

The Ministry Plan 2018-2019

EMMANUEL LUTHERAN CHURCH

A Caring Family Sharing God's Love and Forgiveness

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WHAT IS THE MINISTRY PLAN?

Emmanuel's **2018-2019 Ministry Plan** is a detailed summary of our plan for carrying out God's work at Emmanuel during the 2018-2019 ministry season.

This plan begins with our **Mission Statement** which reads:

We are a caring family sharing God's love and forgiveness.

This Mission Statement articulates the unique reason Emmanuel Lutheran Church exists. It also serves to unify the work of our congregation and provide us with a clear context for understanding our goals for ministry.

In order to align our ministry with this Mission Statement we have identified seven areas of effort in which we believe we must make a significant impact. These areas of effort are called **Critical Target Ministries** and are listed below:

Caregiving

Christian Education

Discipleship

Family Ministry

Outreach

Stewardship

Worship

The following pages provide a detailed definition of each Critical Target Ministry starting with a **Congregational Goal** and a **Purpose Statement** for each ministry. The Critical Target Ministries are then broken down into **Impact Ministries**. Impact Ministries are the specific areas in which we must make a significant impact in order to achieve the goal for each Critical Target Ministry.

Each Impact Ministry is defined by a **Goal Statement**, and strategies for achieving the goal are spelled out in the form of **Objectives**. The Objectives become the basis for the work of each Impact Ministry Action Team.

This entire Ministry Plan is focused on accomplishing Emmanuel's Mission of being, "a caring family sharing God's love and forgiveness." Every job, no matter how large or small, plays an important role in the life of our church family and in the pursuit of our mission. As you study the Ministry Plan, consider how you may use the gifts God has given you to accomplish His work at Emmanuel.

CAREGIVING MINISTRY PLAN

Congregational Goal for Caregiving Ministry

We seek out those in need and respond with the healing love of Christ.

Caregiving Ministry Purpose Statement

We exist to follow Christ's example by seeking out and identifying needs of those in our church and community, responding with non-judgmental assistance and support.

Caregiving Impact Ministries: GOALS AND OBJECTIVES

Christmas Giving Ministry

We provide gifts and food at Christmas to families referred by Lutheran Social Services and Emmanuel's pastoral staff.

Objectives: The **Christmas Giving Ministry Action Team** will...

1. Request a listing of families from Lutheran Social Services and Emmanuel staff by October, 2018.
2. Publicize and set dates to acquire, wrap and distribute gifts and food by the publication of the 2018 November newsletter.
3. Obtain food in coordination with the Food Bank action team.
4. Plan and implement gift gathering and distribution of gifts before Christmas.

Crisis Fund (Ranke)

We make emergency money from the Ranke Fund available to the pastoral staff for those who have financial need due to a crisis situation.

Objectives: The **Crisis Fund Manager** will...

1. Deposit quarterly interest from the Lutheran Church Extension Fund and Public Service Credit Union into the Emmanuel Ranke Fund checking account.
2. Provide a current balance report to the Church Council prior to the monthly meeting.
3. Write checks for crisis needs when requested by the staff.
4. Maintain Crisis Fund request forms and checking account.

Cup of Kindness

We collect weekly donations for Lutheran Social Services' emergency fund.

Objectives: The **Cup of Kindness Action Team** will...

1. Publicize Cup of Kindness at least four times a year.
2. Provide appropriate numbers of delegates to represent Emmanuel to Lutheran Social Services and provide a donation for the annual dinner.

Food Bank

Through congregational donations, we maintain a food bank to assist our members and the 46802 zip code community in time of need.

Objectives: The **Food Bank Action Team** will...

1. Maintain a well-stocked food bank.
2. Publicize needs of the food bank.
3. Schedule and publicize hours and dates for the monthly food pantry.
4. Staff the food pantry.
5. Provide samples, recipes and ingredients for nutritional food choices monthly when possible.
6. Provide emergency staples to needy persons as appropriate.
7. Provide BP screenings and health resources for clients.

Bereavement Support

We support the emotional, physical and social needs of the bereaved.

Objectives: The **Grief Support Action Team** will...

1. Maintain a bereavement database.
2. Inform those who have experienced grief of a monthly social meeting.
3. Present Christmas poinsettias to members who have lost a parent, spouse or child in the past year.
4. Refer all who have experienced a loss to the Stephen Ministry Leadership Team.
5. Send bereavement resources to those who have experienced loss.

Health Maintenance

We offer preventative health maintenance through education, health screenings and referral.

Objectives: The **Health Maintenance Action Team** will...

1. Provide an ongoing training program with guidelines for nurses involved in the assessment and referral process.
2. Schedule a nurse to take blood pressures and assist with medical questions one Sunday a month between services.
3. Publicize community health education opportunities when offered.
4. Maintain the AED and train staff and volunteers as needed.
5. Catalogue and maintain our supply of assistive devices for loan and keep a record of all such loans.
6. Offer home assessments for the safety of members with mobility issues.

Lutheran Life Villages Auxiliary

We act as the liaison between Emmanuel Lutheran Church and the Fort Wayne Lutheran Life Villages Auxiliary and Volunteer Services Department.

Objectives: The **Lutheran Life Villages Auxiliary Action Team** will...

1. Attend monthly meetings.
2. Provide birthday cakes as scheduled by the auxiliary.
3. Provide Sunday chapel service escorts for the Special Care residents, as scheduled by the auxiliary.
4. Provide prizes to be used for recreational games.
5. Sell tickets for the annual card party, chicken barbecue, etc.
6. Assist with the annual LLV Bargain Bonanza garage sale.
7. Provide other items or volunteers as requested by the Auxiliary.

Meals Ministry

We provide meals at home, upon staff referral, to members experiencing crisis.

Objectives: The **Meals Ministry Action Team** will...

1. Establish a list of volunteers by October 1, 2018.
2. Coordinate meals for families referred by the staff.

Prayer Ministry

We exist to promote the practice of prayer within our congregation and throughout our daily lives through the Prayer Chain, Card Ministry, Prayer Shawl Ministry, Visual Faith Ministry and Sabbatical Prayer Ministry.

Objectives: The **Prayer Chain Action Team** will...

1. Update the list of prayer chain members by October 1, 2018.
2. Train new prayer chain members.
3. Review guidelines for all prayer chain members annually.
4. Publicize the contact information of the prayer chain leaders monthly.
5. Circulate prayer requests to the team via email or telephone.

Objectives: The **Card Ministry Action Team** will...

1. Establish a list of card ministers by September, 2018.
2. Send birthday, holiday and monthly correspondence to shut-ins, deployed military and those with special needs.

Objectives: The **Prayer Shawl Ministry Action Team** will...

1. Establish a list of those who are willing to knit or crochet prayer shawls by August, 2018.
2. Publicize the needs of this ministry by September, 2018.
3. Prayerfully make prayer shawls for staff to take to those in need of prayer support.
4. Encourage members to take an extra shawl to someone in need and pray with them.

Objectives: The **Visual Faith Ministry Action Team** will...

1. Offer monthly opportunities to gather in community the first Tuesday of the month, beginning in July, 2018.
2. Host a Visual Faith workshop in the spring of 2019.
3. Maintain a database of individuals interested in the Visual Faith Ministry.
4. Offer resources to the congregation to enhance individual prayer or to share with others.

Objectives: The **Sabbatical Prayer Ministry Action Team** will...

1. Provide a Ministry Minute by June, 2018 to introduce this ministry.
2. Provide a handout and a newsletter insert listing a monthly prayer focus.
3. Provide ongoing publicity regarding prayer requests to undergird the preparation and implementation of the renewal process.
4. Encourage the entire congregation to be praying for Pastor and Sonya, the staff, the leaders and the congregation throughout the year ahead.

Special Event Ministry

We prepare refreshments/meals for special events at Emmanuel.

Objectives: The **Special Event Ministry Action Team** will prepare refreshments and meals for special events referred by staff and hosted by Emmanuel such as...

- a. Funeral dinners
- b. Lenten dinners
- c. Congregational and pastoral dinners

Stephen Ministry

Trained Stephen Ministers provide caring, Christian support for people in crisis.

Objectives for Stephen Ministry are determined by the Stephen Ministry Leadership Team.

Thrivent Connection

We serve as a liaison between our members and Thrivent Financial's fraternal organization to communicate eligible benevolent financial and/or volunteer assistance for individuals, families or groups with special needs or projects.

Objectives: The **Thrivent Connection Action Team** will...

1. Maintain contact with the pastoral staff and ministry teams in order to become apprised of any needs that might be met.
2. Inform Thrivent members regarding the Action Team program and encourage them to make full use of their designated funds.
3. Maintain contact with Thrivent Financial in order to remain current regarding assistance and programs for which we are eligible.

CAREGIVING MINISTRY

Impact Ministries and Leaders

Caregiving Ministry Deacons: Phyllis Tittman (489-3326) Catherine Peterson (432-9704)

Caregiving Ministry Staff Representative: Lana Hille (423-1369)

IMPACT MINISTRY

LEADER(S)

Christmas Giving

Catherine Peterson (432-9704)

Crisis Fund (Ranke)

Dick Shively (493-6904)

Cup of Kindness

Pastor Eggold (414-8691)

Food Bank

Carolyn Beitz (432-9189)
Dick Shively (493-6904)

Bereavement Support

Masha Sappenfield (616-0679)

Health Maintenance

Carolyn Beitz (432-9189)

Lutheran Life Villages Auxiliary

Dorothy Williams (459-0497)
Judy Kalb (432-2369)

Meals

Kathy Lash (434-0588/422-6712)

Prayer Ministry

Linda Fremder (417-9920)

Special Events **Funeral Dinners**
Congregational Dinners
Lenten Dinners

Barb Klaehn (625-5639)
Tammy Stauffer (414-8426)
Tammy Stauffer (414-8426)

Stephen's Ministry Leadership Team

Lana Hille (423-1369)
Jean Light (403-2561)
Pam Bryan (436-6158)
Joe Henderson (432-5977)
Phyllis Tittman (489-3326)
Susie Klausmeier (493-3174)
Beth Igney (466-5105)
Marsha Sappenfield (616-0679)

Thrivent Connection

Phyllis Tittman (489-3326)

CHRISTIAN EDUCATION

MINISTRY PLAN

Congregational Goal for Christian Education Ministry

We provide all ages with an environment for comprehensive Christian education and continuing spiritual growth.

Christian Education Purpose Statement

We exist to foster dynamic teaching of God's Word, providing all ages with an environment for comprehensive Christian education and continuing spiritual growth.

Christian Education Impact Ministries: GOALS AND OBJECTIVES

Bible Classes

We provide scripture-based, Christ-centered studies designed to foster faith development and application in daily life to an ever-growing number of people high school age and over.

Objectives: The **Bible Class Action Team** will...

1. Coordinate a variety of Sunday morning Bible study opportunities from September - May.
2. Coordinate a variety of year-round Bible study opportunities throughout the week.
3. Coordinate at least one Sunday family-friendly Bible study opportunity during the summer.
4. Track the Bible class attendance of our members.
5. Maintain and promote a comprehensive curriculum for Adult Bible study that provides engaging study opportunities for people at different levels of spiritual development.

Concordia Lutheran High School

We provide for active representation on the board of CLHS.

Confirmation

We support a pastoral ministry designed to help baptized Christians publicly confirm their baptismal vows and identify with the life and mission of the Christian community.

Objective: The **Confirmation Action Team** will organize and implement a program of regular instruction for the eighth grade confirmands and their parents which will prepare them for youth confirmation in the spring.

Early Childhood

Through the Early Childhood program we minister to children ages 0-6 and their families by offering Christ-centered care, activities and education.

Objectives: The **Early Childhood Action Team** will...

1. Promote the Early Childhood program with the goal of recruiting new students and retaining current students.
2. Aid the Early Childhood Director in hiring and retaining staff, and setting goals for professional development.
3. Promote supplemental funding opportunities.
4. Develop an annual budget and advise the Early Childhood Director on tracking the monthly budget.

Emmanuel-St. Michael Lutheran School

We provide appropriate representation on the ESM School Board.

Lutherans for Life and Emmanuel Life Team

We educate the congregation and Lutheran community regarding all aspects of sanctity of life issues.

Objectives: The **Lutherans for Life and Emmanuel Life Action Team** will...

1. Provide two seminars per year.
2. Publish a quarterly newsletter.
3. Make educational materials available for schools, churches and organizations.
4. Provide "Sanctity of Life" materials for the King's Business and Parish Notes

Sunday School

We provide Bible study and related activities to assist parents in nurturing children ages birth through fifth grade in the knowledge and love of Jesus Christ, exciting and preparing them to witness through their daily lives.

Objectives: The **Sunday School Ministry Action Team** will...

1. Continuously recruit and train support staff and teachers to fill vacancies and to serve as assistants and substitutes.
2. Provide opportunities throughout the calendar year for continued training, support, peer encouragement and fellowship among other Sunday School volunteers.
3. Plan and implement special activities including the Palm Sunday Processional, Sanctity of Life Procession, the Journey to Bethlehem and Sunday School teacher commissioning and recognition.
4. Direct and oversee a Sunday School program for all children birth through grade five which will run from the Sunday after Labor Day through the Sunday prior to Memorial Day.
5. Track weekly attendance and follow-up on visitors, new members and absentees by personal contact.
6. Promote the Sunday School ministry to the congregation on a regular basis.
7. Organize and manage Emmanuel's Sunday School materials and resources.

Vacation Bible School (VBS)

We reach out to children ages 3 through grade 5 in our community and congregation with a VBS program in early summer.

Objectives: The **VBS Action Team** will...

1. Make arrangements for an appropriate VBS program for 2019 (possible program options for 2019 are: one week, four days, weekend or one day programs).
2. Distribute information about VBS to the neighborhood and to Washington School.
3. Recruit and train adults and youth from Emmanuel to serve as volunteers.
4. Coordinate and oversee the program.
5. Organize and manage Emmanuel's VBS materials and resources.

CHRISTIAN EDUCATION MINISTRY

Impact Ministries and Leaders

Christian Education Deacon: Mitch Green (750-8121)

Christian Education Staff Representative: Pastor Thomas A. Eggold (423-1369)

IMPACT MINISTRY

LEADER(S)

Bible Classes

Bob Klausmeier (420-6473)

Concordia Lutheran High School

Beth Igney (442-6667)

Confirmation

Pastor Eggold (423-1369)

Early Childhood

Gwen Kanning (423-1369)

Interparish School Board

Pat Scheiderer (271-1122)

Lutherans for Life and Emmanuel Life Team

Carolyn Beitz (432-9189)

Sunday School

Kris Tinsley (402-6544)
Pastor Sheaffer (423-1369)

Vacation Bible School

Rachel Eckert (705-7262)
Pastor Sheaffer (423-1369)

DISCIPLESHIP

MINISTRY PLAN

Congregational Goal for Discipleship Ministry

We connect and hold each member of the congregation accountable as followers of Christ.

Discipleship Ministry Purpose Statement

We exist to equip the members of Emmanuel Congregation to build relationships in order to guide and encourage each other to be followers of Christ in daily living.

Discipleship Impact Ministries: GOALS AND OBJECTIVES

Active Members

We provide opportunities for members to build relationships within the Body of Christ and to strive to support and encourage each other as we grow together in our faith.

Objectives: The **Active Members Action Team** will...

1. Encourage Growth Group involvement.
2. Identify and equip those with leadership gifts by January 1, 2019.
3. Develop Connectors - group of leaders who connect members to each other – by November 1, 2018.

First Impressions

We intentionally plan for guests and create an environment where each guest will clearly know they have been expected and feel welcomed.

Objectives: The **First Impressions Action Team** will...

1. Facilitate the Moveable Feast.
 - a. Recruit, schedule and oversee hostesses and clean-up crew for each Sunday morning.
 - b. Add hosts and hostesses to greet guests during the Moveable Feast.
2. Facilitate the Second Saturday Soup Supper.
 - a. Recruit, schedule and oversee servers for the Second Saturday Soup Suppers.
 - b. Coordinate families and individuals to bring soup.
3. Create an Information Station by 2019.
4. Develop Sanctuary Section Leaders by November 15, 2018, who will:
 - a. Recognize and greet guests in designated sections of the Sanctuary before each service.
 - b. Introduce guests to the Pastors or Elders.

Inactive Members

We will continue to reach out to those members who have become inactive in their connection with Emmanuel.

Objectives: The **Inactive Members Action Team** will...

1. Identify members who are not regularly attending.
2. Contact them in a compassionate manner to reconnect them to the church body.

New Members

We intentionally reach out to new members providing opportunities for them to become fully engaged in the ministry of Emmanuel.

Objectives: The **New Members Action Team** will...

1. Introduce Growth Groups and all of the available Bible Studies to new members.
2. Partner with and mentor new members.
3. Present "Worship Plus One" concept to new members.

DISCIPLESHIP MINISTRY

Impact Ministries and Leaders

Discipleship Ministry Deacon: Chuck Werth (676-2378)

Discipleship Ministry Staff Representative: Lana Hille (423-1369)

IMPACT MINISTRY

LEADER(S)

Active Membership

Lana Hille (423-1369)

Growth Groups

John Martin (515-3826)

First Impressions

Moveable Feast

Melissa Stout (348-2023)

Sonya Eggold (414-5246)

Second Saturday Soup Supper

Cindy Barron (625-4668)

Inactive Members

Pastor Eggold (423-1369)

New Members

Pastor Eggold (423-1369)

Melissa Stout (348-2023)

FAMILY MINISTRY

MINISTRY PLAN

Congregational Goal for Family Ministry

We strengthen families through Christ-centered social, spiritual and intergenerational activities, equipping them to be faith builders in their homes.

Family Ministry Purpose Statement

Family Ministry exists to strengthen and involve members of all ages in a home-centered, church-supported ministry through spiritual encouragement and social activities.

Family Ministry Impact Ministries: GOALS AND OBJECTIVES

High School Youth Ministry

We involve youth in grades 9-12 in the life of the church by providing personal support and individual faith development, and promoting Christian relationships through fellowship and service.

Objectives: The **High School Youth Ministry Action Team** will...

1. Plan and implement a monthly calendar of activities to include social, service and spiritual growth opportunities.
2. Recruit and train youth activity leaders to implement planned activities providing personal support and individual faith development

Middle School Youth Ministry

We involve youth in grades 6-8 in the life of the church encouraging growth of their faith and promoting Christian relationships through fellowship and service.

Objectives: The **Middle School Youth Ministry Action Team** will...

1. Emphasize Emmanuel's Confirmation program as a way to create a unique Sunday School experience through intergenerational connections and hands on experiences.
2. Meet outside of church and Sunday School two to four times during 2018-2019.

Newborn Ministry

We reach out to expectant parents and families with newborns through age three in order to support and encourage them.

Objectives: The **Newborn Ministry Action Team** will...

1. Maintain a list of expectant parents.
2. Provide a hospital visit from the Pastoral Staff at the time of the birth.
3. Make a home visit following the birth.
4. Educate and encourage the parents with regards to baptizing their newborn child(ren).
5. Provide meals during the first weeks at home (if the family so desires).
6. Provide ongoing opportunities for connections within the Emmanuel family.
7. Make an Early Childhood Ministry contact around eighteen months-old.
8. Initiate an ESM contact to families with children around four years-old.

Older Adult Ministry

Recognizing that many older adults need flexible scheduling and short-term commitments, we provide opportunities for fellowship, service and education, encouraging them to share their wisdom and faith.

Objectives: The **Older Adult Ministry Action Team** will...

1. Plan regular opportunities for adult fellowship and Bible study.
2. Encourage and create awareness of service opportunities and community programs.
3. Encourage and seek opportunities for intergenerational events.

Emmanuel Connections Ministry

Recognizing the gap between our High School Ministry and Older Adult Ministry, we attempt to bridge this gap by reaching out to connect and build up our members and families who fall into this category through educational, social and spiritual events.

Objectives: The **Young Professionals Ministry Action Team** will...

1. Create and maintain a participant list for this ministry.
2. Plan monthly events.
3. Add a Bible Study to the monthly calendar beginning in September of 2018.
4. Discuss and plan ways to use this ministry for branch-off ministries such as: children's, middle-aged adult, and young adult for the 2019-2020 Ministry Plan.

FAMILY MINISTRY

Impact Ministries and Leaders

Family Ministry Deacon: Bryan Stout (452-8657)

Family Ministry Staff Representative: Pastor Sheaffer (423-1369)

IMPACT MINISTRY

High School Youth Ministry

LEADER(S)

Jacob Pennekamp (579-2720)

Sarah Pennekamp (486-6740)

Middle School Youth Ministry

Karen Bieberich (450-1038)

Newborn Ministry

Lana Hille (423-1369)

Older Adult Ministry

Lana Hille (423-1369)

Young Professionals Ministry

Pastor Sheaffer (423-1369)

OUTREACH **MINISTRY PLAN**

Congregational Goal for Outreach Ministry

We equip, train and empower all members to share the saving Gospel of Jesus Christ.

Outreach Ministry Purpose Statement

We motivate and challenge all of our members to respond to Christ's love by sharing the saving Gospel of Jesus Christ with all people and to reflect the love of Christ in daily living.

Outreach Impact Ministries: GOALS AND OBJECTIVES

Equipping Ministry

We equip Emmanuel members to joyfully and effectively share the saving Gospel of Jesus with all people.

Objectives: The **Equipping Action Team** will...

1. Offer educational opportunities for witness training during 2018-2019.
2. Encourage quarterly preaching on witnessing.

Lutheran Women's Missionary League (LWML)

We encourage the spreading of the Gospel through word and deed.

Objectives: The **LWML Team** will...

1. Make our women aware of the benefits of accessing the website for daily e-mail devotions, spiritual education and program materials, etc.
2. Offer information on mission trips, local rallies, and district and national conventions.
3. Collect donations through the LWML mite box to be sent on to district and national for grants to help agencies locally, Indiana, US and around the world.

Mission Taskforce

We increase awareness in our members of local, national, and world-wide mission opportunities.

Objectives: The **Mission Taskforce Action Team** will...

1. Identify diverse cultures within our community and inform our members of ways to become involved.
2. Identify and inform our members of one-day mission events in Fort Wayne, one-week mission trips to other parts of the United States, and one to two-week international mission trips with established ministry partners.
3. Provide opportunities for the adoption of U.S. and foreign missions and missionaries.
4. Plan, promote, and oversee a Mission emphasis in our worship services on weekends that feature a fifth Sunday.

Pack Away Hunger

We will partner with St. Michael Lutheran Church and ESM to pack 75,000 meals on November 2-3, 2018.

Objectives: The **Pack Away Hunger Action Team** will...

1. Coordinate and participate in planning meetings at Emmanuel.
2. Supply logistical support and volunteer labor on November 3, 2018, to assist in packing meals.
3. Coordinate and participate in fund raising for the project.

Summer of Service (S.O.S.)/Love West Central

We break down barriers to the church by reaching out to the West Central Neighborhood and greater Fort Wayne community with hands-on acts of service during the summer months.

Objectives: The **S.O.S./Love West Central Action Team** will...

1. Work with West Central Neighborhood Association and other community non-profit organizations to find appropriate service projects.
2. Coordinate, promote and oversee all service projects.
3. Recruit Emmanuel members to serve in S.O.S./Love West Central

Washington School Project Reads

We provide opportunities for Emmanuel members and students from Emmanuel-St. Michael School to be mentors and support people to Washington School students through the Project Reads program.

Objectives: The **Washington School Project Reads Action Team** will...

1. Work with the Project Reads Program Coordinator to organize the program.
2. Recruit Project Reads volunteers from Emmanuel and Emmanuel-St. Michael.
3. Connect volunteers with Project Reads Coordinator.
4. Provide training for volunteers.

Washington School Santa Shop

We provide opportunities for Emmanuel members to help Washington School students purchase and wrap Christmas gifts for their family members through the PTA Santa Shop.

Objectives: The **Washington School Santa Shop Action Team** will...

1. Contact the Washington School PTA representative in October to identify the Santa Shop schedule.
2. Recruit Emmanuel volunteers to serve as hosts and gift wrappers during the Santa Shop week.

Washington School Supplies

We provide opportunities for Emmanuel members to assist Washington School students to have the school supplies they need.

Objectives: The **Washington School Supplies Action Team** will...

1. Work with Washington School to determine supplies needed.
2. Acquire and deliver the school supplies before school begins.
3. Ask Emmanuel members and community agencies to contribute toward the costs of school supplies.
4. Provide Emmanuel brochures to each Washington School family.

Washington School PALS (Peer Assisted Learning Strategies)

We provide two eight-week sessions of academic, social and spiritual enrichment on Wednesday afternoons with children from Washington Elementary School in order to share the good news of Jesus Christ.

Objectives: The **Washington School PALS Action Team** will...

1. Coordinate with the Washington Principal to determine which children would most benefit from special instruction in reading.
2. Plan a program that will involve academic, kinesthetic, nutrition, Bible teaching and worship.
3. Engage qualified persons to serve as Program Director and Academic Director (with stipend) to administrate and coordinate the PALS program.
4. Recruit youth and adult volunteers who will serve as tutors, activity leaders, in snack preparation, and as worship leaders.
5. Measure and report on academic progress.

Washington School Winter Clothes

We provide opportunities for Emmanuel members to minister to Washington School students by providing winter clothes to Washington students who need them.

Objectives: The **Washington School Winter Clothes Action Team** will...

1. Work with Washington School to determine clothes needed.
2. Make needs known to Emmanuel members so they can respond.
3. Collect and deliver the clothes to Washington School.

West Central Block Party

We provide opportunities for Emmanuel members to connect with members of the West Central Neighborhood.

Objectives: The **West Central Block Party Action Team** will...

1. Make arrangements for a summer block party in the summer of 2019.
2. Provide food and entertainment which allows West Central Neighbors and Emmanuel members an opportunity to connect.
3. Provide and share information on the Christian faith and Emmanuel.

Worship Visitor Follow-up

We follow up by phone call and/or in writing with those visitors who have worshiped with us recently.

Objectives: The **Worship Visitor Follow-up Action Team** will...

1. Establish and maintain a weekly follow-up phone or email contact with people who were visitors at one of our weekend worship services.
2. Establish and maintain a team of writers who send handwritten notes to the visitors at one of our weekend worship services as needed.

OUTREACH MINISTRY

Impact Ministries and Leaders

Outreach Ministry Deacon: Tina Bruce (409-9496)

Outreach Ministry Staff Representative: Pastor Dennis McFadden (205-9560)

IMPACT MINISTRY

LEADER(S)

Equipping Ministry

Pastor McFadden (205-9560)

Lutheran Women's Missionary League

Jan Werth (452-4769)

Mission Taskforce

Pastor McFadden (205-9560)

Pack Away Hunger

Laura Jackson (433-3198)
Eileen Taylor (447-6588)

S.O.S./Love West Central

Pastor McFadden (205-9560)

Washington School Project Reads

Pastor McFadden (205-9560)

Washington School Santa Shop

Pastor McFadden (205-9560)

Washington School PALS

Richie Cummins (452-7753)

Washington School Supplies

Pastor McFadden (205-9560)

Washington School Winter Clothes

Dick Shively (493-6904)

West Central Block Party

Sonya Eggold (414-5246)

Worship Visitor Follow-up

Pastor Sheaffer (416-2590)

STEWARDSHIP

MINISTRY PLAN

Congregational Goal for Stewardship Ministry

We respond to God's grace, by teaching an awareness of God's gifts to each of us and instilling a desire and commitment to use these gifts in His service.

Stewardship Ministry Purpose Statement

As stewards of God's blessings to His people, we awaken each member of Emmanuel to harvest their gifts to the glory of God understanding that, *"Christian stewardship is the free and joyous activity of the child of God and God's family, the church, in managing all of life and life's resources for God's purposes."*

Stewardship Impact Ministries: GOALS and OBJECTIVES

Gift Sharing

We encourage each member to live a loving, caring and sharing life and to participate in first fruits giving as a cheerful response to God's blessings.

Objectives: The **Gift Sharing Action Team** will...

1. Educate and assist people in Christian financial planning with professional assistance.
2. Publicly celebrate and give thanks for the gifts God has given us in worship.
3. Offer Stewardship Bible studies as part of confirmation instruction and as a part of continuing education for all of Emmanuel members.
4. Regularly promote the use of electronic giving for Emmanuel members through the L.C.E.F. "Joyful Response" program.

Growth Opportunities

We continue to identify and harvest opportunities to expand and develop His ministries.

Objectives: The **Growth Opportunities Action Team** will...

1. Offer a presentation in 2018-2019 to explain and answer questions on estate planning.
2. Identify and pursue potential grant money.

Information Management

We compile and manage appropriate personal information of members in order to better equip them for ministry.

Objectives: The **Information Management Action Team** will...

1. Work directly with the office manager to construct and maintain a confidential database.
2. Consult with staff members and ministry leaders to produce reports that will aid in equipping and involving members in the ministry of the congregation.

Instilling Commitment

We educate and encourage our members to be committed stewards of His blessings.

Objectives: The **Instilling Commitment Action Team** will...

1. Plan and execute a "Commitment Weekend" during worship on November 17-18, 2018.
2. Convene a task force by October 1, 2018, charged with the work of developing a stewardship emphasis for the fall of 2019.

Skills and Talents

We identify the skills, talents and spiritual gifts of our members and encourage them to joyously use their gifts in His service.

Objectives: The **Skills, Talents and Spiritual Gifts Action Team** will...

1. Share the skills and talents information from the database with the appropriate Target Ministry Deacons.
2. Educate Emmanuel members by sharing Stewardship thoughts and ideas in worship bulletins, monthly newsletters and with financial reports.

STEWARDSHIP MINISTRY

Impact Ministries and Leaders

Stewardship Ministry Deacon: Jake Schmidt (260/344-3060)

Stewardship Ministry Staff Representative: Pastor Thomas A. Eggold (423-1369)

IMPACT MINISTRY

LEADER(S)

Gift Sharing

Jake Schmidt (260/344-3060)

Growth Opportunities

Tim Imler (760-1820)

Information Management

Dick Shively (493-6904)

Instilling Commitment

Jake Schmidt (260/344-3060)

Skills, Talents and Spiritual Gifts

Pastor Eggold (423-1369)

WORSHIP MINISTRY PLAN

Congregational Goal of Worship Ministry

We provide opportunities for God's love and forgiveness in Christ to be communicated to people of all ages through His Word and Sacraments, in a variety of worship forms.

Worship Ministry Purpose Statement

We provide a variety of worship opportunities in which we proclaim God's Word, offer the sacraments, and encourage response to God's love through confession, prayer, praise and worship.

Worship Impact Ministries: GOALS AND OBJECTIVES

Altar Guild

We prepare God's house for worship services.

Objectives: The **Altar Guild Action Team** will...

1. Prepare the altar area before services.
2. Clean Communion ware and return them to their proper places after each service.
3. Annually appoint a flower chairman to schedule flowers for the altar as they are needed.
4. Annually appoint Easter and Thanksgiving flower committees.
5. Annually elect officers to oversee the Altar Guild Ministry.

Children's Messages

We provide age-appropriate messages for young children during our Sunday non-communion worship services.

Objective: The **Children's Messages Action Team** will work with the pastors of Emmanuel to plan and lead children's messages in appropriate services.

Decoration Ministry Team

We enhance worship by providing appropriate seasonal decorations.

Objectives: The **Decoration Action Team** will...

1. Provide for the maintenance, inventory, and display of sanctuary decorations.
2. Coordinate the festival and seasonal decorating.

Music Ministry Planning

We work with the Senior Pastor and Worship Director to plan and evaluate the music for festival services and other special events.

Objectives: The **Music Ministry Planning Action Team** will...

1. Meet quarterly for the purpose of planning the upcoming season of the church year.
2. Meet following each festival service for the purpose of evaluation.
3. Annually compile and maintain a list of members with musical abilities.
4. Annually produce a brochure describing Emmanuel's music ministry opportunities.

Wedding Facilitator

We assist the pastoral staff in coordinating wedding details to ensure an orderly wedding ceremony.

Objectives: The **Wedding Facilitator** will...

1. Consult with the engaged couple at least once prior to the wedding.
2. Direct weddings in accordance with the stated guidelines.
3. Maintain the “wedding emergency box” to assist the wedding party on the day of the wedding.

Worship Music

We provide musical leadership for Emmanuel’s corporate worship.

Worship Support Team

We provide support people to ensure orderly and inviting worship services.

Objectives: The **Worship Support Action Team** will...

1. Provide opportunities for people to assist in worship services in the following ways:
 - A. Acolytes: Schedule and train the Youth in the 7th and 8th grades responsible for lighting and extinguishing candles for worship.
 - B. Communion Assistants: Schedule and train men responsible for assisting in the distribution of Communion.
 - C. Greeters: Schedule Discipleship greeters for welcoming people to worship services and special events.
 - D. Nursery Attendants: Schedule and train those responsible for childcare during worship services for children through age three.
 - E. Processional Assistants: Schedule and train high school to carry the processional cross, banners, and candles for festival services.
 - F. Sound Technicians: Schedule and train those responsible for the set-up of sound equipment, sound checks, running the sound board for services, and recording worship services and special events.
 - G. Ushers: Schedule and train ushers for the purpose of seating people, distributing bulletins, collecting offerings, directing communion traffic and counting church and communion attendance.
 - H. Valets: Schedule and train valets for the purpose of providing curb service at the Ebenezer Hall entrance, parking the cars and providing assistance for those with special mobility challenges.
2. Actively recruit and train new support people throughout the year.

WORSHIP MINISTRY

Impact Ministries and Leaders

Worship Ministry Deacon: Craig Dahlkamp (255-8485)

Worship Ministry Staff Representative: Pastor Thomas Eggold (423-1369)

IMPACT MINISTRY

LEADER(S)

Altar Guild

Becki Elonzae (423-1369)

Children's Messages

Pastor Thomas Eggold (423-1369)

Decorations

Charlie & Roxanne Pratt (432-5128)

Music Ministry Planning

Craig Dahlkamp (255-8485)

Wedding Facilitator

Tammy Stauffer (418-9996)

Worship Music

Chancel Choir

Craig Dahlkamp (255-8485)

ESM Choirs

Craig Dahlkamp (255-8485)

NewSong Choir

Craig Dahlkamp (255-8485)

Praise Team

Craig Dahlkamp (255-8485)

Handbell Choir

Craig Dahlkamp (255-8485)

Instrumental Ensembles

Cassie Didier (484-9168)

Craig Dahlkamp (255-8485)

Worship Support

Acolytes

JoAnn Wudy (432-7085)

Baptism Hostesses

Lana Hille (423-1369)

Communion Assistants

Becki Elonzae (423-1369)

Greeters

Shirley Kern (422-6881)

Procession Assistants

LEADER NEEDED

Sound Technicians

Craig Dahlkamp (255-8485)

Ushers (Sunday)

LEADER NEEDED

Ushers (Saturday)

Tammy Stauffer (418-9996)

Valets

Lana Hille (423-1369)

LEADERSHIP DIRECTORY

FINANCE COMMITTEE

Trustee and Staff Representative: Dick Shively (493-6904)
Staff Representative: Lana Hille (423-1369)

Mark Adair (637-9308)
Alex Kiefer (467-3181)
Jake Schmidt (260/344-3060)

PROPERTY COMMITTEE

Trustee and Staff Representative: Randy Thompson (493-1078)

Fred Wren (422-6712)
Scott Senger (436-4346)
Jim Wudy (432-7085)

INTERPARISH SCHOOL BOARD

Staff Representative: Pastor Eggold (423-1369)

Erin Clark (602-0256)
Richie Cummins (452-7753)
Rob Goodman (740-2566)
Connie Hoyer (755-0739)
Randy Kammeyer (450-1548)
Pat Scheiderer (271-1122)
Dan Smith (704-7275)

CONGREGATIONAL OFFICERS

PRESIDENT

Dave Smith (417-6410)

TREASURER

Mark Adair (637-9308)

SECRETARY

Beth Igney (493-2324)

ELDERS

Tim Lankenau (416-0239) Charlie Pratt (432-5128) Scott Senger (436-4346)

MINISTRY DEACONS

CAREGIVING

Catherine Peterson (432-9704)

Phyllis Tittman (489-3326)

CHRISTIAN EDUCATION

Mitch Green (750-8121)

DISCIPLESHIP

Chuck Werth (676-2378)

FAMILY MINISTRY

Bryan Stout (452-8657)

OUTREACH

Tina Bruce (409-9496)

STEWARDSHIP

Jake Schmidt (260/344-3060)

WORSHIP

Craig Dahlkamp (255-8485)

MINISTRY STAFF

SENIOR PASTOR

Rev. Thomas A. Eggold

**DIRECTOR OF ADMINISTRATION
AND CONGREGATIONAL CARE**

Mrs. Lana Hille

ASSOCIATE PASTOR

Rev. Daniel Sheaffer

PASTOR EMERITUS

Rev. Arthur Klausmeier

PASTORAL ASSISTANT

Rev. Gene Brunow

PASTORAL ASSISTANT

Rev. Herb Schumm

PASTORAL ASSISTANT

Rev. Tom E. Eggold

COORDINATOR OF ADULT BIBLE STUDY

Mr. Robert Klausmeier

PASTORAL ASSISTANT

Rev. Dennis McFadden

OFFICE MANAGER

Mrs. Becki Elonzae

PASTORAL ASSISTANT

Rev. Dan May

SECRETARY

Mrs. Jennifer Tweedy

DIRECTORS OF YOUTH MINISTRY

Mr. Jacob and Mrs. Sarah Pennekamp

MAINTENANCE SUPERVISOR

Mr. Randy Thompson

BUSINESS MANAGER

Mr. Dick Shively

GROWTH GROUPS COORDINATOR

Mr. John Martin

WORSHIP DIRECTOR

Mr. Craig Dahlkamp

ORGANIST

Ms. Myra J. Schmidt

VISITATION MINISTER

Dr. Allen Herbst

EARLY CHILDHOOD DIRECTOR

Ms. Gwen Kanning

ESM SCHOOL PRINCIPAL

Mr. Jacob Pennekamp

STAFF RESPONSIBILITIES

Thomas A. Eggold

(Senior Pastor)

Preaching and Teaching

Pastoral Care

Christian Education Ministry

Stewardship Ministry

Worship Ministry

Lana Hille

(Director of Administration and Congregational Care)

Caregiving Ministry

Discipleship Ministry

Staff Administration

Finance and Property Oversight

Parish Nurse and Visitation Ministry

Daniel Sheaffer

(Associate Pastor)

Preaching and Teaching

Pastoral Care

Family Ministry

Dennis McFadden

(Pastoral Assistant)

Preaching and Teaching

Pastoral Care

Outreach Ministry

Gene Brunow

(Pastoral Assistant)

Teaching

Pastoral Care

Resource Development

Herb Schumm

(Pastoral Assistant)

Preaching and Teaching

Pastoral Care

Jacob and Sarah Pennekamp

(Directors of Youth Ministry)

Senior High Youth

John Martin

(Growth Groups Coordinator)

Growth Groups

Tom E. Eggold

(Pastoral Assistant)

Preaching and Teaching

Pastoral Care

Allen Herbst

(Visitation Minister)

Visiting the Sick

Robert Klausmeier

(Coordinator of Adult Bible Study)

Adult Bible Study

Rev. Arthur Klausmeier

(Pastor Emeritus)

Preaching, Teaching, Pastoral Care

Dan May

(Pastoral Assistant)

Preaching and Teaching

Pastoral Care

EMMANUEL LUTHERAN CHURCH

A Caring Family Sharing God's Love and Forgiveness

Emmanuel Lutheran Church is...

A caring family of baptized Christians bound together in the forgiveness which God has provided all people through His Son.

This family exists to announce this gift of forgiveness to individuals of all nations and cultures through the preaching of God's Word and the administration of the Sacraments. Emmanuel instructs young and old according to the confessional standard of the Lutheran Church-Missouri Synod, and reaches out through forgiving relationships, working to connect all members of the family through caring friendships.

Emmanuel serves as shepherds of the sheep; seekers of the lost; friends of sinners; and caregivers to the poor, lonely and broken-hearted. It is a family that cares for all people and reaches out to witness to the love and forgiveness found in Jesus Christ.

EMMANUEL LUTHERAN CHURCH

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Fort Wayne, Indiana 46802

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