

ANNUAL MINISTRY PLAN 2022-23 FOR FIRST BAPTIST CHURCH, CORVALLIS JUNE 5, 2022

This document is provided for the Spring Congregational Meeting of the church. It contains a church **direction summary** by the Lead Pastor (currently the Interim Pastor) and the **Ministry Plans** of the core ministry teams of the church. This is accompanied by the **proposed '22-'23 budget**.

This has been prepared according to the current church constitution. After assessing the situation of the church, in conversation with the pastoral staff and congregation, the elders gathered staff and ministry leadership in February to share vision for the coming year. With that input, the leaders brought back their plans for the year which are attached. These have been reviewed by the elders and are presented by them for congregational approval.

The following Ministry Team leaders are also to be affirmed by the congregation:

- Worship: Cindy Forrest
- Small Groups: Matt Robinson
- Family Ministry (children & youth): Kathy Ferrier
- Missions: Karen Schloeman (acting chair)
- Operations (properties & finances): Jim Hinckley
- Congregational Care (seniors care): Pastor Bill Knopp

The mission/direction of the church has been reaffirmed during this transition period. We are **“many generations connecting the next generation to Jesus.”** The short-term vision to fulfill that this year is:

1. Continue to **RECONNECT** our people after the COVID crisis through various, intentional worship and fellowship gatherings.
2. **BUILD** up our ministry teams to be healthier, adding leaders and workers.
3. Seek to **HIRE** a new Lead Pastor.

The following plans and budget demonstrate the connecting, building, and ministry goals of each area and the projected financial plan to support the ministry.

This aspect of the work of the church can sound like all “business.” But if you read these words of our Lord and consider His choice of us as His church, going about His “business” is an amazing honor.

*“Greater love has no one than this: to lay down one’s life for one’s friends. **You are my friends** if you do what I command. I no longer call you servants, because a servant does not know **his master’s business**. Instead, I have called you friends, for everything that I learned from my Father I have made known to you. You did not choose me, but **I chose you and appointed you so that you might go and bear fruit**—fruit that will last—and so that whatever you ask in my name the Father will give you. This is my command: Love each other.” (John 15:13-17)*

Thank you for your attention to these matters and prayers for spiritual fruit, and for the privilege it has been to walk alongside you through this transition.

Pastor Rick
On behalf of the Elders

WORSHIP

Team:

Worship Gathering Team

- Erin Barnhart
- Cindy Forrest
- Della Gilchrist
- Rick Harpel
- Corey Rietz
- Judy Rinkin

Worship Music Team

- Cindy Forrest
- Floyd Moore
- Corey Rietz
- Tracy Sauerwein

Sunday Hospitality Team

- Erin Barnhart
- Judy Rinkin
- Tracy Sauerwein
- Rachel Vogt

Brief review of last year:

- We have enjoyed good music and worship times in our services this year. Our Christmas season was filled with traditional and new music, and our Easter service was full of rejoicing.
- In addition to Sunday morning music ministry, we have planned and presented well-received services for Christmas Eve and Good Friday.
- Our music and tech teams are smaller at this time, but the level of commitment and focus is high. Scheduling is also more focussed and predictable.
- After an excellent time of summer worship at the Scout Cabin, we are thankful to those who worked the hardest to make those services run smoothly: Pastor Russ, Floyd Moore, Mark Overholser.
- The Hospitality Team has planned and served coffee weekly and scheduled greeters to welcome people as they enter on Sundays.
- The Worship Gathering Team has come together to be sure our entire Sunday church experience is cohesive and well-coordinated, and to incorporate other elements as needed.

Define the team:

- Music Team has 9 people serving on a rotating basis, Tech Team has 7 people, Hospitality Team has 12 people helping with coffee and greeting.
- Cindy meets with the Lead Pastor weekly for service planning. Musicians and tech crew meet for a weekly rehearsal as well as a Sunday morning overview and prayer time. Worship Gathering Team meets every 4-6 weeks. Hospitality Team meets on an as needed basis.

Build the team:

- Tech Team needs at least 2 more members
- Music Team needs at least 2 more vocalists and at least 2 more instrumentalists
- We have said thanks and farewell to James Moore, Livestream presenter, who has gone to an internship, and we have said welcome back to Grant Lund, drummer, who is returning to our music team.
- Hospitality Team wants to expand the greeting team to include “buddies” that will help visitors and new attenders find their way around and feel welcomed.

Specific goals:

- Add some more team members who are part of the younger generations.
- Continue to add newer/current worship music to our repertoire.
- Expand the greeting team to include “buddies” that will help visitors and new attenders find their way around and feel welcomed.

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- Include more sharing and prayer time in our weeknight music rehearsals.
- Arrange for full music and tech teams to meet quarterly for fellowship, planning, and prayer.
- Invite Choir members to restart rehearsals and present occasional Sunday anthems.
- Continue to develop the Worship Gathering Team to discuss and implement new elements to our Lord's Day worship time.

SMALL GROUPS

Team:

Matt Robinson - Team Leader

Brief review of last year:

- Several long-standing groups maintained meeting, transitioning to in person and incorporating remote (Harris, Rinkin, Robinson, Johnson, Dell, Forrest, Cunningham, Tinsley).
- A new group launched lead by Guests with vision for "Beta" testing new approach for life groups.
- FBC has worked to transition from Life Group brand to "Life Giving Small Groups" that represent all mid-week gatherings of people. This transition is primarily in concept as we work through overall FBC structure transitions but received well overall.
- A few new groups have started between interested family units, often as pairs of couples starting to meet together (Kelley).
- We achieved few goals from previous year plan and little enthusiasm for ideas to build community. The year continued with status quo.

Define the team:

- Matt Robinson and Pat Cunningham have met once to discuss Life Group status and considerations.

Build the team:

- Incorporating current life groups leaders to be part of team as needed step for effective ministry growth.

Specific goals:

- Have current life group leaders meet together to build vision that small group community is life giving and key for future of FBC (by June 30 2022).
- Have current life groups meet with each other at least once to build community between groups (by end of Fall 2022).
- Identify leader transition from Matt Robinson to new ministry leader after hiring new pastor.

CHILDREN'S & FAMILY MINISTRY

Team:

Children's Ministry – Sunday Mornings

- Kathy Ferrier – Children's Ministry Director and Interim Family Ministry Coordinator
- TBD – Nursery Coordinator
- Erin McCown & Lucy Hughes – Preschool Coordinators
- Kathy Ferrier – K-5th Kids Church Coordinator

Family Ministry –New Mid-Week option for Parents, Children & Youth –Starting Summer 2022

- Family Ministry Steering Team: Kathy Ferrier, Rachel Vogt, Will Richmond
- Event Planning Team: Rachel Vogt, Daniel Peterson
- Family Night Team Leaders – TBD

Brief review of last year:

- Preschool & K-5th Kids have been open and meeting in person Sunday mornings all year with attendance building back. We no longer provide online classes.
- Awana Club, our mid-week Kids ministry also met in-person all year and added back the game time in the Spring 2022.
- Opening and rebuilding the Nursery team as of May 1, 2022. Especially glad to be able to welcome in babies born in the last year or two.
- Added several new team members to the K-5th Kids church team: Mark & Janice Encke, Sara Hammerquist, Annie MacClary and Virginia Robinson.
- Consistent and better communication established with parents through a weekly email.
- Our Sunday focus is on providing engaging class offerings for FBC kids at the times that parents are able to attend.
- Currently, we are not offering Kids Sunday Bible classes but may restart when the time is right.
- Special events that invited kids to participate in the Christmas Eve story time and Palm Sunday palm waving gave kids a special part in the worship service.
- Advent and Palm Sunday/Easter resources were provided to families to equip parents to celebrate the church seasons as a family.
- Co-hosted the October Glow Parade at Northwest Hills for families to enjoy a safe trick-or-treat experience. Co-hosts included Suburban, NW Hills, CEF and FBC.
- Church involvement in Operation Christmas Child this year brought much fruit as we were able to send out 54 boxes!
- Summer Worship service was held out at the Scout Cabin. We had a Kids class for PreK through 5th grade where we were all together learning more about Jesus.

Define the team:

We seek to implement a new model for working with my volunteers & leaders that involves regular training and equipping as well as mentoring and empowering our people to do ministry for our children and families confidently. This also leads to greater commitment and investment in our ministry. It may look more like this:

- **Weekly meetings with one Key Kids Ministry Leader**
Meeting Saturday mornings with Rachel Vogt & Kathy Ferrier
Meeting Thursday mornings with Rick Harpel & Kathy Ferrier
- **Monthly meetings with 3-4 Key Leaders for Sunday morning and Mid-Week teams:**
Nursery, Preschool, Kids Church Team Leaders will meet monthly after the service – TBD
Team Leaders: Nursery Coordinator TBD, Erin McCown, Lucy Hughes, Kathy Ferrier
Mid-week Family Ministry Steering team will meet monthly Date/time TBD
Team Leaders: Kathy Ferrier, Will Richmond, Rachel Vogt, Pastor Rick Harpel
- **Quarterly meetings with individual teams** (dates not yet determined)
Nursery Team: Margaret Hinckley, Karen Schloeman, Sarah MacClary, George Syriotis, Carole

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Wille, Kay Gingerich, Ella Guest, Leslie Anderson (sub)

Preschool Church Team: Teresa Harris, Barbara Hays, Cindy Durrell, Julie Ahrendt, Jim Hinckley, Lucy Hughes, Erin

McCown, Caitlin Mills, An Nguyen, Grace Barnhart, Evan Nguyen

K-5th Kids Church Team: Kathy Ferrier, Rachel Vogt, Mark & Janice Encke, Sara Hammerquist, Grace Barnhart, Anna Nguyen, Annie MacClary, Virginia Robinson, Eliza MacClary (sub)

Family Ministry Event Planning Team: Rachel Vogt, Daniel Peterson

- **Annual Meetings with all ministry volunteers** (Date not yet determined)
This is the Annual Safety Training Meeting required for all volunteers working with Children or Youth. This is usually on a Sunday after the service and we provide lunch for the volunteers.

Build the team:

Our strategy will be to utilize our regular team meetings to expand our reach to recruit new volunteers that are needed. We will share the vision and the needs with our team leaders who have different connections with people that might be well suited to serve. We also realize that the Holy Spirit will bring people to mind who may fit our needs and we are open to His leading.

- **Nursery Team** – This team is in the rebuilding stage, having restarted in Spring 2022. We need to add at least 4 more members and to determine a coordinator.
- **Preschool Team** – This team has 8 adults + 1 adult sub. We have 2 youth helpers. We need to add 1-2 more adults and 2 more youth helpers.
- **K-5th Kids Church Team** – This team has 5 adults and 4 youth members. We have room for 1-2 more adults and 1 more youth.
- **Mid-Week Family Ministry Team** – This is a newly established team that is not fully formed as of this writing. We have 5 current team members and several possible members currently serving in Youth ministry and Awana ministry.

Specific Goals:

1. **Reconnect our Families, Kids & Youth through ministry to the whole family**
The main venue for accomplishing this will be through our new Family Ministry Initiative on Wednesday nights starting in Fall 2022. We will have a soft start in late Spring and through the summer where we will explore how to help families balance the demands for youth events, children's events, Adult small groups and the rest of a busy life. Our goal is to equip parents to be confident teachers & disciple makers with their children, provide small group time for the children, youth and parents to meet separately to go deeper in their walk with Christ and to have some fun activities to share as well. These nights will start with all generations together and will split off for some separate games or activities.
2. **Train, Encourage & Develop Children's & Youth volunteers to serve in their area of giftedness**
The Volunteer Training framework will provide more regular opportunities to equip, encourage and build up teams of volunteers that don't depend on just one leader to run everything. Each volunteer will become able to serve more confidently and to encourage and train others when they clearly know the mission and plan for their ministry.

3. **Rebuild & Restart the Nursery Team**

Our soft start will be in May & June 2022 with the goal to have a complete team by Fall 2022. We know that being able to minister to all ages of our FBC kids is a blessing to both the kids and the parents.

4. **Parent Meetings for Parents of Children & Youth**

We saw recently when we regathered for a recent Parent meeting that some parents had not met each other before. We want to help by having at least two Parent meetings a year to communicate helpful information, plan together for the needs of their kids, to hear from each other and build each other up.

Desired Outcomes:

1. **Reconnect our Families, Kids & Youth through ministry to the whole family**

Parents: Actively discipling their kids on an ongoing basis, modeling their faith for the children & youth to see, parents partner with FBC staff to help their children grow spiritually, take ownership of teaching content in the Family night initiative.

Youth: Make their faith their own, find places to serve others in the church, become comfortable sharing their faith with friends and inviting them to learn more about Jesus.

Children: Excited to participate in church life, grow in their understanding of and love for Jesus and build a basic foundation of knowledge about the Bible to build upon.

2. **Train, Encourage & Develop Children's & Youth volunteers to serve in their area of giftedness**

Volunteers who are enthusiastic to serve, serving where they are gifted, modeling their faith for the next generation to see, they are informed about ministry goals and are knowledgeably contributing to them as partners in the ministry.

3. **Rebuild & Restart the Nursery Team**

To have a fully constituted team that serves our littlest ones well and safely, and gives confidence to the parents who bring them.

4. **Parent Meetings for Parents of Children & Youth**

Build momentum for future plans, bring about two way communication between parents and leadership, provide opportunities for motivated parents to help out and facilitate conversation and fellowship among the parents.

MISSIONS

Team:

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|--|------------------------------|
| • Karen Schloeman - Acting Team Leader | • Tracy Sauerwein |
| • Carole Wille - Acting Treasure | • Chuck and Shirley Henderer |
| • Julie Ahrendt | • Jonathan and Annalyn Guest |
| | • Matt Vogt |

Brief review of last year:

- Added Russ and Kristen Richmond as Home sent missionaries
- Deployed Mike and Rebekah Gervasi as missionaries to Haiti

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- Hosted four missionary speakers at services at the Scout Cabin
- Initiated Missions Coffee Fellowship Sunday morning
- Aided in the Ukrainian Relief Fund through Bridge Builders International

Define the team:

- First Tuesday 7pm monthly meetings
- Activities:
 - Organize events to highlight mission's opportunities and missionaries
 - Pray for missionaries
 - Meet regularly via Zoom with missionaries in the field to encourage them
 - Ensure missionaries included in Wednesday night church prayer
 - Encourage, advice and pray with those considering Missionary service

Build the team:

- Share with congregation the need for more Missions team members and solicit input
- Invite congregation to participate in the team
- Recruit Missions Team leader.

Specific goals:

- Recruit team members with passion for missions in general or particular areas of need.
- Better connect with missionaries (send birthday card, hear prayer requests and other needs).
- Encourage and assist those feeling called to missionaries' service.
- Maintain transparent process, soliciting input on who and how we support mission locally and to the nations.
- Complete a mission's policies outline for how we choose which missionaries to support/send.
- Review regularly missionary support level.
- Educate the congregation on how they can get connected with our missionaries.

CONGREGATIONAL CARE

Team:

- | | |
|----------------------------------|------------------|
| • Pastor Bill Knopp –Team Leader | • Mike Rinkin |
| • Norene Nordby | • Kerry Peterson |
| • Tom Nordby | • Dale Durrell |
| • Carole Wille | • Rolly Kinney |

Brief Review of Last Year:

- Our team met 11 times this past year on the first Thursday of each month.
- We endeavor to see 57 people each month (shut-ins, widows, widowers, elderly, and those with special needs).
- We sponsored a Friendship Dinner, Jan. 23rd which involved 50 people. The church supplied the food and there were six host homes).
- Personal Birthday, Christmas, and Easter cards were sent to about 50 people.
- For the church members who graduated to glory we sent sympathy cards with our donation of Gideon Bibles in their name. Janine LaFever handles this.
- Define the team of current members, meeting schedules and resources.

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- Our team meets once a month on the first Thursday of each month. At this time each of us report on the specific people we have chosen to maintain contact with.
- We have submitted a budget for this coming year.

Build The Team:

- We had four outstanding women who have retired from this committee: Lillian Smith, Joan Sluznis, Mary Ellen Wernow and Shirley Schloeman. Thank you ladies for many years of service. That leaves us with just two women on our team. We are looking to add a couple more ladies to our team.

Specific Goals for Ministry:

- We are desiring to contact the 50 people on our list each month to let them know our church cares for them and desires to keep them informed as an important part of our church. When we discover a particular need they may have, we endeavor to see that need addressed.
- In order to assist our church body to be connected with one another we have sponsored another Friendship Dinner on May 15, 2022. Especially with the need this past two years of being isolated, we felt this was really important for our people. We will evaluate and determine if it would be good to sponsor one or two more this year.
- We are sending out church bulletins and weekly prayer requests to house bound people that find this helpful to them remaining a vital part of our church family.
- We continue to discuss creating a quarterly newsletter that informs our people of what is happening in the lives of our people. It is not our intent to repeat announcements or programs, but to keep it more relational.
- We are evaluating the ministry of Prime Timers to determine if it would be meaningful for our church to include some form of that in our future programs.

Priority and Desired Outcome

- Our church family will know one another by name and be engaged in personal connections with each other. We are thrilled with the new pictorial directory that Chandra Harpel has put together. We so appreciate all the time, effort and connections she made. We feel that this will be a good start for us to connect better with each other. We also desire that people will be excited to become a vital part of what God is doing at First Baptist Church and will seek out opportunities to participate in blessing the lives of fellow brothers and sisters.

OPERATIONS

Team:

Property Team

- Jim Hinckley - Operations Mgr
- Daryl Anderson
- Leslie Anderson
- Nancy Sarpola
- Ivan Coykendall

Finance Team

- Jim Hinckley
- Eddie DeMasi
- Mark Johnson
- April Cummings
- Matt Little, Treasurer

IT Team

TBD

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Brief review of last year:

Accomplishments of last year:

- Replaced sanctuary windows
- Replaced doors on north and south entryways
- Installed access control and surveillance system
- Implemented fund accounting software

Define the team:

Our goal is to establish regular meetings with team members and leadership with the following frequency:

- Weekly – Lead Pastor
- Monthly – Individual teams (Property, Finance, IT) and financial reports to Elders
- Quarterly – All Operations teams

Build the team:

To build awareness to the Operations Group and what our responsibilities entail, we plan to make a concerted effort to:

- Recruit younger members to the Operations Group by encouraging them to participate in particular projects that will expose them to the work and create a desire for future servant leadership.
- Communicate opportunities for people to volunteer with the intent of exposing them to the Operations Group and helping them assess whether their skills and abilities would be a good match to the ministry.

Specifically, we will add an IT team under the Operations Group. This will complete the trifecta that will encompass all aspects of operations and enable us to effectively manage the church. As the Operations Group, we will lead in the development of a master plan for our properties.

Specific goals:

Incorporating the quality management principle of continual improvement, we will focus efforts to:

- Provide properties that are attractive and welcoming to the community.
- Provide properties that facilitate discipleship activities by enabling a variety of gatherings that invest in the spiritual and physical condition of the community.
- Listen to what the other ministries need our facility to be to support and enhance their efforts.
- Strive to make our properties safe, attractive, and economically efficient.

To help people reconnect with each other, the Operations Group desires to provide a great guest experience to everyone who uses or visits our facilities. To that end, a few of our goals for the next fiscal year are to:

- Replace sanctuary lighting
- Complete dish room renovation
- Renovate Scout property house
- Develop a 25-year master plan

CAMPUS AMBASSADORS

Team:

Leaders

- Jeff Harris – Team Leader
- James Moore
- Caspian
- Saegis Abbot
- Mark Encke

Key Participants

- Doctor Stephens
- HeliAnna Abbot
- Esther Thornehill
- Ben Delzer
- Emily Moore
- Andrew Bullock

Brief review of last year:

- The greatest challenge of the last 2 years has been covid shutdown and the resulting difficulty of meeting new people and having regular activities for those that are involved. A second challenge has been the change in Bailey Palmers plan to take over the ministry at OSU.

Building the team:

- Student ministry
 - Keeping James, Caspian, and Saegis as core leaders
 - Adding Doctor, HeilAnna, Esther, Ben, and Emily as core leaders
- Hoops ministry
 - Keeping Mark as a key leader
 - Adding Andrew as a key leader

Priorities for the future:

- Student ministry
 - Thursday night “Dinner and Discussion”
 - 4 – 6 pm hangout at ministry housed
 - 6 – 6:45 dinner
 - 6:45 – 8 pm discussion
 - Ignite team weekly meeting
 - Brainstorm and plan CA activities
 - Plan and details for Thursday night
 - Other plans
 - Weekly Bible study
 - 1 on 1 meetings with key students
 - Focus on welcoming and involving new students
 - Retreats each term
 - Hoops ministry
 - Meeting with Mark on a regular basis for encouragement and greeter leadership of the hoop’s ministry
 - Meeting regularly with Andrew as he seeks to make outreach to hoops guys a priority moving forward
 - Thinking and planning of ways for greater connections with this group outside Wednesday night on the basketball floor