENTS:

SIGNED SUPERVISOR _____ Date: _____

SIGNED EMPLOYEE _____ Date: _____

Please return completed and signed reviews to Human Resources Department