

**Wilmington Church of Christ  
909 West Locust Street  
Wilmington, Ohio 45177**

**Strategic Plan  
For  
Calendar Years 2009 – 2010**

**Prepared By  
Strategic Planning Ministry Team**

**October 2008**

## Foreword

The Wilmington Church of Christ for over 50 years has endeavored to evangelize and nurture people in their walk of faith with the Lord. Through love, care, and compassion, we have supported members and non-members alike in bringing the Good News to all who have touched our congregation. As we now enter the year 2009, we must continue to build and expand upon our mission of making disciples of Jesus Christ in today's world.

The Wilmington Church of Christ was begun in October 1954. Founding minister Arthur Merkle and his wife Mabel worked with a dedicated group of Christians to establish and grow the church. The church moved to its present location on West Locust Street in 1955. Since then, three additions have been made to the original building. God has blessed the church with spiritual and numerical growth. The church's ministry extends beyond the boundaries of Wilmington and Clinton County into Bosnia, the Hispanic community of Miami, Florida, Uruguay, Ecuador, New Zealand, Cuba and Taiwan through direct supported missionaries in those fields.

The following individuals have presently been called to serve as Elders of the Wilmington Church of Christ: Craig Cook, Dave Gustin, Mark Lewis, Pete Little, Gregg McGuire, and Jack Tamplin. In addition, seven individuals have been selected to serve as Deacons/Team Ministry Coordinators. Those men are as follows: Hodge Drake, Doug Little, Tim Miller, Brian Passarge, Jeff Swearingen, Jeff Walls, and Charlie Weaver.

Keith Dimbath presently serves the church as Senior Minister. Steve Wetterhan serves as Minister of Adult Education and Involvement, Tony Brackemyre serves as Minister of Children & Youth, and John Bliffen serves as Minister of Missions.

During the later part of 2006, God revealed to several members of the congregation that the challenges of the years ahead required a different approach...a more spiritually enlightened and divinely inspired plan for achieving the congregational vision and mission. With urgent advice from several members of the congregation, the Elders agreed a strategic plan to guide and strengthen the members of the Wilmington Church of Christ was needed and commissioned a Strategic Planning Team Ministry (SPTM) to establish the initial plan.

The SPTM organized to develop a congregational strategic plan that would take direction from God and His loving compass of grace, and serve as a roadmap for the church leadership, team ministries, membership, and staff.

To gather input from several perspectives, the Elders established a diverse group of individuals: long-time members; those wise with age; those with fresh young ideas; men; women; and most importantly, those with a passionate fervor for doing God's work. Current team members include:

*Keith Dimbath, Amy Luttrell, Gregg McGuire, Michele Swearingen, Jeff Walls,  
and Charlie Weaver.*

All team members entered into their ministry with much prayerful consideration and a commitment to create and implement a meaningful strategic plan...one relevant to the present, as well as to the future.

## Introduction

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### Strategic Approach

The initial Wilmington Church of Christ Strategic Plan undertakes to cover a timeframe of two years (2009 – 2010). The SPTM established a goal for delivery of an initial draft of the Plan to the Elders no later than October 31, 2008, containing a Vision, Mission, Core Values, and strategic framework to continue work on from January 1, 2009 through December 31, 2010. This completed draft is provided for review and approval by the Elders. Implementation of most action plans contained in the Plan shall commence as soon as possible subsequent to the Elders approval.

The Plan has several aggressive goals that may take time to achieve. The Plan should be reviewed annually in June by the Elders, Ministers, Team Ministry Coordinators, and the Strategic Planning Team...and thoroughly updated, as needed. The SPTM will report to the Elders on progress, delays, and alternative actions as necessary. The action plans contained within the Strategic Plan shall drive the programs and individual missions of each operating and ministerial committee.

Broad goals and strategies are suggested, potentially exceeding the resources of the church today. However, the Senior Minister and the SPTM in coordination with the Financial Team Ministry should prioritize the strategies and consider budget requirements when making their recommendations to the Elders for authorization. If the team ministry plans become overwhelming, some items may need to be held until the next planning session.

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### Plan Organization

The Plan begins with a **Vision Statement** to set the stage of what could be...a dynamic picture of what our mission will look like as it is realized in our community. Over time, we anticipate adjustments to our Vision may be needed. The **Mission Statement** follows to describe what we should be doing and where we are headed...what our fundamental direction is.

Next come our **Core Values Framework** and **Value Statements** that reveal the soul of our church. These Core Values define who we are, what our identity is, and clearly explain the foundations of why our church does what it does. The remainder of the Plan consists of individual **Strategies** to accomplish the Mission in the context described in the Vision. Each Strategy is further supported by sets of **Action Plans** that establish a schedule of work, including budgeting, staffing, and team ministry assignments.

Note that as we move from Vision to Mission to Core Values to Strategies, the ideas and actions discussed become more concrete. Put another way, we get more specific as we move from The Kind of Church We Want to Be (The Vision) that impacts What We Are Supposed to be Doing (The Mission), to Why We Do What We Do (The Core Values), then How We Do It (The Strategies), and finally, Where We Begin, When, and With Whom (The Action Plans).

## Our Vision

*To be a community that opens its arms to all people so that they might know God’s grace and hope and to be a place that can help people grow in a relationship with Jesus Christ.” – Building a community to reach the community.*

## Our Mission

*“As the Wilmington Church of Christ, we seek God’s heart to worship, serve and evangelize, building committed followers of Christ and His Word.*

## Our “Core Values”

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### Values Framework

At the Wilmington Church of Christ, we are “building a community to reach the community” and all our ministries to do so are firmly “grounded” on six biblical core values or “pillars”. These core values are illustrated in Figure 1 as follows:

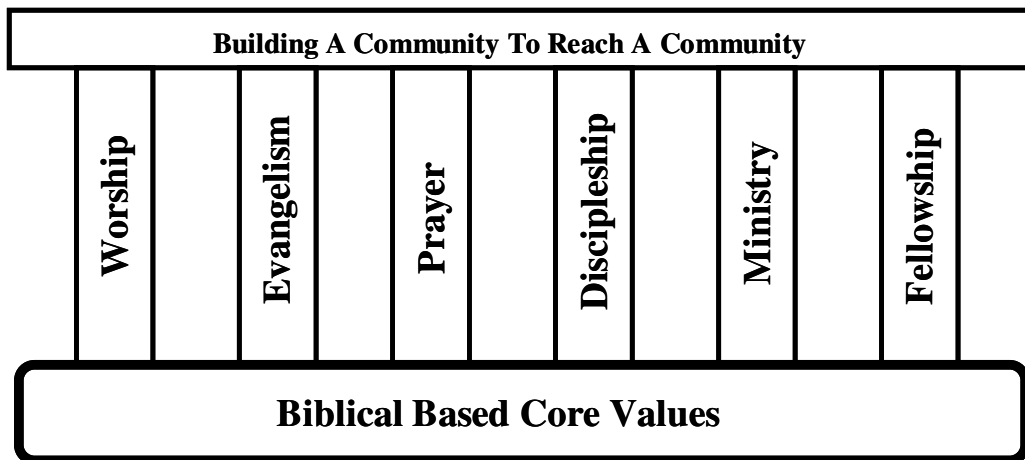


Figure 1 – Wilmington Church of Christ Core Values

Based upon these six biblical “pillars”, at the Wilmington church of Christ, we:

**Recognize** the Bible as the inspired word of God and the single source for direction and truth for the Church and the Christian life. (*2 Timothy 3:16; Proverbs 30:5*)

**Acknowledge** that Jesus Christ is the one and only Son of God; that He died for our sins and resurrected from the dead. (*John 1:1-14; 1 Corinthians 15:1-8*)

**Believe** that salvation is by the grace of God and through faith in Jesus Christ's death on the cross. (*Ephesians 2:8, 9; Romans 5:8-11*)

**Practice** that those wishing to identify themselves as followers of Christ must believe in Jesus, repent of sin, confess that Jesus is the Christ, the Son of God, and be baptized by immersion for the forgiveness of sin. (*Mark 16:16; Acts 2:38; Romans 10:9-10; 1 Peter 3:21*)

**Observe** the Lord's Supper (Communion) weekly to remember the Lord's death. (*Luke 22:15-19; 1 Corinthians 11:23-26*)

**Select** our own leaders who direct the affairs of the church under the guidance of the Holy Spirit in accordance with God's Word, and are not governed by any outside denominational structure. (*Acts 20:28; 1 Timothy 3:1-7; 1 Peter 5:1-4*)

**Invite** into our fellowship all who would commit themselves to the Lordship of Jesus Christ, and regard its people not as the only Christians, but as Christians only, seeking oneness with all believers in matters essential to the Christian faith. (*Acts 11:26; 1 Peter 2:17*)

**Focus** our outreach locally, nationally, and internationally supporting a variety of mission opportunities to follow the command of the Great Commission. (*Matthew 28:19-20*)

**Trust** in the power of the Holy Spirit through prayer and reverently seek God's will for our lives through prayer and petition. (*Romans 8:26, 27; Philippians 4:6; Hebrews 5:7*)

**Seek** to equip each person for ministry and to encourage all our members to be a positive influence in the world in which they live. (*Matthew 5:13-16*)

**Teach** that death seals the eternal destiny of each person. The saved will inherit eternal life; the unsaved eternal separation from God. (*John 6:47; Romans 8:10-11*)

**Welcome** the inquiries of all who seek truth and the way of God. (*2 Timothy 2:15; 2 Timothy 4:2*)

## Our Purpose

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### Why Do We Exist?

So, why do we exist? We exist:

- **To celebrate God's presence (Worship)**
- **To communicate God's Word (Evangelize)**
- **To intercede for each other (Prayer)**
- **To educate God's people (Discipleship)**
- **To demonstrate God's love (Minister)**
- **To encourage God's family (Fellowship)**

The purpose, of the Wilmington Church of Christ is summarized in a single sentence and is based on two key scriptures:

The Great Commandment: “Jesus said, ‘Love the Lord your God with all your heart...soul...and mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself. All the Law and Prophets hang on these two commandments.’” Matthew 22:36-40

The Great Commission” “Jesus said, ‘ 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 teach them to obey everything I have commanded you.’” Matthew 28:19-20

Therefore, the only reason for the existence of the Wilmington Church of Christ is to focus on and more effectively pursue endeavors to *worship, serve, and evangelize*.

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## What Do We Believe?

- **In essential beliefs—we have unity.** “There is one Body and one spirit...there is one Lord, one faith, one baptism, and one God and Father of us all...” Ephesians. 4:4-6
- **In non-essential beliefs—we have liberty.** “Accept him whose faith is weak, without passing judgment on disputable matters...Who are you to judge someone else’s servant? To his own master he stands or falls... So then each of us will give an account of himself to God... So whatever you believe about these things keep between yourself and God.” Romans 14:1, 4, 12, 22

The essentials **we believe**:

**About God**—God is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and one God. Genesis 1:1, 26, 27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

**About Jesus Christ**—Jesus Christ is the Son of God. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven’s glory and will return again someday to earth to reign as King of Kings, and Lord of Lords. Matthew 1:22, 23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14, 15; 1 Corinthians 15:3, 4; Romans 1:2, 4; Acts 1:1-11; 1 Timothy 6:14, 15; Titus 2:13

**About the Holy Spirit**—The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation through baptism. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. As Christians, we seek to live under His control daily. 2 Corinthians 3:17; John 16:7-13, 14:16, 17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18

**About Human Beings**—People are made in the spiritual image of God, to be like Him in character. People are the supreme object of God’s creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called “sin”. This attitude separates people from God and causes many problems in life. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1, 2

**About Salvation**—Salvation is God’s free gift to us but we must accept and receive it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God’s offer of forgiveness can anyone be saved from sin’s penalty. When we turn from our self-ruled life and turn to Jesus in faith and are baptized we are saved. Eternal life begins the moment one receives Jesus Christ into his life by faith and is baptized through immersion. Romans 6:23; Ephesians 2:8, 9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1

**About Eternity**—God gives the promise of eternity in heaven or hell. People were created to exist forever. We will either exist eternally separated from God by sin, or eternally with God through forgiveness and salvation maintained by the grace and power of God. John 10:29; 2 Timothy 1:12; Hebrews 7:25, 10:10, 14; 1 Peter 1:3-5 John 3:16; John 14:17; Romans 6:23; Romans 8:17-18; Revelation 20:15; 1 Corinthians 2:7-9

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## What Do We Practice?

Beliefs are not worth much unless they are translated into actions. Based on what the Bible teaches, we practice following:

**Bible As Our Sole Authority**—“The whole Bible was given to us by inspiration from God and is useful to teach us what is true and make us realize what is wrong in our lives; it straightens us out and helps us to do what is right.” 2 Timothy 3:15

**Autonomy of Each Local Church**—“Christ is the head of His Body, the church. He is the source of the Body’s life... Colossians 1:18. Christ is the recognized head of our church, not any person, group, or religious organization. While recognizing the value of associating and cooperating with other groups of Christian, we believe every local church should be self-governing and independent from any denominational control. In relating to our “sister churches”, we encourage each congregation to determine its own strategy, structure, and style.

**Priesthood of Every Believer.** “Christ loves us, and by His death He has freed us from our sins and made us a kingdom of priests to serve God...” Revelation 1:6 “You are...the King’s priests...God’s own People, chosen to proclaim the wonderful acts of God.” 1 Peter 2:9 The Bible teaches that every Christian is called to “full time” Christian service, regardless of his or her vocation. We practice the truth that every believer is a minister by encouraging every member to find a place of service and ministry. Every believer has direct access to God through prayer and Bible reading.

**Tithing.** “A tithe of everything you produce belongs to the Lord; it is holy to the Lord.” Leviticus 26:30 At WCC we practice tithing for the support Christ’s body, the church, as God commands. We recognize that 100% of everything we own belongs to God and that giving 10% of our income is the minimal Biblical standard of giving.

**Immersion**—“For when you were baptized, you were buried with Christ, and in baptism you also were raised with Christ...” Colossians 2:12

**Spirit-led Living**—(Jesus said), “I am the Vine, you are the branches. If you abide in me and I in you, you will bear much fruit; but apart from me you can do nothing.” John 15:5

**Ministry for Christ**—“Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have.” 1 Peter 3:15 It is the responsibility of every Christian to share the Good News with those with whom God brings us into contact. We practice personal sharing about Christ and inviting friends to church.

## What Do We Expect?

(Paul) “I have been all things to all sorts of people that by every possible means I might win some to God. I do all of this for the sake of the Good News... Yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him.” 1 Corinthians 9:22-2

The only reason for the existence of the Wilmington Church of Christ is to focus solely on and more effectively facilitate endeavors that “*seek God’s heart to worship, serve, and evangelize building committed followers of Christ and His word*”.

Therefore, as a member of the WCC family, every member is asked to make the following seven commitments:

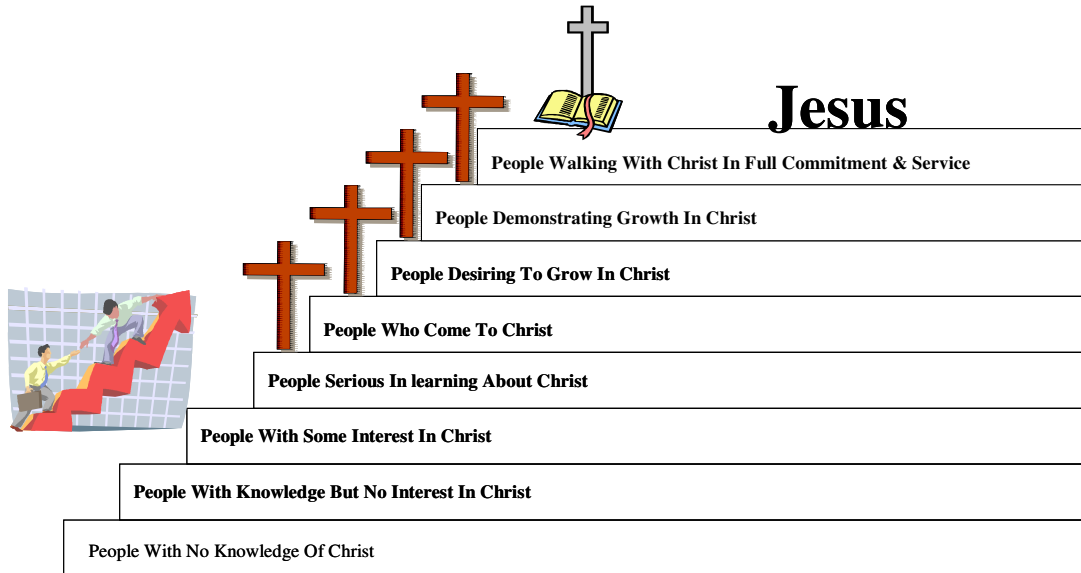
1. **Active Prayer and Devotional Life.** Read your Bible and pray regularly. 1 John 4:10 tells us that when the Word of God dwells in us that we gain strength to overcome the evil one.
2. **Faithful Worship Attendance.** Attend faithfully. Your consistent attendance is a testimony to unbelieving neighbors and friends, as well as an encouragement to other believers. Hebrews 10:25 says, “Let us not give up meeting together.”
3. **Growth through Adult Bible Fellowship and Involvement in a “Task Group” or “Nurture Group”.** Be an active participant. Participate in learning opportunities that are designed to relate the Bible to living and create meaningful relationships. It is our goal that every committed adult takes part in at least one *team ministry* “task group” or “nurture group” and its ministry. It is our prayer that “You live a life worthy of the Lord and may please him in every way; bearing fruit in every good work, growing in the knowledge of God (Colossians 1:10).
4. **Commitment to Tithes.** Give sacrificially. Sacrificial giving is an act of worship. 1 Corinthians says, “On the first of the week, each one of you should set aside a sum of money in keeping with his income.”
5. **Sharing Your Faith and being involved in Missions.** Be a vibrant witness. Witness for Christ to those in your circle of influence and to the mission of the world. Andrew upon meeting Jesus had to tell someone about his newfound faith, so he invited his brother to meet the Messiah. Jesus declared, “You are the light of the world (Matthew 5:14).
6. **Exercise Your Giftedness.** Discover a place of service in the ministry of the church. Every member should have one ministry where they either lead or serve. 1 Peter 4:10 says, “Each one should use whatever gift he has to serve others.”
7. **Follow the Leadership.** Accept the leadership of the Elders, as long as they lead according to the biblical pattern. Hebrews 14:17 says, “Obey your leaders and submit to their authority. They keep watch over you as men who must give an account.”

## Our Plan

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### What is our Goal?

The heart of the vision and mission of the Wilmington Church of Christ is to help people to grow and mature and to progress along the “**steps of spiritual growth and maturity**” in their commitment to Christ and become the “ministers” of the congregation, as together, we endeavor to fulfill the Wilmington Church of Christ mission *to worship, serve, and evangelize*. These spiritual steps are illustrated in Figure 2 as follows:



**Figure 2 – Steps Of Spiritual Growth, Commitment, and Ministry**

So, every member of the WCC congregation is expected to:

**Be Involved**—to be an active member of the WCC, serve for the cause of Christ as a member of at least one *team ministry* in the *Team Ministry System*.

“You are members of God’s very own family...and you belong in God’s household with every other Christian.” Ephesians 2:19

“We are all parts of Christ’s Body and it takes every one of us to make it complete, for we each have different work to do. So we belong to each other and need all the others.” Romans 12:4-5

**Seek Maturity**—to spend time in meditation, prayer, and Bible study and seek spiritual growth and maturity.

“**Continue to grow** in grace and knowledge of our Lord and Savior Jesus Christ.” 2 Peter 3:18

“Take **the time and trouble** to keep yourself spiritually fit.” 1 Timothy 4:7

**Serve through Ministry**—to discover and use our God-given gifts and abilities in serving God and others.

“God has given each of you some special abilities; be sure to use them to help each other...” 1 Peter 4:10

“There are different kinds of service to God...together you form the Body of Christ and each one of you is a necessary part of it.” 1 Corinthians 12:5, 27

**Spread the Good News**—to share the Gospel and good news of salvation with others.

“...you will be my witnesses for me...to the ends of the earth.” Acts 1:8

“Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do it with gentleness and respect...” 1 Peter 3:15

Put slightly different, the sole purpose of the Wilmington Church of Christ is:

***“to encourage both members and attendees to continue to grow in Christ-likeness, loving one another, and contributing to the work of the church, in order to glorify God and make disciples of all nations.”***

Specifically, everyone is called to pursue four objectives in their spiritual lives and Christian growth and ministry (involvement) in the Wilmington Church of Christ. Why do we expect individuals to become “ministers”?

As a congregation, and members thereof, we become what we are:

**W**illing ministers (1 Corinthians 9:22-23)

**I**nvolvement members (Acts 5:42)

**L**oving (Matthew 22:36-40; 38:19-20)

**M**aking the most of our time and resources (Colossians 4:5)

**I**n Christ (Ephesians 4:13-15)

**N**ot all having the same talents and abilities (Romans 12:5-6)

**G**oing forth as Christ commanded (James 1:22)

**T**eaching others the Good News (Hebrews 13:7)

**O**ne in a spirit of unity (Romans 15:7)

**N**ew life in Christ to the city of Wilmington, Clinton County, and the world (Luke 5:37)

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## **What is our Strategy?**

### **Community Involvement**

Community Involvement is a way of extending the outreach of the Wilmington Church of Christ to those that are lost, needy, or misguided. Church Community Involvement challenges and changes lives, reaches out to the least and the lost, cares for each other through the most difficult of times and helps others feel the love of God because people reached out to them and cared. The Wilmington Church of Christ needs to be part of a movement to reach these people all over Wilmington, Clinton County, and throughout the whole world.

#### **How can we become part of this Community Involvement?**

One way is through the “nurture” and “task” small groups within the *Team Ministry System* that we already have in place. Within the following paragraphs, the goals, objectives, action plans, and metrics for each of the eight team ministries within the Wilmington Church of Christ *Team Ministry System* will be described.

## How do we measure the results?

Our overall goal is to **Reach** and **Transform** people into totally devoted servants of Jesus Christ.

Community Involvement is centered on helping members of the congregation to care, grow, and serve together. Through **CARING** for one another authentically, we will see gaps and needs in each others lives. Through studying the scriptures and applying them to our personal lives, we **GROW** together.

Finally, through **SERVING** the least and the lost, we discover our need for Jesus Christ. We must believe the “servant approach” to authentic community outreach called Community Involvement is a culturally, relevant way to grow to Christ and His Likeness.

(Philippians 2: 5-7) Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a *servant*, being made in human likeness.

(John 13: 16-17) I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.

## Our Assessment

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### Strategic Planning Team

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The *Strategic Planning Team* will review and evaluate the overall effectiveness of the ministry and organization of the Wilmington Church of Christ *Team Ministry System*. This *team ministry* will make recommendations for changes and/or modifications in the *Team Ministry System* to the Board of Elders. The Team will review and evaluate the WCC *Team Ministry System* at least once each year. This evaluation will normally begin in the first part of June of each year. However, the activities of this *team ministry* will not be limited to only once each year. The *Strategic Planning Team* shall meet as often as they or the Board of Elders deem necessary.

The *Strategic Planning Team* may recommend an idea, a new strategy, a change in current strategy, a specific plan, and/or specific steps and improvement or change in the *Team Ministry System*. Based upon their review and evaluation, the *Team* might recommend implementing a new *team ministry area*, a new *team ministry*, a new policy or procedure, or changes thereto.

The *Strategic Planning Team* will be comprised of a “core working group” of members of the congregation who have applicable “executive-level” oversight experience. The members of the *Strategic Planning Team* will be selected by, appointed by, and serve at the pleasure of the Board of Elders.

Members of the *Strategic Planning Team* have worked closely with each Team Ministry Coordinator and WCC Staff to identify the programs and activities within each Team Ministry area. Specific goals for the planning period have also been established within each Team Ministry. Team Ministry Coordinators will complete Quarterly Status Reports describing the progress being made toward the achievement of each of these goals and will submit these reports to the *Strategic Planning Team*, who in turn will then forward the compiled information to the Board of Elders. Team Ministry Coordinators will be asked to complete and submit their Quarterly Status Reports to the *Strategic Planning Team* based upon the following timeline:

- 1<sup>st</sup> Quarter 2009: Due April 30, 2009
- 2<sup>nd</sup> Quarter 2009: Due July 31, 2009
- 3<sup>rd</sup> Quarter 2009: Due October 31, 2009
- 4<sup>th</sup> Quarter 2009: Due January 31, 2010

- 1<sup>st</sup> Quarter 2010: Due April 30, 2010
- 2<sup>nd</sup> Quarter 2010: Due July 31, 2010
- 3<sup>rd</sup> Quarter 2010: Due October 31, 2010
- 4<sup>th</sup> Quarter 2010: Due January 31, 2011

A description of each Team Ministry, its objectives, programs, and goals are described below in the Team Ministry Profile.

## **Team Ministry Profile:**

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### ***Administration – Jeff Swearingen***

#### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Serve the WCC with excellence.
- Increase/maintain the number of individuals in each area of service.

#### **Action plan and specific programs...**

- A) **Attendance Ministry** – the purpose of this ministry is to maintain an accurate count of those who attend Sunday school and church services weekly.
  - Goal #1: Maintain at least six attendance ministry volunteers.
  
- B) **Coffee Fellowship Ministry** – the purpose of this ministry is to provide coffee and light refreshments to Sunday morning attendees and to offer an area of fellowship.
  - Goal #1: Maintain at least four coffee “preparers” serving within this ministry.
  
- C) **Home Communion Ministry** – the purpose of this ministry is to provide communion to those who are unable to attend Sunday services.
  - Goal #1: Maintain at least seven teams for rotation of home communion to WCC shut-ins.
  
- D) **Hospital/Funeral Meal Ministry** – the purpose of this ministry is to provide meals to families that have recently experienced a hospital stay or death in the family.
  - Goal #1: Maintain volunteers at current level, or as needed for meal provision (various).
  
- E) **Library Ministry** – The purpose of this ministry is to provide resources to church members for Christian study.
  - Goal #1: Maintain current level of volunteer participation (1).
  
- F) **Ministry Expo Ministry** - The purpose of this ministry is to provide an annual ministry expo to recruit new volunteers to ministry service.
  - Goal #1: Maintain current level of volunteer participation (2).

- G) Wednesday Meal Ministry** – The purpose of this ministry is to provide a meal to attendees of Wednesday evening services and a chance for fellowship prior to programs.
- Goal #1: Maintain current level of volunteer participation (9).
- H) Wedding Ministry** – The purpose of this ministry is to assist with the coordination of weddings to take place at WCC.
- Goal #1: Maintain current level of volunteer participation (1).
- I) Photography Ministry** – the purpose of this ministry is to photograph new members for publication in church materials and for record keeping purposes.
- Goal #1: Maintain current level of volunteer participation (2).
- J) Office Volunteer Ministry** – the purpose of this ministry is to receive assistance with general office tasks in the WCC offices.
- Goal #1: Maintain current level of volunteer participation (various), with the staff contact notifying the ministry coordinator if additional assistance is needed.

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## ***Adult Team Ministries – (Team Ministry Coordinator to be determined)***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Each goal enhances the mission of the church to build committed followers of Jesus Christ.

### **Action plan and specific programs...**

**A) Adult Bible Fellowship Classes:**

- ✓ Solid Rock
  - ✓ Christians in Action
  - ✓ Friends in Christ
  - ✓ Christian Believers
  - ✓ Connect 360
  - ✓ DivorceCare
  - ✓ Financial Peace University
- Goal #1: Add new ABF class.
  - Goal #2: Form a task force and investigate the possibility of a singles ministry.
  - Goal #3: Launch a new Bible study at Cape May Retirement Village.

**B) Discovery Series:**

- ✓ Discovery 101
- ✓ Discovery 201
- ✓ Discovery 301
- ✓ Discovery 401

- Goal #1: Create a testimonial skit to promote Discovery Series.

**C) Wednesday Evening Activities:**

- ✓ Wednesday Evening Bible Study
- ✓ Jenkins/Merkle Women's Group
- ✓ Cochran Parenting Group
- ✓ Wednesday Evening Men's Group

**D) Sunday Evening Activities:**

- ✓ Sunday Evening Bible Study
- ✓ Homebuilders Group
- ✓ Wetterhan Group
- ✓ Manning Group

**E) Small Group Ministry:**

- ✓ Thomas Group
- ✓ Pargeon Group
- ✓ Moore Group
- ✓ Wednesday Morning Prayer Group
- ✓ Dimbath Women's Group
- ✓ Little Women's Group
- ✓ Softball Group
- ✓ Men's Fellowship

- Goal #1: Add two groups. (Examples: Group for Single Mothers, Bible Study at Cape May).

**F) Team Ministries:**

- ✓ Young At Heart
- ✓ College Ministry
- ✓ Couples Retreat
- ✓ Maximum Impact

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## ***Children/Youth Team Ministry– Jeff Walls***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Provide a caring and nurturing environment conducive to learning, thus enabling children/youth to develop and grow in their relationship with Jesus Christ.

### **Action plan and specific programs...**

- A) **Cradle and Toddler Rooms:** This ministry provides childcare for ages birth through three years during adult programs held on Sunday mornings, Sunday evenings, Wednesday evenings, and for other special events throughout the year.
- Goal #1: Provide adequate volunteers consistent with the number of children in attendance.
  - Goal #2: Provide training for new volunteers in order to make them aware of current policies and with the Paging System.
- B) **Sonshine Jr. College (Preschool):** This ministry provides classes for children ages three through five years on Sunday mornings, Sunday evenings, and Wednesday evenings in order to help establish a Christian foundation and introduce these children to Jesus Christ, the Bible, and their teachings.
- Goal #1: Increase volunteer base by 20% or by a sufficient number to adequately meet needs. (Benchmark: 26 volunteers)
  - Goal #2: Host an annual parent information meeting to communicate program offerings and increase parental involvement.
  - Goal #3: Establish a “check-in” system for preschool-aged children on Sunday mornings in which parents/guardians will sign their children into class in order to promote increased safety and security among the children and youth.
- C) **Sonshine University (Grade-school):** This ministry provides classes and activities for students in grades Kindergarten through 5<sup>th</sup> grade. Classes are offered on Sunday mornings and Wednesday evenings to facilitate spiritual growth and encourage relationships with Jesus Christ.
- Goal #1: Increase volunteer base by 20% or by a sufficient number to adequately meet needs. (Benchmark: 19 volunteers)
  - Goal #2: Develop memorization plan that supplements Sunday School material for all classes.
  - Goal #3: Communicate with parents through annual meeting and quarterly flyers.
  - Goal #4: Establish a “check-in” system for grade school-aged children on Sunday mornings in which parents/guardians will sign their children into class in order to promote increased safety and security among the children and youth.
- D) **IMPACT Student Ministries (Jr. & Sr. High Classes):** This ministry provides classes and activities for students in 6<sup>th</sup> through 12<sup>th</sup> grades on Sunday mornings, Sunday evenings (Small Groups), Wednesday evenings (Refuge), and through other supplemental programs throughout the year. The purpose of this ministry is to strengthen relationships with Jesus Christ, provide a caring environment for spiritual growth, encourage students to share their faith, and to offer opportunities for students to develop and use their specific gifts/talents for to further God’s Kingdom.
- Goal #1: Provide specific activities/opportunities for students to participate in areas of leadership alongside current adult.
  - Goal #2: Increase participation in Small Groups by 20%. (Benchmark: 38 students)

- Goal #3: Engage students in at least four service/mission projects annually.
- Goal #4: Conduct annual meeting with parents.

**E) Children/Youth Outreach Programs:** This ministry provides additional programs and opportunities for students and their families to invite members of the community to WCC to participate in fun activities while introducing those guests to what WCC has to offer. Each of these activities requires recruiting sufficient numbers of volunteers and following up with guests that participated in the events.

- Goal #1: Host Super Bowl outreach for Jr. & Sr. High students.
- Goal #2: Conduct 3-on-3 Basketball Tournament for Jr. and Sr. High students.
- Goal #3: Conduct Vacation Bible School (VBS) for children in preschool through 5<sup>th</sup> grade.
- Goal #4: Host Creation Celebration (Halloween alternative) for children of WCC and the community.

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## ***Facilities Team Ministry – Tim Miller***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Create a positive impression for first time guests and members providing a beautiful physical environment with well kept grounds and building structures.
- Meet the needs of all current and projected ministries and the configurations required for their success.
- Insure the safety of all members and guests at all times anywhere on our campus.
- Maintain the facility and grounds in top notch mechanical and physical condition with the involvement of volunteers.

### **Action plan and specific programs...**

#### **A) Facility Ministries:**

- ✓ Baptistry Maintenance Ministry
  - ✓ Campus Cleaning Ministry
  - ✓ Facility Preparation Ministry
  - ✓ Flower Bed Ministry
  - ✓ Mowing/Lawn Care Ministry
  - ✓ Open/Close Ministry
  - ✓ Snow Removal Ministry
  - ✓ Transportation Ministry
- Goal #1: Conduct a workday in the fall and spring of each year.
  - Goal #2: Enlist new volunteers to launch a new team in Facility Preparation Ministry.
  - Goal #3: Enlist additional volunteers in the Campus Cleaning Ministry

- Goal #4: Confirm ministry leaders for the coming year.

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## ***Financial Team Ministry – Charlie Weaver***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- To oversee the financial landscape of the WCC, offering insights and suggestions to best utilize the resources for further God's Kingdom.

### **Action plan and specific programs...**

**A) Financial Committee:** This committee oversees the annual operating budget, offering insights and suggestions to the Board of Elders regarding fiscal matters.

- Goal #1: Carefully analyze the annual budget on a monthly basis, providing WCC leadership with financial reports to assist with resource management.

**B) Scholarship Ministry:** This ministry exists to provide financial assistance to members of WCC that are currently attending a Christian college or university.

- Goal #1: This committee is not actively meeting. Therefore, the first goal is to identify a ministry leader and re-establish the committee in order to process all scholarship application and make recommendations to the Board of Elders.
- Goal #2: Better promote the scholarship program among WCC high school students and the congregation.

**C) Stewardship Ministry:** This new program is being proposed to better communicate with the congregations through stewardship education.

- Goal #1: Conduct educational classes for the congregation to inform them of various ministries and how they can become involved.
- Goal #2: Encourage the use of offering envelopes to increasing tithing.
- Goal #3: Evaluate any funds or commitments to the individual ministries and disperse these funds to individuals or ministries that qualify or are in need.

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## ***Missions Team Ministry – Hodge Drake***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Focus on evangelism, ministry, and prayer.
- Provide financial resources and volunteer support so that the message of Christ may be communicated throughout the world.

**Action plan and specific programs...**

**A) Christmas Basket Ministry... Volunteer Participants - 12**

Each year WCC collects food to be divided into baskets for different individuals in our congregation. We give baskets to our widows, single moms or dads or anyone we know that has a need. The food is collected over a three-four week period. The Sunday afternoon before Christmas, individuals or a small group come in and divide the food to be delivered. The church provides the money for someone in the group to shop for the best priced ham and purchase enough to give each recipient a nice piece of ham for their basket. Fruit and bread is also purchased. Chips, cookies, etc. could be purchased (if the budget allows) or the group could ask for donations. After the baskets are ready for delivery, the office assigns the baskets to be delivered by the Team Ministry Coordinators. This is a worthwhile ministry that benefits everyone involved.

**B) Helping Hand Ministry... Volunteer Participants - 6**

The purpose of this ministry is to mobilize volunteers to help senior adults and those with needs beyond their physical and financial abilities to care for themselves. Our volunteers may provide service or consult with the homeowner in the Clinton County area. Skills necessary for this ministry are: unskilled general labor, skilled labor (rough and finished carpentry, electrical, roofing, etc.) prayer support, emotional support, administration and purchasing. This ministry functions as a clearinghouse for home maintenance. The ministry will perform these projects: painting, weatherproofing, general repair, carpentry, electrical, roofing, cement work, plumbing, moving, housecleaning, etc. This ministry may also organize short-term mission projects. Building materials may be purchased through the church budget, bought by a designated fund, donated by a business, or provided by the homeowner. Offering a "helping hand" in a time of need is a rewarding adventure. It is a unique way to share the love Jesus Christ to those in need.

**C) Nursing Home Ministry... Volunteer Participants - 4**

The goal is to show God's love by visiting members of our congregation and non-members alike who are confined to a nursing home. All members of this team will have Bibles in hand and be able to pray for the residents they visit. This is a non-negotiable requirement as glorifying Jesus is the main objective in this ministry.

**D) Local Missions Ministry... Volunteer Participants - 2**

The goal of the Local Missions Ministry is to serve a conduit for financial and project support for mission organizations on the regional and national level. It determines whether a mission organization is an extension of the intent and purpose of our church. It encourages these missions through financial and project support. It informs the congregation of opportunities and ways to support these missions.

**E) Short Term Missions Ministry... Volunteer Participants - 8**

The Short Team Missions Ministry oversees the organization, promotion, and operation of mission trips. It functions to perform specific building projects, VBS projects, and other support roles to the mission organization on location. It serves to be an encouragement to Christians around the world and the missionary on the field. Participants provide from their own finances to take part in a mission trip. The church may support the trip by providing funds for the projects to be performed during the trip.

**F) Scout Ministry... Volunteer Participants - 0**

Adult leadership is needed in both groups. Scouting uses a fun program to promote character, development, citizenship training, and personal fitness for every member. The Boy Scouts of

America maintains that no member can grow into the best kind of citizen without recognizing an obligation to God and therefore, recognizes the religious element in the training of the member. The Boy Scouts of America local council provides unit leader training, program ideas, camping facilities, literature, professional guidance for volunteer leaders, and liability insurance protection. Scouting's adult volunteers provide leadership at the unit, district, council and national levels. Many are parents of scouts; many entered scouting as youth members.

**G) World Missions Ministry... Volunteer Participants - 2**

The goal of the World Missions Ministry is to serve a conduit for financial and project support for mission organizations on the international level. It determines whether a mission organization is an extension of the mission and purpose of our church. It encourages these missions through financial and project support. It informs the congregation of opportunities and ways to support these missions.

**H) Our Father's Kitchen Saturday Meal Ministry... Volunteer Participants - 14**

Your Father's Kitchen is a part of the Sugartree Ministry Center at 180 East Main Street in Wilmington which serves free meals to the hungry on Monday evenings, Tuesday evenings, Wednesdays at noon, Thursday evenings and Saturdays at noon. There is an outdoors hot dog ministry on Friday evenings. Several different churches are involved. WCC has committed to oversee the THIRD SATURDAY OF EVERY MONTH in preparing, serving and cleaning up after the meal. It takes at least 10-12 people to help at every meal. WCC has been very faithful every month in collecting food for the Food Pantry also. Jesus said, "*For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink...*" Matthew 25:35

**I) Free Clinic Meal Ministry... Volunteer Participants - 1**

The Free Clinic offers dental service at no charge to needy patients. WCC has committed to preparing a lunch meal for volunteers once a month. The lunch is prepared by the Wednesday Night Meal Team from food made for the dinner offered on Wednesday night

**Overall Goals for Missions Ministry:**

- Goal #1: Increase support for Hamish and Molly Taylor with their new church work in New Zealand from \$3,600 (\$300.00 per month) to \$6,000 (\$500.00 per month) for the coming budget year.
- Goal #2: Add \$1000 per annum to support new initiative to launch a Reformers Unanimous Program in the community in conjunction with the Clinton County Court system (Judge Rudduck). This amount would be used to provide a stipend for the director of the program.
- Goal #3: Identify and add a ministry leader for Local Missions, World Missions, and Nursing Home Ministry.
- Goal #4: Increase short-term mission trips from 2 to 3 per year.

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***Outreach Team Ministry – Brian Passarge***

**Objectives that this ministry will utilize to help accomplish the WCC vision...**

- To be a community that opens its arms to all people so that they might know God's grace and hope and to be a place that can help people grow in a relationship with Jesus Christ.

**Action plan and specific programs...**

**A) Outreach Ministries:**

- ✓ Fall Fun Fest
- ✓ Singing Christmas Tree
- ✓ Sonshine Christian Preschool
- ✓ Upward Basketball
- ✓ Community Car Washes
- ✓ Christmas & Spring Door-to-Door Outreach
- ✓ Mothers of Preschoolers (MOPS)

**Overall Goals for Outreach Ministry:**

- Goal #1: Continue effective outreach ministries described above.
- Goal #2: Develop "WCC Wear" clothing-line available to members of the congregation in order to better promote WCC within the community.
- Goal #3: Establish more "Beyond the Walls" ministries that will encourage involvement in community ministries such as the Homeless Shelter, Clinton County Women's Center, etc.

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***Worship Team Ministry – (Team Ministry Coordinator to be determined)***

**Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Seek to provide a Sunday morning worship experience that will assist people in focusing on God.

**Action plan and specific programs...**

**A) Worship Ministries:**

- ✓ Sunday Morning Praise Teams
- ✓ Sound Booth Technicians
- ✓ Media Technicians
- ✓ Lighting Technicians
- ✓ Greeters/Ushers Ministry
- ✓ Welcome Center Ministry
- ✓ Serving Team Ministry

**Overall Goals for Outreach Ministry:**

- Goal #1: Continue to recruit and train volunteers of praise teams, worship planning team, sound/video/light technicians.

- Goal #2: Continue to work toward bringing on-staff a full time Worship Minister to lead and improve the corporate worship at WCC. Have the person for this position identified by December, 2008. Additional goals for each area of Worship Ministry will be established by the new staff member at that time.

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## ***Leadership Development Programs – Senior Minister & Elders***

### **Objectives that this ministry will utilize to help accomplish the WCC vision...**

- Provide leadership training and personal spiritual growth opportunities that will enhance the leaders of WCC and provide personal spiritual growth for members and attendees.

### **Action plan and specific programs...**

- A) **Joshua's Men:** This one year study is designed for potential church leaders. Participants will be by invitation with the understanding that participation in the study doesn't mean they will automatically become elders in the future, but is a means to challenge them and to help them grow in their relationship with God and their families. Over time this will serve as "pool" of potential church leaders.
- B) **Shepherding Program:** The ministers and elders will develop and implement a system to track Sunday morning attendance of members, attendees, and guests so that follow up/shepherding can be done effectively. This will include follow up with people who have missed consecutive Sundays to determine if there is a need or problem to be addressed.
- C) **Mentoring Program:** Identify "veteran" WCC members who can take new members under their wing to provide encouragement, guidance and friendship to help them to grow in Christ in their personal relationship with him and their families, and to help them to get connected in an area of service in the church.
- D) **Discipleship Program:** The present Discovery series is a tool to help new people to learn about WCC – what the church believes, coming to a saving relationship with Jesus Christ, growing in that relationship, and how to get connected in ministry and service within the church. This program will be evaluated and upgraded periodically. In addition, we will continue to seek additional ways to provide additional discipleship opportunities.

### **Overall Goals for the Leadership Development Programs:**

- Goal #1: Implement the above-mentioned programs, establishing specific goals and ministry leaders in the process.