

**Mariners Bethel United Methodist Church, Ocean View, DE
Ministry Covenant 2016**

Introduction: This Ministry Covenant is organized in the following three sections:

1. The Congregation through its Shepherding Council will give attention to and monitor the following goals:
 - Wildly Important Goals
 - Other Gaps and Plans to Address
2. The Pastors will support these efforts by giving attention to the following goals:
 - Pastor Dave's Goals
 - Pastor Woody's Goals
3. The Congregation through its Staff Parish Relations Committee will support the Pastors in the following ways:

1. Congregational Goals

FIVE WILDLY IMPORTANT GOALS FROM MARINER'S VISION, AGREED UPON IN 2013 AND CARRIED FORWARD TO 2015 AND BEYOND.

1. *Resource and facilitate 50 active small groups.*

This remains a top priority in living out our membership/discipleship covenant. We remain committed to providing, in addition to the regular repeating spiritual formation, core-curriculum, and Sunday School Classes listed, 50 active small groups at any given time. Our vision is that 75% of our worshipping congregation (at least 450 people during 2016) would be involved in a small group, class, or both at any given time.

Classes

Spiritual Formation Classes **Pastor Kay**

- Reach Out Your Hand
- Healing Prayer Training
- Summer Study

Core-Curriculum Experiences **Pastor Dave**

- Voyage (new members 3 weeks + retreat day)
- Foundations (grounding our faith 6 weeks)
- DISCIPLE (34 weeks)
- BELIEVER (32 weeks)
- Financial Peace Class (TBD)

Sunday School Classes **Pen Frey**

Small Groups **Sandy Metzger**

- Home groups
- Study groups

Affinity groups (men's, women's, recovery, other)

Supporting Goals and Results for 2015

- Launch at least one new DISCIPLE and one BELIEVER class by September 2015.
(Pastor Dave, Harry Burkholder, Pen Frey, Bart.Derrick)
Bart Derrick is leading a DISCIPLE class. Pastor Dave has researched BELIEVER study materials and would like to offer in September 2016. In addition, the 6-week Foundations Class will be offered again using BELIEVER materials as a resource.
- Add a Financial Health Class to our Core Curriculum experiences by May 2016.
(Pastor Dave, Harry Burkholder, Pen Frey)
An offering to the congregation of Financial Peace University is being planned for spring or fall of 2016.
- In consultation with previous and potential participants recruit new leader/teacher and reestablish 20s-40s Sunday School Class by January 30, 2015
(Pen Frey)
This has been completed with establishment of the "basic242" class.
- In consultation with present participants recruit and put in place new resource person for Grace Graffiti by January 30, 2015.
(Tim Young)
We are still seeking the right permanent resource person for this group.
- Present detailed proposed plans to Shepherding Council by Spring 2015 and launch Celebrate Recovery Program with weekly gatherings and small groups by September 2015.
(Pastor Dave, Jennifer Trager and Team)
Pastor Dave is undertaking more prayer and research before we continue forward with this ministry.
- Launch at least one new Top Gun men's group by September 2015 or earlier.
(Mike Kwiecien, Chad Zook, 2nd Saturday leadership: Bud Hillman, Chris Brown)
No new Top Gun group was started in fall 2015.
- Establish at least 3 new women's short term study groups through Women's Central during 2015.
(Susan Humphrey and Team)
Women Central is beginning their third event with a short term study for 2015 this fall.
- Utilizing a theme consistent with the Year of the Bible, hold at least 2 church-wide small group studies with teaching/gathering time at Mariners (4-6 weeks), one during Lent and one other time during 2015, AND hold at least 3 other short term small group studies at Mariners for all who wish to participate.
(Pastors, Sandy Metzger)
We held a successful church-wide Lenten Study in 2015 based on teaching Scriptures from Sunday mornings. Our church-wide Vision bible study this fall was not well attended because of lack of advance notice to the congregation. The short-term Philippians study in winter 2015 and especially the summer study on healing prayer were well received and attended.
- Hold at least 1 Ministry Fair; or at least 1 GO Fair (fellowship, missions, outreach) and at least 1 GROW Fair (Small Groups and Classes) during 2015.
(Shepherding Council, Sandy Metzger)

These Fairs were not held this year. However, Pastor Woody enlisted Lay Ministry Leaders and others on a particular Sunday to sign up people for Go and Grow ministries and over 100 people signed up on a single day to commit to a particular ministry.

Supporting Goals for 2016

- Establish a Discipleship Task Force consisting of, but not limited to Lay Ministry Leader for Spiritual Formation, Senior Pastor, Adult Christian Education Coordinator, Small Groups Coordinator. Group to be tasked with formulating plans for 2016 and presenting them to the Shepherding Council by Jan 1, 2016, including the following:
 - Number, timing, and topics of any Church-wide studies.
 - Dates and plans for all core curriculum offerings (Voyage, Foundations, DISCIPLE, BELIEVER, Financial Peace).
 - Dates and plans for any GO and GROW fair events.
 - Survey plans for beginning and end of year assessment of % of congregational involvement in small groups/classes, as well as growth in spiritual disciplines relating to scripture, prayer, and giving.

(Harry Burkholder, Pastor Dave)
- Launch a BELEIVER class by September 2016.
(Pastor Dave)
- Offer Financial Peace University to at least 20 persons some time during 2016.
(Stewardship Group, Discipleship Task Force)

2. Plan, organize, staff, and implement a Mariner's wide stewardship program to adequately fund our vision.

During 2015 we have completed the Sink our Debt campaign and begun making plans for the addition of a youth/multi-purpose building on our property. In addition to architectural and site planning, a financial feasibility study is underway with Terry Bates of Momentum to guide us in planning scope and timing of new facilities.

Supporting Goals and Results for 2015

- Present to Shepherding Council a set of immediate deliverables and long term recommendations arising from study of Christopher materials by February 2015 meeting.
(Dave Metzger, Elliott Workman, Pastors)
This was completed with action taken on establishment of Mariners Member Covenant, set up of regular testimonies, and increasing personal expression of gratitude to contributors.
- Complete final communication of opportunities and thanksgiving to all participants of the Sink Our Debt campaign by February 28, 2015.
(Dave Metzger and Campaign Team)
Completed.
- Decide, plan, and implement how to celebrate completion of Sink Our Debt by June 30, 2015. Consider possible Church-wide event or forums in which our longer-term SPACE vision is articulated in context of our overall vision.
(Russ Archut, Shepherding Council)

Initial plans to complete this in a worship setting have not yet been realized. Shepherding Council's consensus is now to combine this celebration with unveiling of plans for the new building which the debt retirement has made possible.

- Add a Financial Health Class to our Core Curriculum experiences by May 2016.
(Pastor Dave, Harry Burkholder, Pen Frey)
This is being carried forward and assigned to the new Discipleship Task Force for monitoring.
- Agree upon and complete a reaffirmation of our low-threshold, high-expectation discipleship/membership covenant including a shared commitment to 1st% giving by March 1, 2015.
(Pastors, Shepherding Council)
Completed.
- Include a live or videotaped 2-5 minute testimony describing Christ-centered life-transformation in at least 50% of weekly worship services from February 1 through December 31, 2015.
(Sandy Metzger)
This has been implemented and is ongoing, with regular tapings by Kristy and Andy Van Zee.

3. *Following completion of programming and facilities planning, establish expansion phases based on recommendations and financial requirement.*

Additional storage area off Fellowship Hall and Nursery/Toddler Facility expansion were completed in 2015. Social Hall Audio/Visual/Lighting upgrades are pending funding decisions for 2016. As detailed in the Fall 2014 Study Committee's report, the highest priority for adding facilities beyond our present building in support of our vision included expanded indoor meeting and recreation space for youth ministry (CRASH "Garage") and a larger meeting space for congregation-wide meals and fellowship events. Developing a Mariner's and Community Playground/Recreation area, Christian Preschool/Daycare, and Prayer & Meditation Garden remain longer term priorities in support of our vision. During 2014 the Shepherding Council (Former Administrative Board) had authorized a study of the effect of new surface water drainage legislation on our ability to develop our adjacent property west of our current building. The study indicated at a minimum, compliance would require a larger retention pond than previously assumed, as well as a significant six-figure up-front cost in order to construct even a hypothetical single 20,000 sq. ft. building on present property. Adding adjacent property would have no effect on these upfront costs of construction. Having authorized an exploratory committee to search for alternative means (leasing/renting) of procuring additional facilities for a 3-5 year period in order to meet current youth ministry space needs, the Council found that the cost and quality of rental facilities available did not meet even our minimum needs. Therefore, after seeking further clarification on our stormwater drainage feasibility study, the Council recommended and an April 2015 Charge Conference authorized formation of a building committee to develop preliminary architectural, site, cost, and financial plans for a new building.

Supporting Goals and Results for 2015

- Complete Additional Storage Area off Fellowship Hall, Nursery/Toddler Facility expansion, and Social Hall Audio/Visual/Lighting upgrades projects by March 31, 2015.
(Trustees)

Storage Area and Nursery expansion completed. Social Hall upgrades pending.

- Make decision on how to meet CRASH Youth space needs for immediate future (next 3-5 years) by March 31, 2015.
(*Exploratory Committee, Shepherding Council*)
- Develop strategic plan to implement decision by June 30, 2015.
(*Shepherding Council*)
These two goals are being met by building committee process.

Supportive Goals for 2016

- Present to congregation for approval preliminary architectural, site, cost, and funding plans for new building by January 31, 2016.
(*Building Committee*)
- Undertake a vision capital campaign to secure funding for the new building in spring 2016.
(*Building Committee Financial Team*)
- Present to congregation for approval final architectural, site, cost, and funding plans by December 31, 2016.
(*Building Committee*)

4. Purposeful and systematic selection process is in place for Mariner's leadership. The Lay Leadership Development Team meets monthly, affirms spiritual leaders, assesses and evaluates leader administration process; leader selection is based on spiritual gifts assessment and demonstrated personal spiritual development.

The LLD team has been meeting monthly for two years. Utilization of spiritual gift assessment for leader selection and placement is growing through Membership Voyage (new member) data as well as previously recorded self-selection data.

Supporting Goals and Results for 2015

- Sync Holy Spirit Saturday spiritual gift inventory categories with gifts/abilities list appearing on our stewardship materials by September 30, 2015.
(*Pastor Dave, Dave Metzger*)
Completed.
- Develop plan for at least 2 world class in-house Global Leadership Summit 2015 follow-up training events (one topic offered in repeated settings fall 2015, one in spring 2016) geared for both church leaders and general congregation/community – plan in place by September 30, 2015.
(*Pastors, Lay Leadership Development Team*)
Fall 2015 follow-up session completed. Spring 2016 plans pending.
- Develop workable standards by March 31, 2015 for check-in contacts among Lay Ministry Leaders, Ministry Coordinators, and Ministry Servant-Leaders in which attention to both ministry coaching and covenant accountability is given.
(*Pastors, Lay Ministry Leaders*)
Strategy not yet in place; needs to be carried forward.

Supporting Goals for 2016

- Plan in place for spring Global Leadership Summit 2015 follow-up training event by January 31, 2016. Likewise, plans in place for Global Leadership Summit 2016 follow-up training events (dates and facilitators engaged) April 30, 2016.
(Pastors, *Lay Leadership Development Team*)
- Develop workable standards by March 31, 2016 for check-in contacts among Lay Ministry Leaders, Ministry Coordinators, and Ministry Servant-Leaders in which attention to both ministry coaching and covenant accountability is given.
(Pastors, *Lay Ministry Leaders*)

5. *Parish nurse team is established providing guidance, coordination and a monitoring of Stephen, Rock of Ages Visitation, Prayer Care ministries.*
Rather than pursue formal training for a parish nurse team, we are seeking to meet the spirit of this goal through.

OTHER GAPS IN MISSION, MINISTRY, AND OUTREACH AND PLANS TO ADDRESS

1. *Establish an outreach ministry in every School, Hospital, Retirement/Nursing Home, Prison and any other kind of caring facility in south-eastern Sussex County.*
We continue to provide outreach to Renaissance, Brandywine-Fenwick, and Brandywine-Rehoboth nursing/retirement/rehabilitation facilities; Sussex Correctional Institution through the Kairos program; the Howard T. Ennis School; and schools in general through our school supplies offering. Other opportunities exist for further outreach to schools within and beyond our 12 mile no unaddressed human need radius. In addition, new ministries are being explored to make our Worship services and other activities more welcoming and inclusive of the deaf community and special needs children and their families.
2. *Improve our "Parking Lot → Promise" Sunday morning welcome and assimilation procedures including strategic re-designation of particular parking areas/spaces for specific services, creative outdoor welcome/guidance; and in addition to indoor welcomers and welcome desk monitoring, to add regular floating volunteer Assistive/Security personnel who would be on duty before, during, and after every worship service.*

Supportive Goals and Results for 2015

- Establish a strategic parking re-designation plan by March 31, 2015.
(*Holly Wingate, Trustees, Shepherding*)
- Establish and recruit leader and team of parking lot welcome/guidance personnel by June 30, 2015.
(*Holly Wingate, Pastors*)
- Write up position description(s) for Sunday Morning volunteer Assistive/Security ministry and present to Shepherding Council by their February 2015 meeting.
(*Pastor Dave*)
- Recruit personnel and implement ongoing program by April 1, 2015.
(*Holly Wingate, Pastors, Shepherding Council*)

These goals have not yet been met. Holly Wingate has been called upon to lead the Building Committee, the Pastors are exploring new ways to empower completion of these specific goals, and will recommend a new plan by January 30, 2016.

3. Lofty Goals from our God-given Mariner's Vision awaiting translation into specific action:

- Christian Preschool/Daycare
- New Worship Service: when and where, not whether or not
- Christ-Centered After-School Programs for children and youth

2. Pastors' Goals

PATOR DAVE'S GOALS FOR 2016

- Take 2 two-day spiritual retreats during the year, one in spring, one in the fall, one directed by others, one self-directed in solitude with God.
 - Spend on average eight hours per week on pastoral calling and visitation.
 - Report to SPRC results of all staff performance reviews by March 31, 2016.
 - Give attention to the following congregational goals for 2016.
- 1) Establish and give guidance to a Discipleship Task Force for coordinated planning of all "Grow in Christ" activities toward two measurable objectives: a) 75% or more of average worship attendance involved in a small group or class at any given time, and b) systems are in place to measure growth in spiritual disciplines relating to scripture, prayer, and giving year by year; and indeed indicate yearly growth in a majority of parishioners.
 - 2) Launch a new BELEIVER class by September 30, 2016.
 - 3) Establish new curriculum for Foundations Course and implement by September 30, 2016.
 - 4) Establish contact with all potential Global Leadership Partner Church pastors by November 1, 2015.
 - 5) Work with Lay Leadership Team to set up one more 2015, and two 2016 Global Leadership Summit follow-up events.
 - 6) Work with Lay Ministry Leaders to develop workable standards by March 31, 2016 for check-in contacts among Lay Ministry Leaders, Ministry Coordinators, and Ministry Servant-Leaders in which attention to both ministry coaching and covenant accountability is given.
 - 7) Complete 10 notes, 10 calls, 1 email blast/month thanking individuals, families, and congregation for contributing to Christ-centered life-transformation in peoples' lives through Mariners.
 - 8) Work with appropriate persons to have a financial peace class as part of our Core Curriculum in place by end of 2015.
 - 9) Assist Shepherding Council in completing parking lot welcome improvements by June 30, 2016.

PASTOR WOODY'S GOALS FOR 2015

- Lay out, build, train and resource ministry team for 1st State Work Camp. Identify and begin relationships with our residents building trust for the teamwork that will meet the physical needs but most important a trust that will allow us to speak into the spiritual needs of these residents.
- Establish relationships with agencies of Lower Sussex County assessing "GAP" needs for workers, students, families and clients.
 - a) Creative brainstorming for transformative action.
 - b) Authorization and resourcing for volunteers.
 - c) Training and covenant integration of Mariner's teams to meet gap needs.
 - d) Accountability and assessment measures for safety and effective win-win outcomes. Once gap needs are identified and well defined as to the volunteer parameters our small group ministries and invited others will minister in the specific gap needs building relationships and connecting agency partners, staff, and administration.
- Being obedient to God's call for "mystic" communion with the Holy Spirit listening for the unsearchable things only revealed by God. Discerning the heaviness in my heart for full understanding of exactly what Christ said and its total transformational power vastly untapped by ten minute devotions, group bible study and agenda laden worship.

Note: -----Pastor Woody's Goals for 2016 are pending -----

3. Pastor-Parish Relations Goals

- Champion the need that the Congregation provides an active Shepherding Council, Board of Trustees, Prayer Team, Lay Leadership, and other necessary groupings for the work of ministry.
- SPRC members carefully meet with all staff one-on-one each month. SPRC listens to joys and concerns. The pastors have this opportunity as well as a prayer partner.
- To Encourage the Pastors to have time for themselves and to make it possible for them to spend quality time with their families.
- To provide salaries and compensation within our budget constraints.