

Ministry Plan

2011

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I. OUR MISSION (WHY DO WE EXIST?):

“LIFEchange for a LIFEtime” - **Change** \chānj\ verb, 1 a : to make different in some particular : alter, b : to make radically different : transform, c : to give a different position, course, or direction to
Leading people to become fully devoted Followers of Christ (Colossians 1:28; Mat 28:18-20; Ephesians 4:11-16)

There is no growth without change, no change without loss, and no loss without pain.

II. WHAT ARE WE TRYING TO ACCOMPLISH? (OUR VISION)

- ❖ Worship is the way we stay centered.
- ❖ LIFEgroups is the way we stay connected.
- ❖ Outreach is the way we stay compassionate.
- ❖ Ministry is the way we stay humble.

III. OUR MINISTRY VALUES:

- ❑ People matter to God. (Luke 15)
- ❑ Everybody is to be cared for by somebody (Acts 4:34-35; 1 Thessalonians 4:9-10)
- ❑ The church is to be externally focused (Acts 6:7; 1 Thessalonians 1:8)
- ❑ Expect the unexpected (Hebrews 11:6)
- ❑ Irrelevance is irreverence (Colossians 3:23-24, 1 Corinthians 9:22b)
- ❑ Playing it safe is risky (Luke 12:13-21)
- ❑ We will persevere in prayer (John 16:24, Matthew 7:7-8)
- ❑ We cannot out-give God (Luke 6:38)
- ❑ Maturity does not equal conformity (1 Corinthians 12:18-20)
- ❑ Maturity is for ministry (Ephesians 4:12-13)
- ❑ It's never too late to be who you might have been (Phil 3:12-14)
- ❑ Truth is stronger than error (John 8:32)
- ❑ People must be treated gently and respectfully. (1 Peter 3:15)

IV. HOW DO WE PLAN TO ACCOMPLISH OUR VISION? (OUR PROCESS)

- ❖ Equipping and maturing followers of Christ at every level (see maturity pyramid – page 8)
- ❖ Building strategic bridges between our church and the communities in which we live, work and play.
- ❖ Being intentional about our leadership development process.
- ❖ Planting new churches and partnering with existing churches here and around the world.

V. WHAT IS MOST IMPORTANT TO US?

A. "WHO WE ARE" VALUES

1. *Accepting - Loving Every Person*

Just "as" we love ourselves, regardless of location, social, economic or racial status. We love people just as they are, but love them too much to leave them there.

2. *Honest - People of Integrity*

At every level of our personal, family, organizational, financial & leadership lives.

3. *Faith based*

Pursuing God-sized goals in an environment of innovation and change.

4. *Truth speaking*

Speaking and proclaiming the truth regardless of the cost.

B. "WHAT WE DO" VALUES

1. *Worship – Sunday Celebrations*

a) PRACTICAL PREACHING

b) PASSIONATE WORSHIP

2. *Prayer*

a) PRAYER NIGHTS/PRAYER WALKS

b) PRAYER EVANGELISM

c) LIFEHOUSES OF PRAYER

3. *Small Groups*

a) LIFE GROUPS – OPEN TO OUR NEIGHBORS, FRIENDS, CO-WORKERS, AND UN-CHURCHED.

Connect 100% of our adult congregation to a LIFEgroup/Team

- b) **YOUTH MINISTRY**
- c) **CELEBRATE RECOVERY – CARING FOR THE BROKEN – CULTIVATING BEHAVIORAL PURITY**
- d) **SUPPORT GROUPS – CARING FOR THE HURTING- DIVORCE-CARE, CANCER CARE, GRIEF SHARE.**

4. *Equipping*

Mobilize for ministry and multiply for mission (Leader breeder environment)

- a) **LEADERSHIP TEAMS**
LIFEoutfitters – ongoing leadership training – As the leaders go, so goes the ministry.
- b) **TIERED - MULTI-LEVEL MINISTRY TRAINING**
A farm system of leadership development where everybody is cared for by somebody. Cultivating an unlimited number of leaders throughout our church.
- c) **LIFESKILL SEMINARS AND CLASSES**
Teaching people to use their God given spiritual gifts, talents and ministry abilities through Bible studies and assessment tools
- d) **LIFEINSTITUTE**
Spiritual growth class for continuing theological education.
- e) **INTERN MINISTRY**
Hands on training for future pastors, Christian workers and missionaries (Our top level leaders are encouraged to serve alongside interns. The Lead Pastor’s main ministry is equipping future Christian workers). Our Intern Ministry functions like a para-church organization reaching into every campus. Campus outreach is a primary focus for interns.

5. *Serving - Ministry Teams*

- a) **WORSHIP TEAM**
- b) **CHILDREN'S MINISTRY**
- c) **USHERING, GREETING, ASSIMILATION**
- d) **PARENTING TEAM (PARENTING CLASSES)**
- e) **PREMARITAL TEAM (PREMARITAL LIFE GROUPS, MENTORING COUPLES)
MARRIAGE TEAM (MARRIAGE CONFERENCE, SEMINAR TEAM)**
- f) **DIVORCE CARE TEAM**
- g) **MEN'S MINISTRY (RETREAT, BREAKFASTS, MEN'S GROUPS)**
- h) **WOMEN'S MINISTRY (CONFERENCES & BREAKFASTS, PRECEPTS/BIBLE STUDIES,
WOMEN'S DISCIPLESHIP)**
- i) **SPORTS MINISTRY TEAM – OUTREACH (SOFTBALL, VOLLEYBALL, BASKETBALL)
FINANCIAL TEAM – STEWARDSHIP EDUCATION – CAPITAL FUNDRAISING
BUILDING DESIGN TEAM**

(MOST MINISTRY TEAMS ARE INITIATED BY INDIVIDUALS, NOT STAFF)

6. *Outreach*

- a) **SPECIAL WEEKENDS – TOOLS FOR MEMBERS TO ENHANCE OUTREACH**
- b) **SPECIAL EVENTS/SPEAKERS**
- c) **COMMUNITY BRIDGE-BUILDING EVENTS– LOCAL AND GLOBAL – SERVANT EVANGELISM**
(People come to Christ best on the arm of a trusted friend)

7. *Stewardship – Faith & Finances*

- a) **TITHING (WEEKLY – FIRST FRUITS GIVING)**
- b) **OFFERINGS – SPECIAL PROJECTS/CAMPUS DEVELOPMENT**
- c) **ESTATE GIVING (LONG TERM GIVING)**

LIFEHOUSE LEANINGS:

1. Church health over church growth
2. Building up the saints over reaching out to seekers
3. Referral guests over advertisement guests
4. Leadership discipleship over new believer discipleship
5. Progressive growth track over random maturity options
6. Well defined LIFEgroups over loosely defined LIFEgroups
7. Various types of LIFEgroups over a single LIFEgroup type
8. Care for those who serve over those who are served
9. Build on strengths over repairing weaknesses
10. Needs of the flock over needs of one lamb
11. Maturity and giftedness over age and tenure
12. Next generation (youth) over age and tenure
13. Leadership new blood over leadership continuity
14. Balance over Activity
15. Unity over Action
16. Submission over Position
17. Stewardship over Risk

ESSENTIAL UNITY ISSUES:

- Doctrinal unity
- Structural unity
- Relational unity – (we are going to be nice to one another)
- Philosophy of ministry unity – (this is the toughest to maintain)

FINANCIAL HEALTH:

1. We will spend LESS than we bring in.
2. Our giving will be spread out over MANY PEOPLE (not a few).
3. We will SAVE for surprises (Genesis 41:34, Proverbs 30:24-25)
 - a. Crisis
 - b. Opportunity
4. We commit to IMPECCABLE integrity in SPENDING and REPORTING. (Luke 2:52, 2 Corinthians 8:20-21)
5. We will be INTENTIONAL in our stewardship education (no begging).
6. We will WORSHIP GOD as the OWNER of all we have. (1 Chronicles 29:11-12, Job 41:11, Psalm 24:1, Haggai 2:8)
7. We will TRUST GOD to PROVIDE all we need. (Matthew 6:33, 2 Corinthians 9:8, Philippians 4:19)

8. We will SERVE GOD with CONTENTMENT of heart. (Philippians 4:11-15, 1 Timothy 6:6-10, Hebrews 13:5)
9. We will HONOR GOD in the MANAGEMENT of finances. (Matthew 25:14, Luke 16:10, 2 Corinthians 4:2)
10. We will be HONEST in our financial DEALINGS. (Leviticus 19:36, Proverbs 16:11)
11. DESIGNATED Giving is a RARE exception (Acts 4:37-38)

LIFEHOUSE VALUES

Values are the attitudes, priorities, paradigms, and ideas we hold dear. They are the underlying reasons for our choices. Decisions flow directly from our values. Values in the church are often unwritten, making them difficult to change. Only when values are clearly articulated can they be caught, clarified and changed.

People in the church may not be able to quote the values, but if asked, they should be able to say, “Yes, that’s what we believe” or, “Sure, we do things that way.”

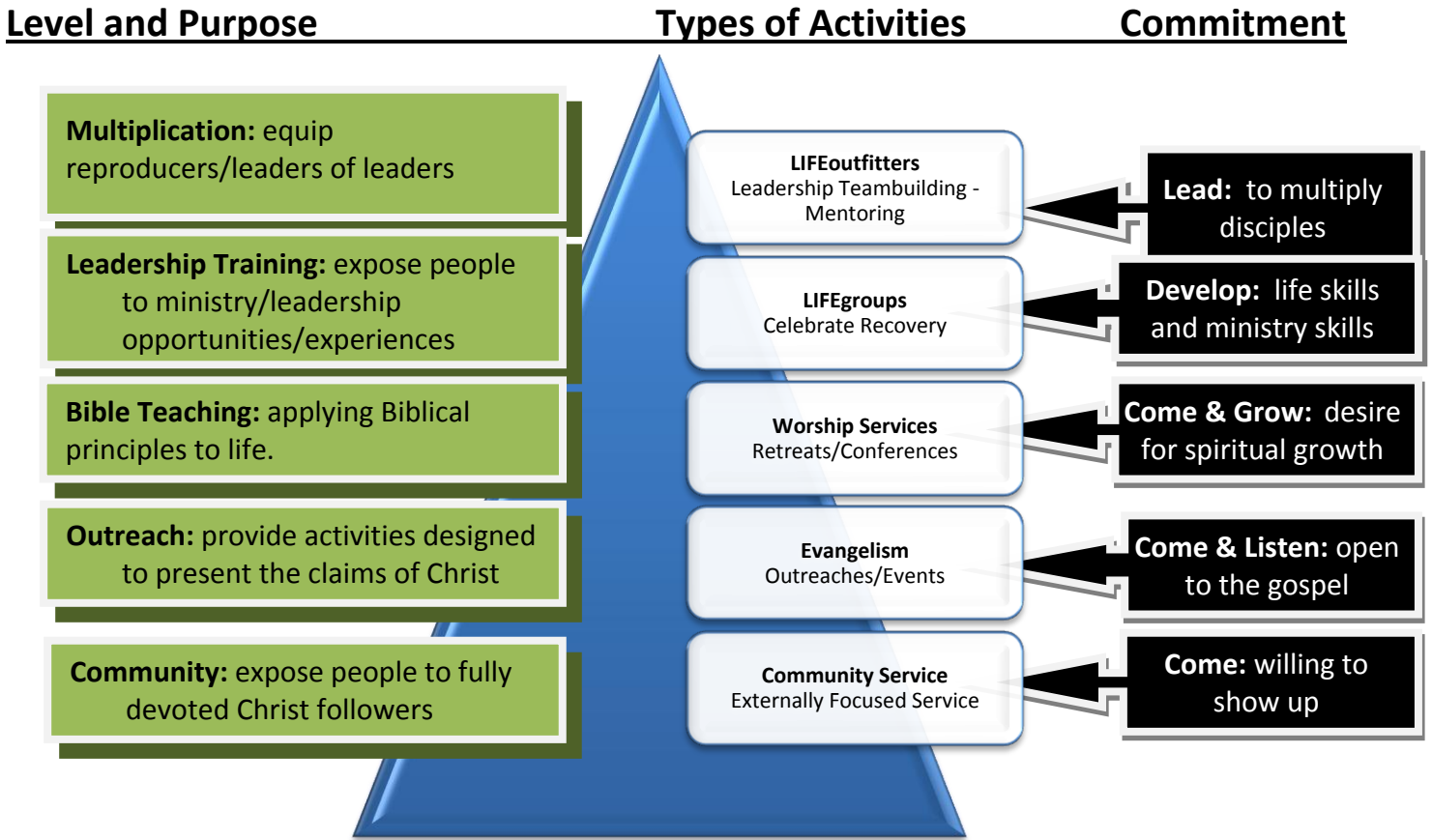
Values should determine the heartbeat of the church culture. When values are not clear and shared, the church will not move forward. The church will default to “we’ve always done it this way.” Just as the wandering Israelites wanted to return to Egypt, the church will return to the status quo, the path of least resistance, a faithless future.

A culture of faith-full believers will influence the acceptance of new church structures and systems. A culture of faith-full believers, that embraces “shared values” will quickly embrace new and needed structures and systems (rather than resisting needed changes).

Often the shared values and culture offer more than one viable program option. Leaders and the church who stand together on the shared values can remain unified even if the program option they desired was not chosen by the majority. Since the program was a preference of several valid possibilities, and not a violation of principle, then switching support is done with ease.



Maturity Pyramid



The LIFEhouse is committed to building a warm, healthy spiritual environment where we are intentional about helping people to grow to maturity in Christ at every level of commitment.