

FAITH FELLOWSHIP STAFF 2011 INITIATIVES

Pastor Bob Froese – Senior Pastor

- Continue to preach through Gospel of Mark, resuming after a series on “Listen Up!” for the month of January.
- Wednesday night continue in the study of Galatians.
- Upon completion of Ephesians study, by September, prepare and implement “Serving Side by Side” bible study on topic of authority integrating “Listen up.”
- At two annual leadership summits, implement practical ways a deacon/wife can fulfill their ministry. Protocol – for leadership to develop a protocol for how to deal, in a positive and gracious manner, with those no longer attending FFC but remaining in the area.
- Family, Love, Life Conf – incorporate other pastors.
- Strengthen Biblical counseling training under IABC. Pursue a rigorous working relationship with IABC.
- Discipling – Identify and articulate the difference between Visitation ministry and Equipping ministry (growing pastors in encouragement and exhortation, instead of consultation). Develop and implement a plan regarding accountability of pastoral staff meetings with discipleship.
- Identify weaknesses in staff (pastoral and ministry) job allocation, distributing responsibilities for better effectiveness and excellence in productivity.
- Develop along with Ruth a curriculum for a SS class on discipleship beginning in July.
- Develop along with Ruth a singles weekend curriculum, pilot teach at SALSA and provide it as teaching for FFC.
- Work with Frank in preparing a program for interns.

Pastor Steve Seibel – Associate Pastor, Compassion Ministries

1. Encouragement for Deacons and their families

Each month Beth and I will have one Family Care Deacon or Facility Care Deacon to our home or out to dinner to:

- Provide biblical, spiritual encouragement and edification
- Get to know them better, so that we may better pray for them, helping to spur them on to “love and good works”
- Build relationships and enjoy the time we have together as families or as couples

2. Evaluate & strengthen our Mission Ministry locally and globally

- a. Contact each global missionary to assess their financial, spiritual, and material needs

- Bring current needs to the Mission Team (Seibels, Woodards & Teepells) to determine a course of action to be taken
 - Needs will be brought before the church whether for prayer or to physically or financially meet that need
- b. Send each missionary the “9 Marks Of A Healthy Church”
- Contact each missionary to let them know that they will receive the book
 - Make a follow-up call to discuss the material with them
 - Ask any new missionary considered for support by FFC to read “9 Marks Of A Healthy Church” and to be in agreement with the biblical content of the book.
- c. Identify people who show interest in full time mission involvement
- Contact Student Youth and College & Career directors to determine who they observe to be faithfully growing and serving at FFC that have missionary potential
 - Use our current Missions Curriculum to teach and make clear biblical missions and how they can begin to serve in that capacity at FFC
 - Inform the church of those participating in this ministry so they can be involved in praying for them periodically
- d. Establish a facility (“needs” closet) that provides access to items needed by the community and those at FFC
- Convert room in right front of main sanctuary to needs closet
 - Develop an operational procedure
 - Set up the facility with necessary racks, shelving, etc.
 - Locate and train servants that will be faithful to serve in this ministry
 - Formulate a schedule for those serving
- e. Expand the oil change ministry for widows and single moms at FFC and in the community
- Prepare and train a team of men to do up to 25 oil changes in March, June, and September
 - (1) Advertise in Akron Bee and word of mouth
- f. Establish a 4 week Home Maintenance & Repair Training Clinic
- Training for men at FFC and our community who would like to know how to do simple repairs and maintenance

- Teaching how to: fix damaged dry wall, do basic electrical work, do oil changes for cars or lawn mowers, and basics of carpentry (i.e. cutting a board)
- Classes will be 1 hour in length and taught by men who are faithful and experienced
- A class will be held one night in each of the 4 months from January to April

g. Improve communication regarding service opportunities

- Communicate current opportunities at A. Men, Wednesday Night Body Life, to Family Care Deacons via phone calls, flyers in CBS mailboxes, displays in the foyer, or signups following a service
- Get involved personally so the opportunity becomes more important to me and in return I will better communicate it.
- Come alongside those who are serving to spur them on as they see that I am involved as well

h. Establish a Prison Ministry

- Contact the Chaplin from the state prison system (Les Carter 518-402-1700)
- Identify the needs that are needed in prison
- Begin a Bible study and or service at prison or prisons that are allowed
- Get as many men as are allowed to participate (weekly, bi-weekly or monthly)

i. Plan Missions month

- Organize missionaries for each Wednesday of the month of August
- Plan an evening of fun and excitement for the entire family regarding that missionary for the week
- Work together with the children's ministry leaders to involve children and to help with the planning.
- Objective is to present missions in a God honoring and exciting way

3. Strengthen Visitation Ministry

- a. Contact Elders & Deacons when a visit is made show that they are informed about those in their Care Groups
- b. Complete an evaluation form after visiting
- c. Identify needs spiritually and physically

- d. Follow-up on their needs and come alongside them until their needs are met
- e. Invite men to go with me to visit for the purpose of teaching them and to build relationships in joint ministry.
- f. Visit people after they have visited FFC 3 – 4 weeks
- g. Visit the Prayer Family of the week
- h. Evaluate & adjust “Touching Lives” visitation ministry
 - Get new people involved in visiting
 - Encourage those visiting to be alert and attentive to the needs that are mentioned
 - Meet the needs of those visited
 - Get others involved in meeting the needs that are identified
 - Expand visits beyond seniors to those in hospitals, nursing homes

4. Building & Grounds

- a. Evaluate conditions & needs of facilities
 - List items that need to be improved for the Chairman of the Deacons and our Facility Care Deacons
 - Work with Chairman of the Deacons (Brian Wright) and Facility Care Deacons (Mark Wanamaker & Greg Snyder) to see jobs through to completion; including cost & labor.
 - Determine the priority of projects to be done 2011
 - Help to organize men to be involved in completing these projects
 - Take time to encourage those who are serving
 - Work to be clear in what I am asking and what I expect by taking the time to explain
 - Work to make sure our facilities are well maintained and a testimony to visitors and our community.

5. Evaluate and strengthen the SEASONS Ministry

- a. Build involvement by the SEASONS in planning activities
 - Put into place a way that the SEASONS will understand the importance of their prayer life so that they are faithfully praying for one another, missionaries, those in the body, those that are unsaved, etc.

- Encourage increased participation in Saturday Morning Prayer.
- b. Identify Widows & Seasons that have physical needs (yard work, snow removal, repairs, house cleaning, etc.)
- Establish a plan to get people involved to meet the need

Pastor Frank Snyder – Director, Student Ministries

1. Establish an effective Discipleship program where evangelism is taking place.
 - Have each of our Student Ministry leaders doing one-on-one discipleship
 - We would also like to train other students to be discipling others in a one-on-one format.
 - Incorporate a discipleship class once a year for our students as well discipleship coaches training once a year for our students.
 - Develop better accountability with our discipleship program.
2. Create ways to encourage those students who are involved in our youth group so that they are going to want to invite their neighbors.
 - Create a board for our students where everyone can see their profile (how old, what grade they are in, hobbies, what they want to do when they get older, etc.)
3. Continue to oversee a sports camp in the summer.
 - Next year we are going to offer two sports that the students can do for the whole week. Basketball and soccer. They will run simultaneously and we will all come together for the teaching time.
 - Intentionally focus on reaching kids outside our church and outside CCA
4. Oversee another Mission trip and two weekend retreats.
 - Lead another group of teenagers to serve another church or serve a camp, whether it is helping at a VBS or help at a building project.
 - Along with our winter retreat, I would like to have a back to school retreat where we can get together and prepare for the school year.
5. Complete writing projects.
 - Develop a student ministry handbook just like our church has.
 - Start to develop a three year curriculum for the Jr. High Students and a four year curriculum for the Sr. High Students

6. Pursue further education.
 - Get at least 9 more credits done towards my masters.

Tyler Weymouth- Director, College & Career and Sports Ministries

Sports Ministry Initiatives

1. Complete the construction of softball diamond on the rear field by the start of the 2011-2012 softball season.
 - Draw proposed drainage & site plans on topographical & present drainage plans
 - Explore possible alternatives for redirecting water from current drainage plan
 - Work with Steve Waldvogel & those at his engineering firm to construct new drainage plans so that a field can be situated on our existing property
 - Work with Mark Wanamaker or Tommy Hanft to install a 12'-16' backstop behind the permanent site of home plate, either jackhammering new post holes or bolting the poles to the bedrock
 - Get the softball team to come "de-vine" the fencing and paint it to make it look better
 - Work with Paul Leubner Jr. to skin the ground around the bases and fill in the ground with special infield clay/dirt/sand mixture
 - Work with Mark Wanamaker or Tommy Hanft to install 4'-high fencing in the infield parallel to the left and right field foul lines
 - Create a working, temporary field w/out backstop/fencing should the above options prove to be unfeasible prior to the purchasing of the property next door
2. Formulate and launch Sports Sponsorship Program by August 1st.
 - Create a list of 5-10 individuals/couples who would be willing to
 - o help sponsor different outreach events for the FFC Sports Ministry (basketball tournaments, hockey league championship, FFC Open/Masters)
 - o purchase/donate sports equipment for various Sports Ministry needs (5 gallon water cooler, field striping paint, floor hockey balls, materials/supplies for the softball field)
3. Establish a third major golf tournament during the year for an FFC outreach event.
 - Work with Rothland/Bright Meadows/Arrowhead to line up the spring & summer golf outings- the FFC Open and the new FFC Championship- at the regular Rothland/Bright Meadows, and have the fall golf outing- the FFC Masters- at Arrowhead Golf Course for as cheap a price as possible (\$25-\$30?)

- Have an increased participation level for all events:
 - o FFC Open – 48 - 60 golfers
 - o FFC Masters – 60 - 80 golfers
4. Establish a second 5-on-5 basketball tournament in an area high school by August for early fall.
- Do a better job at promoting it to local churches so that they can tell their congregations
 - Do a better job at promoting it to area high schools so that they can know in advance
 - o Utilize current high school students to check posters with their offices and hang them in the halls of their schools
 - Have an increased participation level from the previous tournament:
 - o 5 - 8 teams
5. Revamp the Kids Sports Skills Camp for next year.
- Change the sport to a Basketball Camp, and eliminate floor hockey & flag football
 - Change the beginning date to Saturday, February 5th until Saturday, April 30th
 - Change the running time from noon until 2pm
 - Keep the focus still on basic drills, and allow ample time for scrimmaging
 - Do a better job of promoting it to local churches and area elementary schools
 - Contact basketball camps to inquire as to how they are structured for consideration in setting up our own
 - Have an increased participation level from last year's basketball month (March):
 - o 18 - 30 kids
6. Have a preplanned 2011 Sports events calendar ready by the end of 2010.
- Have major church sports trips/outings (i.e. church paintballing in Nunda, whitewater rafting in Watertown & Letchworth) preplanned prior to the start of the year
 - Have major sports outreach events (i.e. 5-on-5 basketball tournaments, sports camps, & leagues) preplanned prior to the start of the year
 - Be looking how to involve other people within the body who aren't really plugged in anywhere else and who enjoy sports
 - Submit this calendar to Dawn & Laura so that they can put it on the church calendar and in the bulletin, respectively

- Consider new trips/outings that will attract the interests of all those in the body and provide sufficient opportunities for them to invite those outside the church
- Allow for date changes/postponements/new outings in this calendar

7. Develop a more extensive floor hockey league for the 2010-2011 season.

- Work with Brian Kirchner from Hillview Baptist Church to explore options of expanding floor hockey into an interchurch league *tournament in March
- Increase the number of teams from 6 to 8 within the FFC league
- Maintain a good competition level but keep things light (no fights)

College & Career Initiatives

1. Continue to teach through 1 John.

- Focus on application, not just exposition/explanation of the text
- Work to have other male students from the group teach/be involved on Sunday mornings

2. Review past several months of Stepping Forward and revise/strengthen as needed.

- Do a better job at meeting with mentors & evaluating where they are with their students
- Work with Alexis (the women's student/mentor overseer) to consider ways of getting other students "on the fringe" involved who otherwise would not be a part of SF

3. Get a full & current view of the discipleship state of all students in C&C.

- Have each student fill out a personal questionnaire to evaluate where they currently are in any discipleship /accountability relationships
- Work with Pastor Bob & Ruth to match up students/construct a discipleship program with these students
- Do a better job at talking to students about becoming CBSers (by faithfully attending the Intro to FFC class)

4. Develop a weekend retreat for C&C and Senior High students

- Work with Frank on this by visiting the camp advertised by that guy who came to church several weeks ago
- Make the emphasis on building relationships & thereby strengthening the SF program (mentors go with students) U

5. Develop a weekend retreat with Rick Ortiz for our C&C groups

- Make opportunities for our C&C students to serve (i.e. praise band, breakout sessions, personal testimonies, food service, group activities)

6. Expand & deepen FFC's involvement with ISI

- Work with Don Manta & Phyllis Lawecki to have FFC host an International Conference at FFC for May 2011 (or the following year if next year's location is already scheduled)
 - o Provide places for CBSers to serve at the conference serving food, hosting breakout sessions, housing students, leading worship, etc.
- Have 5 individuals/couples/families who become ISI partners with international students
- Have a rotation of CBSers who will provide dinner for the weekly ISI meetings at area churches (should be about 4 times per year for roughly 60-70 people)
- Explore options for sermon translation should any students begin to regularly attend the Sunday morning services

7. Develop a printed resource for the Resource Center: Devotions for Dating Couples

- Revise the book by Ben Young & Dr. Samuel Adams (or if this proves pointless due to Dr. Adams' background of psychology, create a resource that is very loosely based on the book)
- Have Bible passage studies and discussion questions for both personal and use with each other (make it interactive, not didactic)
- Work with Laura to write this

Ruth Froese

- Assist Sr. Pastor as needed, including Bible Study curriculum development for 2012/13 (Serving Side by Side). Develop and teach SS material on discipleship with Sr. Pastor.
- Develop and conduct three annual Biblical Counseling Training seminars (basic and advanced).
- Prepare and teach IABC exam training, with Sr. Pastor.
- Fulfill responsibilities for FFBC Women's Counseling.
- Continue to edit and revise Biblical counselor resources (CD), developing addictions program to introduce to homeless shelters.
- Fulfill responsibilities for FFC Director of Women's Discipleship (assess/improve coaches training/discipleship follow up).
- Work with new administrator of Widows and Singles Car Care, fulfilling responsibilities of discipleship aspect.
- Develop and conduct "Like a Lady Mini-Conference," to promote Biblical womanhood at an early age (gr. 4-7). Develop 4 topic Bible study for Moms and daughters on topics introduced at conference.
- Continue FFC involvement at inner city homeless shelter to provide bi-monthly chapel services, Monday shelter Bible studies, and weekly discipleship studies.
- Develop resources on Biblical womanhood, fulfill speaking engagements with excellence, and revamp current resources.

Valerie Bartholomew & Tina Shannon – Children’s Ministries

August Adventure - Missions Month

- Children’s Ministry will pair up with the Missions Committee to plan and prepare for a month long missions project spotlighting our Missionaries, one each week for the month of August.

Curriculum Development

- Develop a three year cyclical curriculum for Jr. Church and Kids Klub.

Train up a Child

- Make church visits to CM directions in the area to personally invite their church to the conference.

F.I.S.H.

- A study to teach and train our 5th grade class to faithfully and joyfully serve God. Training to be doers and not only hearers of God’s Word.
- We will meet once a month specifically with the 5th grade class on a Wednesday evening during Kidz Klub. Students will serve during Kidz Klub once a month providing activities, crafts, snack and Bible lesson.

Laura Sitzman – Church Secretary

GRAPHICS MANUAL - Uniformity

- Streamline events and ministry graphics to all coordinate (having one graphic/look for an event or ministry) Trying to get team on same page of thinking ahead for ‘marketing’ planning ahead
- Work with Sue to incorporate same look for Web/PP – fine tuning

Graphic Standards

- Write an all encompassing guideline for ministry/events to follow as to how it can be used; this would be a similar format to what has been written for the logo. (Logo standard would be included in this over all graphic standard book)

Procedures

- Add form and procedures to graphic standard write-up.
- Put write up in the ministry playbook

OFFICE - Ordering Supplies

- Figure out the best way or a system for the staff to be on the same page with ‘things needed’ and what needs to be ordered in a timely efficient manner

Overall organization

- Re-organize books/needed material in office so it is easily accessible (under cutting/supply station)
- Be thinking how to best promo new ideas/events in an exciting marketing way that gets everyone excited and on board – i.e. similar to sweet moves

Dawn Sitzman – Director, Faith Fellowship Biblical Counseling Center

1. Support Administrators and instructors for all conferences and seminars.
 - a. Oversee and help with development of promotional brochures
 - b. Provide excellent service to inquiries and attendees
 - c. Handle conference registrations with accuracy
 - d. Update and maintain database
 - e. Format and print teaching material
 - f. Coordinate and supervise collating of teaching material
 - g. Provide excellent communication between instructors and/or speakers
 - h. Coordinate, prepare and distribute conference schedules
 - i. Supervise housing arrangements (missionaries)
 - j. Arrange with local hotels for special pricing for out of town attendees
2. Updating Database
 - a. Develop household information sheets and ministry questionnaire (areas of service & interest of serving) for all CBS families.
 - b. Communicate to Family Care Deacons the distribution process and collection of information from CBSer's
 - c. Coordinate and oversee distribution of household info sheets and ministry questionnaire sheets to Family Care Deacons, who will in turn distribute to CBS families within their FCG
 - d. Input collected information into database and provide reports to ministry overseers and leadership
 - e. Integrate new child protection background screening process with database
3. Leadership Summits

- a. Support Pastoral staff to organize summits and make all arrangements as laid out by staff
 - b. Book facility, if off site accommodations are needed
 - c. Manage registration and payment process, coordinate payments to off site facility with Deacons
 - d. Oversee design and printing of brochure
 - e. Print teaching materials for handouts
4. Scheduling Software
- a. Implement scheduling software for ministry scheduling on Sundays and Wednesdays to avoid conflicts for CBSers serving in multiple ministry areas.

Beth Seibel – Event Coordinator

1. Developing additional area administrators to serve “side by side” with our current event ministry administrators to eventually duplicate our event ministry teams. (i.e. Kitchen Ministry, Set Up Ministry, Cleanup Ministry)
2. Train two ladies to partner with me in facilitating weddings.
3. Working with a partner to refine record keeping for dinners, seminars, conferences and weddings so that we can more efficiently and economically plan and serve together for these events.

Sue Smith – Website & Media

Website –

- Take online Dreamweaver class – 12 weeks
- Convert current site from html to php
- Install captcha program to stop false/junk registrations
- Calendar of schedules online (from master schedule – greeters, ushers, nursery....)
- Podcast for sermon
- Student Ministries
 - o Photo album

- o Daily devo
- o Student schedules

PowerPoint –

- Work with Tyler on putting together a PP manual for soundbooth