

# The Ministry Plan 2023-2024

**EMMANUEL LUTHERAN CHURCH**

*A Caring Family Sharing God's Love and Forgiveness*

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# WHAT IS THE MINISTRY PLAN?

Emmanuel's **2023-2024 Ministry Plan** is a detailed summary of our plan for carrying out God's work at Emmanuel during the 2023-2024 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, 2023.
2. Publicize and set dates to acquire, wrap and distribute gifts and food by November 15, 2023.
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 and Crisis Funds available to the pastoral staff for those who have financial need due to a crisis situation.

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

1. Provide a current balance report to the Church Council each month.
2. Write checks for crisis needs when requested by the staff.
3. 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.

### **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. Present Christmas poinsettias to members who have lost a parent, spouse, or child in the past year.
3. Refer all who have experienced a loss to the Stephen Ministry Leadership Team.
4. Refer those who have lost a spouse to the Grief Support Group.
5. Send bereavement resources to those who have experienced loss.
6. Continue to offer the Grief Share Ministry program.

### **Health Maintenance**

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

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

1. Publicize community health education opportunities when offered.
2. Maintain the AED and train staff and volunteers as needed
3. Catalogue and maintain our supply of assistive devices for loan and keep a record of all such loans.

### **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, 2023.
2. Coordinate meals through "Meal Train" 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, and Visual Faith Ministry.

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

1. Update the list of prayer chain members by October 1, 2023.
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, 2023.
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. Publicize the needs of this ministry by September, 2023.
2. Prayerfully make prayer shawls for staff to take to those in need of prayer support.
3. 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 quarterly opportunities to gather.
2. Maintain a database of individuals interested in the Visual Faith Ministry.
3. Offer resources to the congregation to enhance individual prayer or to share with others.

### **Special Event Ministry**

We prepare refreshments/meals for special events at Emmanuel.

**Objective:** 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

### **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.

# CAREGIVING MINISTRY

## Impact Ministries and Leaders

**Caregiving Ministry Deacons:** Catherine Peterson (450-0683)

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

### IMPACT MINISTRY

### LEADER(S)

**Christmas Giving**

Stacey Kammeyer (450-1549)

**Crisis Fund (Ranke)**

Dick Shively (493-6904)

**Cup of Kindness**

Dick Shively (493-6904)

**Food Bank**

Carolyn Beitz (432-9189)

**Bereavement Support**

Masha Sappenfield (616-0679)

**Health Maintenance**

Lana Hille (417-5639)

**Meals**

Kathy Lash (437-6675)

**Prayer Ministry**

**Prayer Chain**

Marsha Sappenfield (616-0679)

**Card Ministry**

Jan Hoffman (403-7557)

**Prayer Shawl Ministry**

Pam Bryan (433-6895)

**Visual Faith**

Jan Rathge (414-8286)

Teresa Davis (385-3038)

**Special Events**

**Funeral Dinners**

Barb Klaehn (625-5639)

**Lenten Dinners**

Tammy Stauffer (414-8426)

**Stephen's Ministry Leadership Team**

Lana Hille (423-1369)

Jean Light (403-2561)

Pam Bryan (436-6158)

Amy Rast (452-2225)

Joe Henderson (432-5977)

Susie Klausmeier (493-3174)

Beth Igney (466-5105)

Marsha Sappenfield (616-0679)

# **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...

1. Organize and implement a program of regular instruction for sixth through eighth-grade confirmands and their families which will prepare them for youth confirmation in the spring of the eighth-grade year.
2. Instruct adults through Lutheran Christianity with the goal of bringing them into membership through the right of confirmation.

#### **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 congregation.

### **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. Plan and implement a weekend VBS program in 2024.
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:** Ben Saurer (445-8178)

**Christian Education Staff Representative:** Pastor Dan Sheafer (423-1369)

### **IMPACT MINISTRY**

### **LEADER(S)**

**Bible Classes**

Pastor Eggold (423-1369)

**Concordia Lutheran High School**

Beth Igney (203-9959)

**Confirmation**

Pastor Sheafer (423-1369)

**Interparish School Board**

Richie Cummins (452-7753)

**Lutherans for Life and Emmanuel Life Team**

Carolyn Beitz (432-9189)

**Sunday School**

Liz Bejot (423-1369)

**Vacation Bible School**

Liz Bejot (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. Maintain a list of groups that exist within the congregation.
2. Encourage involvement in existing groups within the congregation through a "Group Menu" which will be provided online and in print.

#### **Connections Counter**

We encourage guests, new members, and nominally involved members with opportunities to engage in the ministries offered at Emmanuel.

**Objectives:** The **Connections Counter (CC) Action Team** will...

1. Recruit, schedule, and train CC leaders.
2. Provide guests and members with information on Sunday school classes, Bible studies, Connections events, nursery care.
3. Provide individuals to escort guests to appropriate locations.
4. Provide and regularly update Connections opportunities through the "Get Connected" brochure.
5. Introduce guests to members for follow-up conversation.
6. Follow-up with guests through written communication or a pastoral call.
7. Input guest information into "Breeze Forms."
8. Update member information through "Breeze Forms."
9. Offer first-time guests a gift tagged with information about Emmanuel (website address and social media information).

#### **First Impressions**

We explore meaningful and intentional ways to welcome and connect people.

**Objectives:** The **First Impressions** group will...

1. Organize participants into Connections Counter, Gathering Hour, and New Member action teams.
2. Gather in Ebenezer Hall on one Wednesday a month for fellowship, devotion, and collaboration within teams.

### **Gathering Hour**

We intentionally plan for guests and create an environment in which guests will clearly know they have been expected and feel welcomed.

**Objectives:** The **Gathering Hour Action Team** will...

1. Facilitate the Gathering Hour.
  - A. Recruit, schedule and oversee hostesses and clean-up crew for each Sunday morning.
  - B. Provide donuts, coffee, and juice to share during the Gathering Hour.
2. Recruit a team to offer quarterly soup suppers following Saturday evening worship.

### **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 foster the assimilation of new members into the ministry of Emmanuel through one-to-one partnerships.

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

1. Attend "Celebration Dinners" of new members twice annually.
2. Partner with new members for one semester in order to facilitate ongoing familiarity with the ministry of Emmanuel.
3. Create a welcome packet detailing connection opportunities at Emmanuel.
4. Make two follow-up contacts with new member partners during the semester.

# **DISCIPLESHIP MINISTRY**

## **Impact Ministries and Leaders**

**Discipleship Ministry Deacon:** Kelly Werth (750-3949)

**Discipleship Ministry Staff Representative:** Sarah Pennekamp (486-6740)

### **IMPACT MINISTRY**

### **LEADER(S)**

**Active Members**

Pastor Eggold (423-1369)

**Connections Counter**

Sarah Pennekamp (486-6740)

**First Impressions**

Sarah Pennekamp (486-6740)  
Kelly Werth (750-3949)

**Gathering Hour**

Melissa Stout (348-2023)

**Inactive Members**

Pastor Eggold (423-1369)

**New Members**

Kelly Werth (750-3949)

# **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**

#### **Children's Ministry**

We connect all Emmanuel families through family-friendly activities and events.

**Objective:** The **Children's Ministry Action Team** will set a schedule of regular gatherings to include social, service, and spiritual growth opportunities.

#### **Fort Wayne Young Adults**

We connect young adults throughout the city of Fort Wayne through fellowship and Bible study.

**Objective:** The **Fort Wayne Young Adults Action Team** will set a schedule of regular gatherings to include social, service, and spiritual growth opportunities.

#### **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

#### **Men's Ministry**

We strengthen men in their roles as fathers, husbands and spiritual leaders in their homes and in the church.

**Objectives:** The **Men's Ministry Action Team** will...

1. Provide Christ-centered educational and social opportunities for men.
2. Maintain regular, ongoing Bible Study opportunities for the men in Emmanuel's congregation.

### **Middle School Youth Ministry**

We involve youth in grades 6-8 in the life of the church by providing personal support and individual faith development, and promoting Christian relationships through fellowship and service.

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

1. Plan and implement six weekend events a year to include social, service, and spiritual growth opportunities.
2. Recruit and support youth activity leaders to implement planned activities providing personal support and individual faith development

### **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 or phone contact 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. Personally invite all newborn families to join "Little Flock."
8. During the spring semester, inform ESM of families with children eligible for Early Childhood classes in the fall.

### **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.

### **Women's Ministry**

We support and encourage women through Christ-centered relationships.

**Objective:** The **Women's Ministry Action Team** will encourage relationships and spiritual growth through regular Christ-centered activities (i.e. comfort making, quilting, crafts, Bible studies, and other service opportunities such as First Impressions).

### **@917 Ministry**

We exist to provide members of the Emmanuel family with a place to regularly engage with each other through study, social, and service activities.

**Objectives:** The **@917 Ministry Action Team** will...

1. Meet for study on Thursday nights from 7:00-8:00.
2. Meet for either a social or service activity once a month (except in July).
3. Target all Emmanuel members who desire to be further connected with a special emphasis on members who are college-aged through adults in their forties.

# **FAMILY MINISTRY**

## **Impact Ministries and Leaders**

**Family Ministry Deacon:** Ashley Cummins (452-7755)

**Family Ministry Staff Representative:** Liz Bejot (423-1369)

### **IMPACT MINISTRY**

### **LEADER(S)**

**Children's Ministry**

Liz Bejot (423-1369)

**Fort Wayne Young Adults**

Bradley Murphy (450-7311)  
Aly Wedeven (615-5287)

**High School Youth Ministry**

Sarah Pennekamp (486-6740)  
Jennifer Scheiderer (450-0019)  
Pat Scheiderer (450-0018)

**Men's Ministry**

Pastor Eggold (423-1369)  
Pastor Sheaffer (423-1369)

**Middle School Youth Ministry**

Tommy Moll (487-1150)

**Newborn Ministry**

Ashely Cummins (452-7755)

**Older Adult Ministry**

Lana Hille (423-1369)

**Women's Ministry**

LEADER NEEDED

**@917 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**

#### **Emmanuel Serves**

We meet the needs of the vulnerable around us with a special focus on building relationships through tangible assistance.

**Objective:** The **Emmanuel Serves Action Team** will...

1. Identify opportunities to serve within the congregation, the neighborhoods around Emmanuel, through door-to-door canvassing, and through partners such as NeighborLink Fort Wayne.
2. Deploy volunteers to serve in the community on the fourth Saturday of each month.

#### **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 2023-2024.
2. Encourage an intentional, quarterly focus on sharing one's faith in pulpit presentations.

#### **Lutheran Women In Mission (LWML)**

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

**Objectives:** The **LWML Action 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 a quarterly basis (typically on weekends that feature a fifth Sunday).
5. Provide opportunities for the congregation to learn more about the ministries we support and the work of missions both at home and abroad.
  - a. The MTF will post missionary letters from the missionaries and organizations we support on the bulletin board on a monthly basis (changing them as new ones are received).
  - b. The MTF will staff a missions information table in Ebenezer between services at least once each quarter to provide copies of mission letters and relevant information on the organizations Emmanuel support.
  - c. The MTF will act as a liaison between missionaries, mission organizations, and the leadership of Emmanuel, informing leaders of opportunities for mission education and training.

### **Mission Partnerships**

We partner with several organizations in furthering the Gospel of Jesus Christ locally, nationally, and globally.

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

1. Communicate regularly with Rev. James and Deac. Neuendorf (Puerto Rico), Rev. Aaron Spratt and the Alaska Mission for Christ, Lutheran Agency for Missions to Burmese (LAMB), Rev. Michael Paul (Taiwan), the Lutheran Heritage Foundation, Dr. Rich Rudowske (Lutheran Bible Translators), and the Luther Academy to offer encouragement and to discern ways in which Emmanuel may assist in those ministries.
2. Explore ways in which Emmanuel members might participate in Short Term Mission projects with any of these missions.
3. Offer opportunities for Emmanuel members to learn about organizations they may wish to support (e.g. Destiny Rescue, Lutherans for Life, Lutheran Bible Translators, LCMS work at home and abroad).
4. Provide information to the congregation regarding the spiritual and material needs of these organizations.
5. Promote volunteerism by Emmanuel members in the ministries that are local.

### **Puerto Rican Mission Support**

We partner with LCMS missionaries in Puerto Rico to support their mission work.

**Objectives:** The **Puerto Rican Mission Support Action Team** will...

1. Work with our LCMS mission partners in Puerto Rico, bringing them encouragement and refreshment in their ministry.
2. Explore the possibilities for a short-term mission trip to Puerto Rico when it may be feasible with those working there. Be ready whenever local and Synodical leaders deem it prudent to form and send a short-term mission team to Puerto Rico. Accomplish a defined set of tasks (whether teaching or logistics) while in country.
  - a. Educate team members to the realities of actual missionary work by exposing them to the day-to-day challenges faced by our sisters and brothers in this mission field.

- b. Raise the consciousness of our congregation to the broader horizon of God's work in Puerto Rico.
3. Forge relationships between Emmanuel and the LCMS work in Puerto Rico leading to greater involvement between the churches in future years.

### **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 determine the needs Emmanuel will help meet for Santa Shop in 2023.
2. Identify the Santa Shop schedule.
3. 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 leadership 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.

### **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 schedule PALS prior Thanksgiving in the fall, and Spring Break in 2024.
2. Ask the principal of Washington School to Identify which children would most benefit from special instruction in reading
3. Plan a program that will engage academic, kinesthetic, nutritional, and spiritual needs.
4. Engage qualified persons to serve as Program Director and Academic Director (with stipend) to administrate and coordinate the PALS program.
5. Recruit youth and adult volunteers who will serve as tutors, activity leaders, in snack preparation, and as worship leaders.
6. 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 leadership to determine clothes needed.
2. Make needs known to Emmanuel members so they can respond.
3. Collect and deliver the clothes to Washington School.

# **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)**

**Emmanuel Serves**

Brett Meyer (349-5732)

**Equipping Ministry**

Pastor McFadden (205-9560)

**Lutheran Women In Mission**

Jan Werth (452-4769)

**Mission Taskforce**

Pastor McFadden (205-9560)

**Missionary Partnerships**

Pastor McFadden (205-9560)

**Puerto Rican Mission Support**

Pastor McFadden (205-9560)

**Washington School Santa Shop**

Pastor McFadden (205-9560)

**Washington School PALS**

Liz Bejot (615-6493)

**Washington School Supplies**

Pastor McFadden (205-9560)

**Washington School Winter Clothes**

Dick Shively (493-6904)

# **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 2024 to explain and answer questions on planned giving.
2. Promote Charitable Gift Planners of Northeast Indiana's "Write a Will Week" within our congregation.
3. 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 work with the “In All Generations” capital campaign leadership team to promote the current capital campaign designed to financially support the renovation of our school building.

### **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:** Matt Schmidt (417-9481)

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

### **IMPACT MINISTRY**

### **LEADER(S)**

**Gift Sharing**

Jake Schmidt (260/344-3060)

**Growth Opportunities**

Pastor Eggold (423-1369)

**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 the 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 pastoral staff 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 in October and February to plan the upcoming seasons of the church year.
2. Evaluate each festival service.
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 supply 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 7<sup>th</sup> and 8<sup>th</sup> 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. Processional Assistants: Schedule and train high school to carry the processional cross, banners, and candles for festival services.
  - D. A/V Technicians: Schedule and train those responsible for the set-up of sound and video equipment, sound checks, running the sound board for services, and recording worship services and special events.
  - E. Ushers: Schedule and train ushers for the purpose of seating people, distributing bulletins, collecting offerings, directing communion traffic and counting church and communion attendance.
  - F. Valets: Schedule and train valets for the purpose of providing curb service at the Ebenezer Hall entrance, parking the cars, and assisting 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:** Ben Cunningham (219/508-8817)

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

### **IMPACT MINISTRY**

### **LEADER(S)**

**Altar Guild**

Becki Elonzae (423-1369)

**Children's Messages**

Liz Bejot (615-6493)

**Decorations**

Charlie Pratt (432-5128)  
Roxanne Pratt (432-5128)

**Music Ministry Planning**

Ben Cunningham (219/508-8817)

**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)

**Procession Assistants**

Tammy Stauffer (418-9996)

**Sound Technicians**

Craig Dahlkamp (255-8485)

**Ushers (Sunday)**

Becki Elonzae (423-1369)

**Ushers (Saturday)**

Tammy Stauffer (418-9996)

**Valets**

Becki Elonzae (423-1369)

# LEADERSHIP DIRECTORY

## FINANCE COMMITTEE

**Trustee and Staff Representative:** Dick Shively (493-6904)

**Staff Representative:** Pastor Thomas Eggold (414-8691)

Mark Adair (637-9308)  
Krista Hall (437-1125)  
Mark Heine (494-4880)  
Alex Kiefer (467-3181)  
Jake Schmidt (260/344-3060)  
Jennifer Tweedy (423-1369)

## PROPERTY COMMITTEE

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

Fred Peterson (437-2885)  
Lori Richey (615-2253)  
Scott Senger (436-4346)  
Zach Strasser (241-7947)  
Jim Wudy (432-7085)

## INTERPARISH SCHOOL BOARD

**Staff Representative:** Pastor Eggold (423-1369)

Richie Cummins (452-7753)  
Mark Heine (494-4880)  
Randy Kammeyer (450-1548)  
Jenel Meyer (415-3316)  
Daniel Schmidt (341-2641)

# **CONGREGATIONAL OFFICERS**

## **PRESIDENT**

Mitch Green (750-8121)

## **TREASURER**

Mark Adair (637-9308)

## **SECRETARY**

Olivia Burns (416-6895)

## **ELDERS**

Dave Smith (417-6410)

Charlie Pratt (432-5128)

Scott Senger (436-4346)

# **MINISTRY DEACONS**

## **CAREGIVING**

Catherine Peterson (450-0683)

## **CHRISTIAN EDUCATION**

Ben Saurer (445-8178)

## **DISCIPLESHIP**

Kelly Werth (750-3949)

## **FAMILY MINISTRY**

Ashley Cummins (452-7755)

## **OUTREACH**

Tina Bruce (409-9496)

## **STEWARDSHIP**

Matt Schmidt (417-9481)

## **WORSHIP**

Ben Cunningham (219/508-8817)

# **MINISTRY STAFF**

## **SENIOR PASTOR**

Rev. Thomas A. Eggold

## **ESM SCHOOL PRINCIPAL**

Dr. Ben Stellwagen

## **ASSOCIATE PASTOR**

Rev. Daniel Sheaffer

## **PASTOR EMERITUS**

Rev. Arthur Klausmeier

## **PASTORAL ASSISTANT**

Rev. Gene Brunow

## **DIRECTOR OF CONGREGATIONAL CARE**

Mrs. Lana Hille

## **PASTORAL ASSISTANT**

Rev. Ryan Tietz

## **WORSHIP DIRECTOR**

Mr. Craig Dahlkamp

## **PASTORAL ASSISTANT**

Rev. Dennis McFadden

## **OFFICE MANAGER**

Mrs. Becki Elonzae

## **PASTORAL ASSISTANT**

Rev. Dan May

## **SECRETARY**

Mrs. Jennifer Tweedy

## **PASTORAL ASSISTANT**

Rev. Mark Sheaffer

## **MAINTENANCE SUPERVISOR**

Mr. Randy Thompson

## **BUSINESS MANAGER**

Mr. Dick Shively

## **DIRECTOR OF DISCIPLESHIP AND YOUTH MINISTRY**

Mrs. Sarah Pennekamp

# 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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