



St. Peter's First Community Church

Ministry Plan 2022
Presented by the Church Council

Introduction

A survey was administered to members and attenders of SPFCC to identify perceptions regarding four aspects of the Church: Worship, Missions and Outreach, Fellowship, and Discipleship. Following the survey, a congregational meeting was held to clarify and elaborate on the themes contained within the survey responses. The collective responses revealed consistency across the responses and highlighted the strengths, challenges, and opportunities facing SPFCC in the four areas. A summary of each is presented below.

Worship: Respondents describe worship as traditional, friendly, with Biblically based preaching. Strengths of worship include the opportunities to become involved, the singing, and the sermons. An area of improvement is more of a focus on youth.

Mission and Outreach: Respondents describe mission and outreach as community-focused and meaningful to the people served by the Church. While the strength of the program is the focus on the local community, there is a desire to acknowledge the Church's commitment to overseas ministries.

Fellowship: Fellowship at SPFCC was described as friendly and welcoming. Covid restrictions has caused a disruption in fellowship activities, but interest remains strong for expanding opportunities to get more people involved, including the introduction of more small group opportunities.

Christian Education/Discipleship: Seventy-five percent of respondents indicate that SPFCC meets their expectations and needs in their desire for deeper discipleship. Nine percent feel that the Church exceeds their expectations while sixteen percent indicated that the Church does not meet their expectations.

Ministry Priorities

The Church Council identified two areas of emphasis that will strengthen the foundation of the Church and allow it to continue to grow closer to the vision it has for itself. The two areas of emphasis are:

1. **Growth in discipleship as individuals, in groups, and as a congregation.**
2. **Engagement of individuals in the life of the Church.**

The congregation has identified, and the Council affirms a focused commitment to the growth and integration of youth in our congregation.

The breadth of the two areas of emphasis is intentional and should serve as a guide for staff and teams as they plan activities within their respective areas of responsibility. Ongoing planning will be guided by three key principles:

- Cross-team coordination and planning.
- Differentiation by age, life circumstances, and stage of life.
- High expectations for individual commitment.

Ministry Alignment

The ability of SPFCC to fulfill its aspirations for ministry will depend on the alignment of roles and responsibilities of staff and volunteers. The structure presented below is aimed at two objectives. First, it brings greater clarity to the individual roles and the nature of the relationship among them. Second, the clarity gained through alignment will remove the administrative barriers that delay program and resource decisions.

Staff Structure

The staff structure is made up of the Pastor, the Ministry Coordinator, and the Youth and Children's Director. For purposes of support and accountability, the Ministry Coordinator and Youth and Children's Director will report directly to the Pastor. In turn, the Pastor will report directly to the Ministry Council.

Team Structure

The team structure includes Ministry teams and Administrative teams. The primary duties of each are presented below.

- **Mission/Outreach:** Serve individuals in need who are not part of our Church, with emphasis on:
 - Addressing pressing needs in our own community.
 - Providing hands-on opportunities for congregants.
 - Bringing people in or sending us out.
 - Developing long-term relationships with those we serve.
- **Fellowship:** Engage with members of the congregation, including:
 - Maintaining contact with non-attenders.
 - Welcoming visitors.
 - Acknowledging significant events in the lives of congregants.
 - Planning social activities.
- **Discipleship:** Provide opportunities that foster faith formation and spiritual development, with an emphasis on:
 - Small group activities based on common interests and needs.
 - Formal Christian education, including Sunday School and seasonal topics.
- **Worship:** Coordinate activities related to the planning and production of worship services, including:
 - Audio-visual presentations
 - Ushers and liturgists
 - Music selections

Administrative Teams

- **Facilities and Grounds:** Oversee the general condition of the building and property, with an emphasis on:
 - Developing a long-term maintenance plan.
 - Addressing short-term maintenance and repair needs.
- **Events:** Coordinate logistical and material support for activities and events that occur within the building, including:
 - Event scheduling.
 - Set-up and tear-down for events.
 - Maintaining kitchen supplies.
- **Finance:** Ensure the responsible use of Church funds in accordance with the ministry priorities of the Church.

Church Council

Historically, the Council has focused primarily on communication and coordination among the various ministry and administrative teams. While this is an important function, the Council recognizes that as a body its scope of responsibility extends beyond the individual responsibilities of each team leader and includes the general welfare of the Church. Consequently, the Council as a body will oversee projects and activities that reach beyond individual staff positions and teams. Specific tasks include the following:

- Conducting an annual Time and Talent Survey of congregants.
- Providing training and support for individuals taking on new roles within the Church.