

Introduction to a Ministry Plan

What is a ministry plan? In the past we have been used to looking at a “line and item” budget. It was business-like in appearance and stated what would be spent on various areas of ministry without describing what people could look forward to experiencing because of their financial contributions. It also neglected to allocate the largest expenditures such as “Church Home” and “Compensation Package” to areas of ministry. A ministry Plan corrects all that by allocating all costs to ministry categories and describing what people can expect will happen in the various areas of ministry in the upcoming year.

Financial leaders of Hope will still work with a “line and item” budget to help them make decisions. Copies will be available at the church office for anyone wishing to have one.

Discovery! – THE ANNUAL CONNECTION

This fall we are all embarking on a long-term voyage of Discovery! As we journey together we will discover new and expanded ways to be builders of God’s kingdom, a calling that is common to every believer in the gospel of Jesus. To do this we must identify our vision, clarify our mission and put into action strengthened and renewed ministries that fill every nook and cranny of our beautiful new facility. That goal begins now with support for our annual ministries and mission for 2012 as presented in this Ministry Plan.

PROPOSED STATEMENT OF VISION

“Connecting Life & Faith”

This Vision Statement defines all we do and all we are.

PROPOSED STATEMENT OF MISSION

“Welcome All to Discover God at Work in the World”

This Mission Statement informs the world why we are in ministry.

CORE VALUES

- **Jesus is Savior and Lord**
- **Taking Life-Giving Risks for the Sake of the Gospel**
- **Deepening Discipleship for All Ages**
- **Radical Hospitality for One Another and the World**
- **Living Generously**

MESSAGE FROM PASTORAL STAFF

The way in which we carry out our vision tells the world about our values and our mission. We read in Matthew 6:21, “For where your treasure is, there will your heart be also.” Hope Lutheran Church is committed to teach people the joy of growing and giving in Christ. Only through the efforts of generous disciples, growing and giving in Christ is Hope Lutheran Church empowered to carry out our vision.

*Your Faithful Servants,
Mitch Jones, Intentional Interim Lead Pastor
Jennifer Wilson, Outreach Pastor*

MISSION:

9.9% of total ministry plan cost

If anyone has the world's goods and sees a brother or sister in need and refuses to help – how can God's love be in that person?

1 John 3:17

Emphasized in our Core Value of Living Generously, this value is practiced by "investing" an increasing portion our annual resources to benefit those outside our congregation.

Ministry Highlights:

The following entities are beneficiaries of our outreach (listed in descending order of monetary support):

- Montana Synod of the ELCA
- Christmas Shoppe
- Lutheran World Relief
- Food Bank
- World Hunger
- Interfaith Quilters
- Family Promise
- Lutheran Student Foundation
- Mobile Soup Kitchen
- Habitat for Humanity

New this year:

- Love, Inc.
- Salvation Army
- Campus Ministry

WORSHIP and MUSIC:

27.5% of total ministry plan cost

For God is Spirit, so those who worship him must worship in spirit and in truth.

John 4:24

I will sing for joy for what the Lord has done.

Psalms 92:4b

Emphasized in our Core Value that Jesus is Savior and Lord, our worship services are where the majority of people experience the word and sacraments that equip them to live their baptismal faith in daily life. God's grace accommodates all people with joyful, spirited celebration

Ministry Highlights:

- The talents of Music Coordinator, Erik Fund
- Dave Johnson directing a revitalized Bell Choir
- Ann Blake directing an expanded Contemporary Worship Team
- Shelia Gilbertson directing the Wednesday Worship Team
- Newly formed Chamber Orchestra and a Celtic Fiddling Troupe.

CHRISTIAN EDUCATION:

16.8% of total ministry plan cost

So faith comes from what is heard, and what is heard comes through the word of Christ.

Romans 10:17

Emphasized in our Core Value of Deepening Discipleship, Hope focuses on educational opportunities for people of all ages and all levels of spiritual awareness. Included in this ministry category: Sunday School, Vacation Bible School, Confirmation, Faith Stepping Stones, Adult Education.

Ministry Highlights:

- 4th Season of the Women's Ecumenical Bible Study (WEBS) hosted at Hope Lutheran with participants from seven different faith communities
- Kelly Ann Starner new coordinator for Faith Stepping Stones Ministry
- Adults engaged in Bible study through Pastor Mitch's teaching for 50+
- Living the Questions Course at MSU Christus Collegium engaged members and non-members in 21 week dialog, opening the door for coming to worship and empowering lay leadership

EVANGELISM/SOCIAL CONCERNS:

20.4% of total ministry plan cost

...in Christ God was reconciling the world to himself...and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us.

II Corinthians 5:19-20

Emphasized in our Core Value of Radical Hospitality, this area of Ministry focuses on innovative and compassionate ways to reach out to those who have not yet heard or accepted the Good News of the Gospel and to those who are in need of a helping hand.

Ministry Highlights:

- Expanded effort to bring others to Christ (92 adults and 43 children have been received in the last three years – 35 households are currently interested)
- Greater evangelism intentionality through a Hospitality Team, Greeting Team, fully staffed Welcome Center, retreat to equip people to share faith, quarterly sermon series
- Increased community connections through our Community Garden, Special Olympics Dine-Out, Catapalooza and Move-In Day at MSU, student rides, adopt-a-student, Sweet Pea Gatekeepers
- Seek federal & state grants for an Early Learning Center for children 0-5 years.

FELLOWSHIP:

21.6% of total ministry plan cost

If we are living in the light of God's presence, just as Christ is, then we have fellowship with each other...

1 John 1:7

Emphasized in our Core Value of Life-Giving Risks, Hope is a place that "compassionately feeds the 'community of Hope' socially and spiritually." We label this "fellowship" and it calls us out of our comfort zone as we invite others to live their life according to Jesus' Gospel... "do unto others as you would have them do unto you" and "love your neighbor as yourself." Included in this category are Adult Fellowship, Youth Ministry and Retreats.

Ministry Highlights:

- Establish a Keenagers Senior Ministry with fellowship events, wellness series, book group, and outreach to those who are homebound
- Creation of an on-going small group ministry offered congregation-wide
- Engaging the wider community in MSU monthly student luncheon preparation and service
- Collaborating with Paul Goodman to enhance outreach to MSU students
- Intergenerational lefse-making event planned for 2012 UFFDA!

STEWARDSHIP:

3.8% of total ministry plan cost

Don't forget to do good and to share what you have with those in need, for such sacrifices are very pleasing to God.

Hebrews 13:16

This is an area that is under re-organization through the work of the Mission Resource Team (MRT) Their mission is to teach the joy of giving and growing in their Christian faith by living a Christ centered life. The focus for 2012 will be "Living in Gratitude and Generosity."

Ministry Highlights:

- Unveil a comprehensive Year-Round Stewardship Program that will raise sufficient funding to completely fund this 2012 Ministry Plan.

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Ministry Plan

Costs of Administration, Church Home, and Compensation Packages have been allocated throughout the six previous areas of ministry to more accurately portray total costs to implement annual ministry and mission. Following are Bible connections, purpose statements and highlights of these allocated cost areas:

ADMINISTRATION:

If the master returns and finds the servant had done a good job, there will be a reward. I assure you, the master will put that servant in charge of all he owns.

Matthew 24:46-47

Like any well-run organization, Hope Lutheran Church needs the equipment, supplies, phone/fax/e-mail service, printing and postage, etc. to be effective in its ministry. Administration also includes conference and synod expenses plus those miscellaneous expenditures.

CHURCH HOME:

Then all the people gave a great shout, praising the Lord because the foundation of the Lord's Temple had been laid.

Ezra 3:11b

Our new facility was built to be a gift to our own family of faith and to the wider community to serve as a Christian Center. It serves in that manner as we extend "radical hospitality" among ourselves and to our neighbors through ministries, services, and available space.

Ministry Highlights:

- Our growing family has more room to gather for worship, fellowship, education and a myriad of expanding activities.
- The gym and sanctuary currently draw over 65 community organizations, including MSU Music Department Orchestra and Choral concerts and various community functions, such as.....Girl/Boy Scouts, Montana League of Women Voters, Polling Site, music lessons, sports leagues (soccer, volleyball, basketball), and more.
- Usage of the land to accommodate a wide variety of worshipful and recreational experiences is there to be explored and creatively used.

COMPENSATION PACKAGES:

Remember your leaders and honor those who first taught you the word of God. Think of all the good that has come from their lives, and trust the Lord as they do.

Hebrews 13:7

We are grateful to the people who make the vision of Hope Lutheran Church come alive through their talent and dedicated call to serve. The work is great and the labor an act of love and dedication.

Ministry Highlights:

- Paul Goodman's Youth and Family Ministry - first year full of expansion including drama ministry, middle school ministry and MSU student outreach.
- Eric Funk renewing a contract as Music Coordinator
- Dave Johnson coming on board part-time as Bell Choir Director
- Intentional Interim Lead Pastor Mitch Jones ministry bearing fruit and forward momentum for calling the next Lead pastor
- Ann Blake continuing as part-time staff directing the Contemporary Group
- Jan Evans becoming a part-time administrative worker to assist Dar Ellingson