

# Hope Community Church – Action Plan 2008

Goals and Objectives for Principle Functions and Responsibilities

## PRIMARY QUESTION:

**How do we develop Middle & High School students into Fully-Devoted Followers of Christ?**

### 1 ) REAL Groups (High School) & Middle School BLAST!

#### ▪ *Plan*

- To get a minimum of 75% of our regular attenders involved in small groups (Currently, there are 45 students involved in small groups at the High School level and at the Middle School level there are 15-20 regularly involved – we need to get an actual number of middle and high school students that *could* be involved to help see where we stand)
- Train REAL Group / Middle School leaders to befriend and disciple high school students
- Identify student leaders to disciple and train to disciple

#### ▪ *Organize*

- Gather concrete numbers of students involved in the middle & high school ministry
- Cast vision of HSM that students Come...Stay...Connect
- Promote REAL Groups & BLAST! in Student Impact and through the website
- The Student Pastor will connect with each leader on a monthly basis
- The Student Pastor will provide ways to train leaders (inside and outside of the church), have regular emails/communication that will also help in training

#### ▪ *Control*

- Keep regular records of attendance for REAL Group/BLAST! attendees and overall HSM
- All leaders will fill out Progress Reports monthly
- Regularly scheduled meetings and training times for leaders and student leaders
- The Student Pastor will have monthly communication via cards, phone calls and emails to each leader individually

#### ▪ *Communication*

- Regular emails to promote REAL Groups
- Publish lesson schedule to parents in the yearly Parent Pack
- Create information brochure with sign-up for new students

#### ▪ *Problem Solving / Decision Making*

- Will having all students here on Wednesday night work?
- Will we have enough room for students to feel that there is a sense of aloneness and opportunity to really share?
- Will we have to move small groups to homes?
- If they are moved to homes, how do we effectively coordinate all groups?

## 2 ) STUDENT IMPACT (Sunday Mornings @ 9:30am)

- **Plan**
  - Create an environment conducive for relevant, applicable Bible teaching to Believers and Unbelievers
  - Offer variety of teaching styles, speakers, music, fun elements to be attractive, and yet not compromise the message or our witness
  - Make sure new students to Hope and those who are “falling through the cracks” are aware of SI and to know they are welcome to join in
  
- **Organize**
  - Put together a small leadership team to help plan teaching series, activities, prayer times and singing so that all flow well, are done with excellence and are appealing to Middle & High School students
  - Put together a Welcome Team that will be in the foyer 15 – 20 minutes before SI begins to welcome students and invite them to join in
  - Promote SI at open-door events (café and other events)
  - Follow-up with new students and invite them to join us at SI
  - Promote talk series through the website, emails and mail pieces so students, both in and out of the church, will know what we will be touching on
  - Identify a Middle School and High School coordinator for a Welcome Team of students to reach other students and welcome them to SI
  - Identify a point person with a heart for students and a gift for administration to help in the follow-up process – tracking attendance, flagging those who have missed a certain amount of weeks, and communicate regularly with the Student Pastor in an effort to connect students to the ministry
  
- **Control**
  - Regular meetings with SI leadership team
  - Regular prayer for this aspect of ministry
  - Track attendance weekly to record progress
  - Communicate regularly with Attendance Point Person
  
- **Communication**
  - Regular emails (via HSM UPDATE) and to Parents to promote current series and other current information
  - Make information available to parents in the Parent Pack
  - Communicate to church body via the bulletin and a table located in the foyer
  - Cast vision to parents, students, staff, elders of how SI fits into the overall ministry
  
- **Problem Solving**
  - Making it fun and relevant
  - Creating an atmosphere of worship
  - Not just seeking to entertain students, rather meeting them where they are with the Word of God for lives to be changed
  - Living out the message by leaders

- **Decision Making**
  - Do we have to find a point person to take on the Middle School piece so both groups can have more of identity of their own?
  - Can we encourage students who have shown themselves to be leaders minister in the church at this time on an irregular (or regular) basis?

### 3 ) Parental Communication / Training

- **Plan**
  - Discover a plan that helps parents parent through these years of their son/daughter's life
  - Over-communicate to parents so they are well informed about what HSM is doing and why
  - Create an atmosphere that parents know they are welcome to be a part of what we are doing
  - Cast the vision of HSM being more of a FAMILY ministry than strictly a YOUTH ministry
- **Organize**
  - Plan quarterly Parent Classes/Meetings that take place during second service with the idea that more parents will be able to attend and take part
  - Plan for an "expert" to be in attendance and speak to issues that are relevant to parents at this stage of life
  - Use the website to promote relative links for parents to find information that will help and train them
  - Use regular emails, brochures, information packs, bulletin information, mailings, etc. to let parents know what is happening at HSM – and not solely rely on their son/daughter to pass that information along
  - Plan home visits that will allow for face-to-face communication of vision and intent of HSM
  - Over communicate the heart that we want parents to know they are always welcome and use us as a resource to help them and their family
- **Control**
  - Poll parents to see if they are aware of events that are taking place at HSM
  - Ask for effective ways that parents feel they are being communicated to
- **Communication**
  - Parents through above mentioned ideas/avenues
- **Problem Solving**
  - What do we do if all these avenues of communication don't work?
  - Who will be our "experts" to train parents?
  - Who will coordinate all this information so its done in a way parents can understand and USE?

- **Decision Making**
  - Will we need to identify a “parental relations” point person to make sure we are meeting our goals? Mainly as an advocate for parents?

#### **4 ) Elder Board / Senior Pastor Communication**

- **Plan**
  - Over communicate regularly to the Elder Board and Senior Pastor
  - Pray regularly with Elder Board and Senior Pastor for God’s leading in the Student Ministry
- **Organize**
  - Make Board Reports in-depth and done in a way that communicates all that is happening in the Middle, High and College Ministries
  - Attend all Board Meetings as able to be available to answer questions and dialogue about the responsibilities of the Student Pastor
  - Pray when we are together
  - Regularly submit a “Personal Health Inventory” to the Senior Pastor
  - Meet regularly with the Senior Pastor for prayer
  - Meet regularly with the Senior Pastor discuss the Student Ministry
- **Control**
  - Ask the Board if they are feeling “in the loop”
  - Turn in Board Reports on-time and complete
  - Turn in Personal Health Inventories on-time and complete
  - Pray for and with the Senior Pastor when there are meetings Student Pastor
  - Pray for and with the Board when there are meetings with the Student Pastor
- **Communication**
  - Board Reports and attendance at meetings
  - Personal Health Inventories to the Senior Pastor
  - Regular meetings with the Senior Pastor
- **Problem Solving**
  - Making sure all information is being communicated to both the Board and Senior Pastor
  - Schedules and finding time to meet and pray
- **Decision Making**
  - Will we have to have a regular meeting time scheduled for the Senior and Student Pastor to meet?

#### **5 ) Individual Discipleship**

- **Plan**
  - Guiding students to accepting Christ
  - Guiding new believers to be discipled and fed
  - Guiding discipled students to learn to feed themselves spiritually

- Reproduce student disciplers who disciple other students
- **Organize**
  - Create a plan of mentoring for students who initially accept Christ so they can be taught the “basics” of the faith and have questions answered
  - Create a plan for student to be disciplined who have been connected with a mentor and are moving on in their faith
  - Reintroduce the HABITS plan for self-directed discipleship – highlighting one HABIT each month to constantly have these before students (and leaders)
  - Identify a point person who has a heart for students and a passion for seeing students be disciplined and is gifted in administration
  - Train adults (and students) to be disciplers
  - Connect adults with students so discipleship can happen
  - Equip students who are maturing to reach out and disciple other students
- **Control**
  - Leaders/mentors are being trained on a regular basis and are being connected with students for discipleship
  - New believers are being connected with a mentor for a set time to meet and brought along in the faith
  - Students who have been connected to mentors are going further and connecting to a small group and connecting to HABITS
- **Communication**
  - Monthly to students so they are aware of self-directed HABITS
  - On an on-going basis to get students connected to leaders for discipleship/mentoring
  - To parents via email, website, etc., with the hope that some parents (as they are gifted) may feel led to mentor and disciple students
- **Problem Solving**
  - Getting enough leaders to mentor students
  - Making sure we are not “over-extending” leaders to disciple too many students at once
- **Decision Making**
  - What material will we use to disciple?
  - How long is good for a mentor to initial meet with a new believer?

## 6 ) Corporate Discipleship

- **Plan**
  - Continually teach Biblically relevant messages at Student Impact, REAL Groups and Middle School BLAST! in an effort to train students to live out the Word
  - Students are challenged by God and are challenging others (spurring each other on)
  - Students are bringing Bibles, taking notes and interacting in healthy ways with the Bible
- **Organize**
  - Preach the Word in ways that make sense to Middle and High School students

- Encourage students to bring their Bibles and use them
- Create a plan for students to take notes on a consistent basis and a place for them to file them all
- ***Control***
  - The Student Pastor is creating talks that are centered around the Word
  - Poll students to see if they are “getting” the message
  - Look at the lives of students to see if they are living the message
  - Students are bringing their Bibles, using them and taking notes
- ***Communication***
  - Send regular emails, postcards, announcements to inform students and parents about upcoming teaching series that would interest them and their friends
  - Add to Parent Pack
  - Create a quarterly info pack of upcoming lessons
- ***Problem Solving***
  - How do we make messages relevant without totally entertaining?
  - How do we help students to not just merely listen to the Word, but DO what it says?
- ***Decision Making***
  - Will we use the same curriculum (same publisher) that the Children’s Ministry is using?

## 7 ) Individual Evangelism

- ***Plan***
  - To train Christian students to be able effectively share their faith
  - Provide avenues and tools for students to share their faith
- ***Organize***
  - Provide regular training to empower students to share their faith
  - Provide opportunities (through Random Acts of Kindness, events, Judgement House, etc.) where students can reach their friends
  - Cast the vision of the “Invest and Invite” mindset
  - Provide a plan for students to organize their thoughts, target and pray for friends and execute that plan to help bring their friends to Christ (Live the Life Challenge)
- ***Control***
  - Students are investing and inviting – we hear God stories of what He is doing in and through their lives
  - Students are taking the challenge to share their faith
  - Students are involved in outreach opportunities
  - Students and leaders are being trained on a regular basis to share and defend their faith

- **Communication**
  - Promo the challenge and the “invest and invite” principle at various times throughout the year
  - Utilize leaders/mentor to follow-up with students to make sure they are sticking to it, to listen to their God stories of how God is working and to encourage
- **Problem Solving**
  - How do we make sharing our faith less of a “project” and more of a lifestyle?
- **Decision Making**
  - What avenues will we provide for students to share their faith?
  - What events will we offer for students to invite their friends?

## 8 ) Corporate Evangelism

- **Plan**
  - To provide opportunities for students to invite their friends so they can hear and respond to the Gospel
  - The church begins to be known in the surrounding communities as the church that “loves and serves” people – with no strings attached
- **Organize**
  - We will use “Random Acts of Kindness” to reach people (water bottles at football games, leaf raking, window washing, meeting needs of the community)
  - Plan and provide regular opportunities (through Student Impact, outreach events, etc.) so students who are investing in friends can invite them
  - Put together a team of people with a heart for students and a passion for evangelism to plan outreach events
- **Control**
  - Regular outreach events are being planned (for and with students)
  - Christian students are understanding the vision and bringing friends
- **Communication**
  - Mailers, emails, and information on the website is being provided for events
  - More than the above, students are excited and they are inviting and bringing their friends
- **Problem Solving**
  - How do we provide relevant events that unbelievers will want to attend?
- **Decision Making**
  - How much of our budget will we begin to allocate to reach people for Christ?
  - Will we begin to shift more funds to see people reached than for inward ministry?

## 9 ) Connecting & Followup

- **Plan**
  - To make sure that all students who come to HSM feel welcome and that they can connect if they chose to
  - All students are being contacted on a regular basis
  - All new students (and forgotten students) are being contacted and welcomed
  - All leaders are being contacted on a regular basis by the Student Pastor
  
- **Organize**
  - The Student Pastor will make Birthday Calls to all students and leaders
  - Birthday cards are being sent through the mail to remember birthdays
  - Letters to new students are being sent to welcome and inform
  - Regular attendance is being recorded to see attendance trends for all students in an effort to keep students from “falling through the cracks”
  - The Student Pastor and leaders will plan regular visits to students (in homes, sporting events, coffee shops, where students are)
  - Connect with each student throughout the course of the year – face-to-face
  - All leaders are being contacted by the Student Pastor
  
- **Control**
  - Regular attendance is being tracked and acted on as necessary
  - Phone calls and visits are being made
  - The face-to-face contacts are being tracked to make sure every student has been visited by (at minimum) the Student Pastor
  - Leader contacts are being tracked to ensure all are being contacted
  
- **Communication**
  - Make this idea known to all parents, leaders and students so they can feel free to communicate about their need of a call and/or visit
  - Share heart and desire to visit with all students, parents and leaders
  
- **Problem Solving**
  - How do we make sure everyone is being visited when needed?
  - What plan will we have to connect with students who come to Hope, but do not come to HSM?
  
- **Decision Making**
  - Who will we get involved in this effort to make sure it continues?

## 10 ) Coordination of Ministries

- **Plan**
  - To meet regularly with the Children’s Director to coordinate discipleship plans
  - Coordinate materials for teaching and discipleship
  - Make plans based on interdependence of both ministries

- **Organize**
  - Plan a regular meeting time with the Children’s Director and Student Pastor to discuss relevant staffing issues, updates and coordination
  - Create plans and goals for discipleship for both ministries
  - Create and carry out tracking system for all students within the ministry
- **Control**
  - Meetings are taking place on a regular basis
  - Information from meetings and plans being made are being submitted to the Senior Pastor to keep him “in the loop” and to help in coordination
  - Goals and plans are being made and are submitted to the Senior Pastor
- **Communication**
  - Open communication is happening between the ministries about staffing and plans
- **Problem Solving**
- **Decision Making**

## 11 ) Prayer

- **Plan**
  - Prayer would be the foundation of the Student Ministry
  - That prayer would not be an “after thought” but a thought before any other thoughts
  - Students are involved in prayer at some point when they are with us
  - Prayer become more of a priority to leaders and students
- **Organize**
  - Plan regular prayer times for students to be involved in
  - Incorporate prayer (by students) at Student Impact, REAL Groups and BLAST!
  - Teach on prayer
  - Model a life and attitude of prayer
  - Cast vision of the importance of prayer to this ministry and, even more, to our lives
  - Cast vision that prayer should be our first thought, not our last
  - Offer a place for students to submit prayer requests (either private or public) so leaders and students can pray for each other
  - Identify a point person with a heart for prayer and gifted in administration to coordinate a prayer effort, create prayer sheets and be the prayer advocate for HSM
- **Control**
  - Students are involved in prayer
  - Students/leaders are taking the time to pray when issues arise
  - Students feel comfortable submitting prayer requests
  - Students are actively asking for prayer for their lives/situations

- ***Communication***
  - Praying
  - Teaching on prayer
  - Living out the importance of prayer through our actions and our words
  
- ***Problem Solving***
  - Some students are not comfortable praying out loud, what do you do?
  - How can we help students to be more comfortable with praying by themselves, and then praying out loud?
  
- ***Decision Making***
  - Who will champion this?