

# **Report to Pastor Larry and the Board of Overseers**

**Submitted by the Ministry Team February, 2010**

## **Empowered and united through prayer and God's spirit, to care, grow, love and serve**

We are pleased to report on the progress made to date on the tactical goals that were set by the ministry directors for 2009/2010. Each of these enables Bethany to achieve its 7 strategic priorities. Each strategic priority is followed by the strategic goals set by the Board of Overseers and the tactical goals set by the ministry directors. For more information please contact the appropriate ministry director:

- Children's Ministry – Jayne Duldner
- Group Life – Mike Hotson
- Support and Recovery – Phil Kaethler
- Worship Arts – Laura Shantz
- Youth and Young Adults – Martin Nieuwets
- Ministry Director – Bob Baddeley

In compiling this report we have become very aware of the critical importance of prayer in all we do. We thank each one who has prayed for the ministry of Bethany for your faithfulness and support.

## **Bethany's 7 Strategic Priorities**

**To invite and challenge all people to take the next step in their spiritual journey towards an authentic relationship with Christ and others.**

1. **Each week, all ages are encouraged and challenged to begin and/or take the next step in their spiritual development towards total commitment to Christ by becoming involved in meaningful ministry opportunities**
- **Youth TG:** By December 2009, create and launch youth discipleship track, complete with personal coaching, in-class training, service opportunities, and retreat and mission experiences

- ❖ Our first class is about to begin! Martin is really thrilled at seeing the outcomes in the lives of our students!
- **Youth TG:** By December 2009, complete a full revision of the youth community (small group) curriculum.
  - ❖ Completed! Our curriculum can be categorized into three sections: Bible knowledge / Theology; Life skills / Wisdom; and Current Events / Felt Needs. We've compiled over 3 years of curriculum!
- **Youth and Support and recovery TG:** Martin and Phil establish 'Life Hurts - God Heals' as part of resourcing students with tools to work through life hurts.
  - ❖ Launched the program in September with 12 leaders. Good feedback from our first group. This resulted in some changes for the current group which began in January. Our leaders have been very supportive taking on responsibilities throughout the evening and (on occasion) teaching the lesson for the week. We've adjusted the course slightly making it a total of 10 weeks instead of 13. We currently have 4 guys coming out this time. It'll take a bit of time for this to catch on. Martin and Phil will evaluate the group and its purpose before launching into our second year in September 2010. We want to ensure it continues to grow and impact lives. Pray for students to connect with this resource!
- **Youth and Young Adult TG:** By December 2009 identify, recruit and empower an adult to lead our youth and young adult prayer team
  - ❖ We have recruited a team of 3 people to act as a catalyst for continual prayer for our student ministry: Mimi Speer, Rick Rabian and one other individual.
- **Welcoming TG:** By June 30 2010, to complete a thorough evaluation of our welcoming process and to initiate any changes required to ensure we are providing a high degree of effective follow up with all newcomers
  - ❖ In process.
  - ❖ Cindy Trussell has been recruited as a volunteer to be the Coordinator of Welcoming. She has provided excellent follow up to all newcomers and ensures that all are encouraged to participate in A Glance at Bethany.

**2. Each year, we will provide relevant resources for all age groups that will motivate the participants towards service and servant-hearted living.**

- **Youth TG:** By December 2009, develop take-home 'topic-specific' resources for students available on Tuesday Nights.
  - ❖ These topics follow the "Sometimes I feel..." series that we are doing for our monthly worship nights.
- **Youth TG:** In cooperation with Bethany's Resource Centre, provide a wide range of resources for parents of teenagers available through the resource centre.
  - ❖ Completed and On-going. We have provided over 14 resources to the resource centre.
- **Worship and Arts TG:** By June 2010, develop a 'personal worship corner' website based resource to encourage people in their individual, private worship.
  - ❖ In process.

- ❖ An alternative to the website worship corner may be an actual worship corner. We will be redesigning the ‘art gallery’ space into an inclusive arts space designed to sit, pray and experience God through the eyes, ears and minds of Bethany artists.

## **To provide servant-leadership opportunities, for all generations, within Bethany and the Niagara community**

1. **By 2012, all Bethany ministries will have leadership teams that facilitate continued ministry growth and gift/leadership development across all ages.**
  - **Youth TG:** By December 2009, identify, recruit and train a Jr. High Friday Night events team, consisting of 2 Jr. High students and 3 adults
    - ❖ On-going. Jenna Wickens has started helping in this area for her field placement for school. We have three students who are enthusiastic to help in this area.
  - **Young Adults TG:** By June 2010, identify, recruit and train 2 additional Young Adult ministry leadership team members.
    - ❖ On-going. Darlene Hultink stepped in as a young adult leader. She has been very helpful and has a lot of passion for this group moving forward.
  - **Group Life TG:** By June 2010, establish effective and sustainable leadership teams consisting of three to five individuals for each Group Life ministry - men, women, singles, community life, small groups
    - ❖ Small Groups:
      - Nine “Group Life Coaches” are now meeting monthly for training and to give sustainable leadership and set strategic and tactical goals for Small Groups and various Group Life Ministries.
      - Kim Harvey has taken the volunteer position of Small Group Coordinator and is working with the Director (Mike) to connect people to Small Groups
      - Group Life Coaches are meeting with Small Group and Group Life ministry groups assigned to them for the purposes of coaching and support. (At present not all Small groups have been assigned a coach).
    - ❖ Men
      - A group of four men reestablished the Men’s Ministry starting in September and are continuing to strategically develop the ministry to encompass and reach out to all the men of Bethany (e.g. Men’s Breakfast, Bible Studies, and Super Bowl Game Party).
    - ❖ Women
      - A number of Women’s Groups are beginning to surface who are viewing the larger picture for bringing the Women of Bethany together (e.g. Beth Moore Conference at Bethany, Women’s Lunch, new Mom’s Group for young mom’s)

- ❖ Singles
    - Singles Plus is ably led by Liz Froese
  - ❖ Seniors
    - Led by a group of well organized Seniors
  - **Group Life TG:** By June 2010, each Group Life leader will either be mentoring or actively seeking to mentor an apprentice leader.
    - ❖ We are at present only in the early stages of developing the mentoring and apprenticing relationships. A few groups have grasped the philosophy of mentoring/apprentice.
  - **Group Life TG:** By June 2010, build a sustainable small group infrastructure through the following means:
    - Peer coaching: By June 2010, small group leaders to meet with one another for training and accountability 3 times per year.
    - Recruiting and training: By June 2010, recruit and train 5-10 new small group leaders.
    - Forming new groups: By June 2010, start 5-10 new small groups (subject to leader availability)
    - ❖ Ten new Small Groups have begun since September.
    - ❖ Four new Group Life Groups have begun since September.
    - ❖ Currently we are active in recruiting new leaders and starting new groups.
  - **Support and Recovery TG:** Develop our worship and childcare program to facilitate multi-aged leadership and participation
    - ❖ We now have a Worship Director who has really stepped up and taken leadership, pouring her heart and passion into the music - bringing in talent from our church and within CR and developing them as musicians as well as spiritually; many nights with a full band and percussion; able to provide requested songs when someone tells their story at CR because the musicianship is able to lead at this level
    - ❖ A very committed volunteer has taken on the role of childcare coordinator - investing in the kids with meaningful discussion, crafts and games; leading the younger childcare workers in handling conflict and difficult situations and moving our childcare from a “babysitting” model to a childcare in being more intentional with our time with the children. Another adult has volunteered to be a key support in our childcare program which should allow for one adult assisting each night with a support team of childcare workers
2. **In every year of this plan, identify, nurture and mentor at least two young people, under age 30, with high leadership potential.**
- **Youth TG:** To see each of our youth leaders in significant accountable relationship – either through a small group or mentoring relationship.
    - ❖ Each of our leaders who started in September is connected in such a way. We are mentoring five of our leaders; two of whom are also in a small group. All the other Youth leaders are in a small group. We have had four

new leaders start in January, so we are connecting them with a small group or mentor.

## **To partner with families in their God-given responsibility of nurturing the faith of their children.**

1. **Each year up to 2012, provide at least 12 specific ways in which we enrich, inspire and strengthen faith in traditional and diverse family relationships.**
  - **Group Life TG:** By June 2010, in conjunction with other ministry directors, plan and lead four events per year where group life participants can include family members in Bethany activities (e.g. Family Day, Helping Hands day, etc.).
    - ❖ Working together with the Ministry Directors – Share the Warmth (initiated by Children’s Ministries Directors), Family Skate on Feb 15<sup>th</sup>; and Church Picnic on June 27<sup>th</sup> at Agape Valley
    - ❖ A Group of able women had a vision for and led our Winterfest Retreat in Stayner Feb 20-21
  - **Youth TG:** By May 1, 2010, lead 2 'Faith Journey' seminars and provide take-home resources for parents. One is for Grades 9 and 10 students and their parents; the other for Grades 11 and 12 students and their parents.
    - ❖ A Gr. 9/10 Faith Journey event was held in February and the Gr. 11/12 event is booked for the second Tuesday in April.
    - ❖ Martin is writing a weekly ParentsBlog for the ebulletin. This contains discussion starter questions that parents can have with their teens based on a scripture passage or theme. This is a way to connect with parents and provide them with a resource they can use with their teens.
  - **Youth TG:** During the 2010 March Break, lead a Mission trip to El Salvador for Grades 11 and 12 students and their parents.
    - ❖ The team is in El Salvador during the March Break having been trained for their trip. Each week the youth collected goods to send with the team and money to go towards materials needed to build one home!
  - **Youth TG:** By July 2010, lead a Mission trip for Grades 7 and 8 and their parents
    - ❖ Site location, cost details, lead couple and dates are currently being worked out to be presented to the Missions team in March, with a mid-April recruiting launch.
  - **Children’s’ Ministry TG:** Conduct 2 parent workshops/seminars. Provide take home resources to Parents.
    - ❖ We held a parent seminar on October 18, 2009. Those who attended really enjoyed the content and the presentation. We have decided to present this workshop again in conjunction with Martin and the Youth on Sunday, March 28 at 11:10am
  - **Children’s’ Ministry TG:** Begin a Parent resource lending program on both Sundays and Wednesdays to equip and encourage parents in their God-given responsibilities of nurturing their child’s faith.

- ❖ We have made a decision that instead of having our own lending library (that would need to be stored and maintained, manned and followed up on) we would donate current and relevant materials to our church library. We met with Ann Morris and Shirley Francey to discuss our ideas for the library, especially the parenting section.

## **To use the arts and technological arts for teaching, worship, evangelism, service and mission in creative ways relevant to our local culture.**

1. **Each year, train 4-8 new technical arts volunteers needed to support and enhance Bethany's full range of worship service events and rentals.**
2. **Each year, using cultural relevance and available skill-sets, train 5-10 new volunteers to develop and grow the music and arts needed for our full range of worship services and special events.**
  - **Youth TG:** By June 2010, in cooperation with the Worship and Arts Director, identify, recruit and train one additional Sr. High worship leader.
    - ❖ Matt Chapman is on board in this capacity. He has been working with Laura and Danny closely. He recently led his first team during weekend worship, in Tuesday Worship and at the Faith Journey event.
  - **Young Adult TG:** By December 2009 identify and recruit a worship leader for our young adult ministry.
    - ❖ Matt Chapman has stepped into this role. The need and desire of the group has seen our worship times lessen, so while we have Matt available and willing to lead this, the times he's been scheduled have tapered.
  - **Worship and Arts TG:** By June 2010, identify and begin training 2 new team members for both dance and drama.
    - ❖ It's been exciting to see the kids at dance program through the School of Arts growing in their gift. The advance hip-hop class has already performed once during the kids' musical. By featuring dance periodically through the services, we are hoping to find more gifted adults to participate and to encourage the congregation through this valid and biblical art form.
  - **Worship and Arts TG:** By June 2010, at least one workshop for vocalists, sound-mixers and worship team leaders will be held.
    - ❖ Most of our worship team leaders and some of our core worship team members attended the Green Room Conference hosted by Bethany.
    - ❖ The Team leaders continue to meet for training and planning purposes.
  - **Worship and Arts TG:** By December 2010, develop a lighting team of 3-4 people to start on rotating monthly weekend teams.
    - ❖ Matt Brownlow has done a great job spearheading this team. He has a rotating team of 5 people now and facilitates their growth, both through training and example.

- **Worship and Arts TG:** By June 2010 Celebrate Recovery will have at least two full bands in their monthly worship rotations.
  - ❖ Through the CR Worship Director, there has been a lot of growth in the music/worship area of Celebrate Recovery. It's been really neat to see the steady growth in the music at CR and how God has been using that to pour into the people that attend.
- 3. **Continue to grow the physical capabilities to deliver effective and appropriate Audio/Visual support throughout the entire building.**
- **Youth TG:** By June 2010, recruit and train a leader who takes on the vision of creating the foyer into a welcoming and attractive space for teenagers on Tuesday nights and builds a team to ensure this happens on a weekly basis
  - ❖ Laura Broadley has come on board in this capacity. She is working on a number of creative ideas.
- **Children's Ministry TG:** To upgrade our web-site to become more user-friendly to both parents and volunteers: Posting Nursery & Rainbow Connection Helper schedules; making forms available for both ministry involvement and child program registration; providing an on-line newsletter to be updated monthly and offering links to family & Child friendly web-sites and volunteer enrichment.
  - ❖ We now have our schedules posted on the web-site.
  - ❖ Forms for our ministries as well as volunteer information are also available to read or download.
  - ❖ We have added the on-line web newsletter as of February 2010 - ParentLink from Group Publishing.

**To provide opportunities for all generations to be involved in outward-focused service, care, leadership and outreach, through building relationships and living out the mission of Christ in the local community and globally.**

1. **By 2012, increase the rate of participation in Christ-centered care, compatible with our mission, in community services and service agencies by intergenerational groups and families. (Parent/grandparent/aunt/uncle/sibling/child/youth).**
  - **Children's' Ministry TG:** For Upward Basketball Season 2, contact 3 more community agencies regarding sponsorship
    - ❖ 15 children attended Upward through Community Care and the Canadian Tire Jump Start program.
  - **Group Life TG:** By June 2010, provide at least four outward focused opportunities per year where group life participants can build relationships with and serve individuals/organizations in the local and global community.

- ❖ Share the Warmth, assisting at A Glance at Bethany, and Out of the Cold have been offered as opportunities to serve.
2. **By 2012, at least ten community service agencies describe their relationship with Bethany and the involvement of Bethany's individuals and small groups in their services as very significant.**
    - **Ministry Director TG:** By June 2010 to complete a survey of AIDS Niagara, the St. Catharines Folk Arts and Multicultural Centre, and 3 other community agencies with whom we partner to determine the significance of Bethany's involvement in their services
      - ❖ In process
  3. **Each year provide educational seminars and workshops to the community that are sensitive to the community needs (tax preparation, resume writing, diabetes seminars etc.)**
    - **Youth TG:** By June 2010 host a community seminar about issues regarding parenting teenagers
      - ❖ This has not yet been done. Martin is exploring appropriate topics and potential presenters for a seminar in 2010.
  4. **Continue to develop and maintain serving relationships with pastors and churches in a minimum of five other countries.**
    - ❖ We continue to work with and support the work of Pastor Marco Antonio and Arlen King in Guatemala. We are also financially supporting the work of Tito Palicios, a doctor in Guatemala.
    - ❖ Through mission team trips we are supporting the work of Ken & Sherri Dundon in Costa Rica.
    - ❖ We are supporting the work of Pastor Jorge Villeda by building homes in El Salvador.
    - ❖ We are continuing to support the work of Richard Loewen in a Middle East country.
    - ❖ We continue to support the work of Clare & Halima Fuller in Nigeria.

**To develop an inclusive and relevant outreach to Niagara's culturally diverse community in our teaching, worship, evangelism, service and mission.**

1. **By June 30, 2010, establish a well-resourced intercultural team and develop a strategic plan to lead Bethany in becoming an inclusive and relevant church to Niagara's culturally diverse community.**
  - **Ministry Director TG:** By December 31, 2009 establish a well-resourced intercultural team and by June 30, 2010 develop a strategic plan to lead Bethany

in becoming an inclusive and relevant church to Niagara's culturally diverse community

- ❖ The leadership team, under the Chairmanship of Ian Wood has developed the first draft of the Strategic Plan and will be presenting this to the board and the staff for discussion and feedback in March
- **Group Life TG:** By June 2010, identify current or potential group life activity among various cultural groups at Bethany.
  - ❖ Not yet completed
- **Youth TG:** By May 1, 2010, identify and recruit a leadership team consisting of youth and adults that will help our youth ministry effectively serve recent immigrant youth to Canada and be a resource to the Niagara Folk Arts Council.
  - ❖ In process. Two Sr. Youth students have expressed interested in serving as part of this team, and would do a fantastic job.

**2. By 2012, sponsor at least three refugee families.**

- **Missions Team:** Two families were sponsored from Columbia. The church has responded warmly to them. One couple is now involved in the Welcoming Ministry as greeters. Both families are active in the Spanish ministry and actively participate in the weekend worship service

**To provide avenues of care, support and connection to all people at Bethany, at all stages of life, with the primary method of care being through community**

**1. By 2012, the majority of the adult congregation is cared for and encouraged in small groups.**

- In June 2010 we will provide a year-end summary of the participation in small groups by all in the congregation.

**2. Each year provide a minimum of ten opportunities for people to connect in medium and large group activities**

- **Support and Recovery TG:** In our marriage support to provide an Alpha Course and offer a weekend marriage seminar for our church this ministry year
  - ❖ The Chappells ran the Alpha Marriage Course this fall with great success. There is written feedback available
- **Group Life TG:** By June 2010, plan at least eight mid to large-sized events per year where individuals can connect with others, either through Group Life or ministry-wide events planned in conjunction with other ministry leaders (see below)
  - ❖ 22 attended the weekend Winterfest in Staynor
  - ❖ Mike Hotson worked with other ministry directors to plan and host the picnic, Share the Warmth, the family skate

- ❖ 25 attended the Super Bowl Party
- ❖ Deborah Arsenault is leading a team of Bethany women and preparing for a Beth Moore Telecast to be held at Bethany on April 24th
- ❖ Men's Ministry held a breakfast in which 85 participated
- ❖ Eighteen men attended a 2-day Promisekeepers Event.
- ❖ Two Sunday lunches were held for the congregation
- **Children's' Ministry TG:** To work along with Youth, Celebrate Recovery and Group Life to provide opportunities for 4 seasonal family community Events.
  - ❖ We held a church picnic at Queenston Heights in August 2009. Approx. 150-180 people attended.
  - ❖ Share the Warmth was a great success to bring cheer to Aids Niagara and Community Care as well as our own Bethany folks.
  - ❖ It is estimated between 200 and 300 attended the Family Skate on Family Day at Jordan Arena. Concessions sold benefit the Youth Mission trip to El Salvador in March.
  - ❖ Plans to hold another church picnic on June 27 are underway. We have booked Agape Valley as the venue for this event.
  - ❖ It has been great to partner with Mike and Martin and Phil.

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