

**Giraffe Team
Final Report
10.25.2004**

The meeting opened with prayer and we proceeded to refine our document.

**“Communication, Commitment, and Dedication are Essential”
“Through GOD All Things Are Possible”**

I. MAXIMUM NEED FOR CHANGE AREAS:

A. Membership participation in various Church Ministries:

Goal: To promote open spiritual environment thereby enabling members to fully participate and receive the blessings of Congregational fellowship.

Objective: To provide opportunities for the church membership to maintain their spirituality and to bring souls to Christ

Activities:

- Extend an Invitation to Discipleship (Every Week) vs. “Opening the Doors of the Church”
- Be More Loving (open and receptive)
- New Members Directory given out at the time of the right hand of fellowship.
- Membership directory will include the various activities of the church ministries, and a contact person will be appointed by each ministry. Dates and times of meetings will be included.
- New Members—Membership classes. All new members will be encouraged to participate.
- New Members Committee—Each group will appoint a liaison (**a recruiter**) to be a part of the new members Committee.
 - This committee shall visit the new members of the congregation and personally invite them to join church ministries.
 - Church fair—the liaison person of each group will assist in the church fair to showcase respective ministries.
- Reinvigorate the membership on the church roll by contact:

- Telephone Contact
- Visitation
- Letter Survey

B. Evangelism Ministry: (also see minimum change)

1. Goal I: To carry out the Great commission of Matthew 28:19-20? (needs to be restated)

Objective: *Increase numbers by canvassing neighborhood.*

- To organize an Evangelism Ministry
- The Evangelism Ministry to periodically canvass the neighborhood
- Evangelism ministry—Community welcome—call on newcomers to the area
- Evangelism ministry to contact parents of children in other areas of the church, such as Vacation Bible School, children’s Choir, Scouting program, etc)

Goal II: To increase the Church’s efforts for Outreach in the Community

1. Objective: To provide opportunities to minister outside of the church.

Activities:

- Going out into the community/outreach
- Increase the Congregational Understanding of Evangelism
- Involve membership in Hospital Visitation
- Fellowship Groups perform Outreach through visits to Group/Nursing Homes, singing Christmas Carols, Game Night, Easter Baskets of Toiletries for Members in Nursing Homes
- Game Day (Softball @ playground)
- Visit Shelters
- Plays/Dinner Theaters
- Gifts for kids in the Community
- Meet/Greet for the Youths
- Lock Ins
- Are the Fellowship Groups still functional, or do they need “re” grouping?

2. Objective: Improve communication among Church Members

Activities:

- Organize a Publicity Ministry

- Create a membership handbook
- Posting current information on the bulletin board
- Publish and provide a quarterly newspaper
- Enhance website to highlight church activities, group meetings and ministries of the church

C. Youth Ministry

Goal: To promote a spiritual environment fostering increased focus and appreciation for our youth; to promote increased participation of youth in all church activities.

Objective: Promote youth participation in the church.

- Recruitment of Minister of Students (on staff) to develop and oversee the youth programs of the church
- Development of Youth Advisory Committee: Youth Advisory Committee will consist of:
 - Minister of Students
 - Youth Representatives/officers
 - Liaisons from existing Youth focused ministries (ushers, choirs, scouting, etc)
 - Parental involvement
- Youth participating in worship services
- Create a well planned, challenging program of Christian growth and fellowship.
 - Areas of Focus:
 - Spirituality
 - Mentally
 - Physically
 - Socially
- Youth representative(s) shall serve on the Board of Christian Education
- Explore the possibility of Grants for promoting and funding youth activities.
- Encourage program participation, which is open to all youth members as well as nonmembers

- Development of Youth Mentoring Program; discussion of various topics:
Utilization of one-to-one mentoring
Development of small groups

D. Spiritual Nurturing: Church

Goal: To promote an environment whereby we might grow in unity as the Body of Christ following the model as set forth by Paul in his letter to the church in Ephesus. (Ephesians 4: 1-16)

Objective: Become better stewards of the gifts and grace God has granted to us all.

Activities:

- Praise and worship starting and ending on time
- Morning worship starting on time 11:15
- Passing of Peace to end when the music ceases.
- Increase the Tithes and Offering
 - Develop stewardship manual for new members to be distributed during new members class
 - Point of emphasis as part of Church School Educational program
- Announcements read at the end of the service/or placed in the bulletin by a certain time or date.
- Children's Church—Youth minister leading. (ages 5-10)
- Youth Participating in regular worship. (**at least One Sunday a month**)

E. Church School

Goal: To provide a strong program of Christian Education for young and old alike; and maintain a staff of trained teachers.

1. Objective: To provide thorough instruction in God's Word:

Activities:

- Opportunities to learn to know and trust in Jesus Christ as their Savior
- Opportunities to know what the Lord expects of them as the Body of Christ

- Students may learn to that which is right and pleasing in God's sight
- Students will be prepared for effective Christian service in God's church

2. Objective: To encourage an Intergenerational Sunday School:

Activities:

- All ages working and worshipping and learning together
- A strong emphasis on Christian Education, which develops the student spiritually, and equips them to confront the challenges of today.
 - Use the Church van to pick up children for church school
 - Teacher's training/workshops
 - Teacher's monthly meeting
 - Lesson Planning

F. Drug Abuse

Goal: To educate church and community in the awareness of drug abuse and finding alternatives for substances through counseling, treatment, and spiritual fulfillment

Objective: Education within the congregation

Activities:

- Utilizing services of Drug Abuse Counselor(s) within the congregation to conduct/facilitate workshops, for the community and church members (target groups: Parents, grandparents, interested individuals)
- Prevention of Experimentation
- Identifying solving risk factors early, including language associated with drug use
- Identifying and implementing protective factor
- Coalition of family, church, school, civil, law enforcement, government and community
- Fostering positive peer associations
- Identifying the most prevalent drugs in the community, i.e. legal (tobacco use, food addictions, pain killers, alcohol) and illegal
- Raise media awareness of community problems and eradication efforts

- Build on existing drug abuse programs and resources
- Project long term goals seeking available resources
- Publicize drug free zones, blocks, streets, etc
- Ongoing assessment of prevention programs (enabling behaviors, talking with our children)

Activity: Reaching into the community

Objective: Education—training increases familiarity especially for those who live with this issue in their homes

Topic Areas:

- The Street (must know how to approach individuals—non-judgmental approach)
- Identifying resources for help

Activity: Consideration should be given to re-activating the Friday Night Support Group

G. Family Stability

Goal: To increase awareness of the benefits of human competence and strength of character (learning how to be competent, productive human beings)

Objective: Encourage wholesome relationships within the family

Activities:

- Worshiping, praying and dining and fellowshiping together
- To have clearly defined responsibilities and expectations (family roles)
- To foster caring, appreciating and respect for all family members
- Spending quality family time
- Promotion of good eating and exercise habits
- To be supportive and encouraging/celebration each others successes
- To have open lines of communication to enhance listening skills

- To be flexible and adaptive as the needs arise
- Regular fellowship with other families
- Maintenance of strong extended family relationships
- Providing suggestions for planning family vacations and other stress releasers
- Understanding the importance of sacrifice and compromise

Activities:

- Sunday Worship in the Park
Relaxed dress (encouraging and setting parameters for respectable attire while being comfortable) while reaching out to embrace the community
- Have a monthly Family budget meeting
- Have Family Fun and Game Night
- Family Night with Pot Luck Meal
- Family Day Sunday (Sunday in August, possibly revitalizing Homecoming)

II. MODERATE NEEDS

A. Family Training – Diaconate/Board of Christian Education

Goal: To assist families in growing to become the nurturing family God desires.

Objectives: To provide opportunities for families to become more functional

Activities:

- Canvassing area with fliers inviting community to grow with PPBC
- Develop Church Handbook to be distributed to members
- Offer seminars to help families grow
- Have quarterly family night with discussions and open dialogue (i.e. family issues, etc)
- Guest videos and speakers to speak and on family needs (nutrition, finance)
- Incorporate fun into fellowship (connecting generations)

Measures

- See appreciable amount of congregational families fellowshiping with one another in a variety of events. Cross-generational fellowship with substance.

B. Financial Literacy and Unemployment – Trustees/Lay People

Goal: To help congregation and community maintain and/or increase financial prosperity (identifying and connecting individuals with appropriate Resources)

Objectives: To help congregation and community maintain and/or increase financial prosperity (identifying and connecting individuals with appropriate Resources)

Activities

- Bi-annual seminars for members and community
- How-to information for tithing and offering
- Introduce individuals to banking services
- Provide introduction to credit
- Enhance ones ability to correctly choose financial tools
- Broaden knowledge of the importance of investing and saving
- Educate youth about finances and investing
- Seek assistance from FDIC community relations officer to speak to PPBC
- Order MONEY SMART curriculum.
- Present seminar for Vacation Bible School members
- Opportunities for first-time home buyers through various programs
- Assist members/community with attaining and keeping a job
- Use print and computer media (Richmond Careers, newspapers, internet, etc) to help if job is lost.
- Develop ministry/funds to cater to needs of unemployed members
- Fraud, Identity Theft
- Insurance, Wills, Savings, Long term health care

Measures

- Increasing funds for PPBC through increasing the income/investment/savings potential of its members/record keeping, evaluation of seminars.

C. Leadership Training – Pastor/Diaconate

Goal: Provide training opportunities for all members to help in Church, Career and Family Leadership situations.

Objectives: To provide Staff Development sessions that will enhance members and officers to become more proficient in church leadership roles

Activities

- Seminars and workshops by Pastor, Diaconate, outside resources (VUU, BGC)

- Ready members to take charge of most any situation needing leadership
- Encourage membership to participate (i.e. apprenticeships, volunteers, understudies)

Measures

- Increase in number of people planning and executing events. Different faces taking charge.

D. Space Facilities Upgrade - Trustees

Goal: To maintain, restore and remodel the facilities of PPBC to increase esthetic/functional qualities and needs.

Objectives: To increase esthetic/functional qualities and needs of the church

Activities:

- Area/Entrance way accessible for individuals with disabilities, i.e. seating, bathrooms
- All restrooms should have hand soap/toilet paper towels/and be checked regularly when the facility is in use for cleanliness
- The Church Custodial Staff should be responsible for maintaining the restrooms, Sanctuary cleanliness
- More open process for bids to contractors for current restoration needs
- Get RFP's to print media (Free Press, etc)
- Review how current bid process is conducted and take suggestions on how to improve
- As we grow our congregation via execution of the recommendations of the G-Team, be financially prepared to increase facilities (long range planning to expand or remodel property).
- Immediate Needs- Remodel Clinic room/Diaconate consultation room (eyesore for people wishing join PPBC). Bathroom area at main entrance of sanctuary.
- Make more handicap accessible (inside—throughout the church)
- As Congregation, we should clean up behind ourselves (i.e. Candy paper, tissues)
- Emphasizing the importance of the Building Fund (Unity Day Contributions)

Measures

- Increase in beauty and functionality of PPBC (interior, exterior, refurbish pews, rugs/carpet, ceilings, roof)

E. Security – Trustees/Usher Board/Nursery

Goal: Implement a security ministry that will provide safety for members and facility.

Objectives: To ensure that members are constantly in a safe environment

Activities:

- Increase safety of building and parking lot
- Improve outside lighting
- Security monitoring all entrances and parking lot (i.e. cameras/Security Personnel)
- Fire drills to train members on timely exiting of facilities
- Fire Extinguishers/Where are they located
- Evacuation Plan for entire building
- Fire Alarm/Fire Plan (invite Fire Marshall to provide Consultation/In Service)
- Congregational knowledge of extinguishers and alarm systems. Are they a sufficient amount?
- Security seminars and training for security ministry (Mrs. Harris' husband will volunteer)
- Drug programs and information
- ID tags for security and staff of PPBC
- Swipe card access for staff
- Security cameras
- Have city check lighting around front of Church

Measures

- More secure and safe membership and facility

F. Housing – Providence Park Civic Association

Goal: Educate and provide opportunities for PPBC members and community to become aware of financially and esthetically maintaining their residence.

Objectives: To provide opportunities for persons to become more knowledgeable about homeownership.

Activities:

- Obtain demographics and homeownership of community
- Include City/County Local Leadership
- Become aware of housing codes and ensure they are enforced
- Assist community with homeownership
- HUD—Landlord Rights
- Partnership in Community
- Grants, loans for restoration of property
- Redevelopment/Housing Apartment Repair and Construction
- Identify persons eligible for first time homeowner, restoration projects and other programs
- Explore financing options

- Importance of landscaping and maintenance
- Continue to provide meeting area for PPCA in exchange for their assistance with neighborhood tasks

III. MINIMUM NEEDS

A. Facilities

*** See Moderate Needs Section**

B. Discipleship:

*** See Maximum Needs Section**

C. Evangelism

D. Fellowship

*** See Maximum Needs Section**

E. Member Services Ushers/Sub-Committee/Members

Goal: To utilize individual member talents for the fullest benefit in the Church

Objectives: To utilize individual member talents for the fullest benefit in the Church

Activities:

- Utilizing our talents to assist one another/caring
- Expand Helping Hands Ministry
- Start a Church Pantry i.e. To assist families during bereavement (keep a list of food items as they are distributed and to facilitate re-stocking of food items)
- Being cordial and welcoming of all new members
- Mentoring/Spiritual Partners (Pairing individuals with similar interest)
- Contacting elder members to assist with their needs (using Church Van to transport Senior members to appointments, store)
- Form Outreach Sub committee to address the following:
 - Assist members/community with attaining and keeping a job
 - Use print and computer media (Richmond Careers, newspapers, internet, etc) to help if job is lost.
 - Develop ministry/funds to cater to needs of unemployed members

F. Ministry/Discipleship/Evangelism

***Previously addressed, see Maximum Needs**

Goal: To respond to the needs of our Church members in Sunday School, through Music, Youth Programs and Senior Adults

Objectives: To ensure that the needs of all are being met

Activities

- Sunday School—See Sunday School Needs
- Music—Adequately address, maintain variety in music, Revamp Praise and Worship
- Youth—Young People should have a Sunday of their own, with full Youth participation in all aspects of Service. Youth should have a regular Sunday for service other than 5th Sunday (i.e. 4th Sunday)
- Senior Needs—focus on reaching Seniors who may not regularly attend Church
- Adults—Knowing their Deacon who should willingly assist the membership
- Strengthening communication to the congregational membership, even if done via a form letter
- Women’s Ministry

G. Worship and Leadership Worship Leader/Musicians/Choirs/Diaconate

Goal: To enhance and improve the quality of the worship experience for all members

Objectives: To revamp some portions of the worship service to make it more conducive to member satisfaction.

Activities:

- Church is grounded in tradition, Prayer and Praise needs to be energized (Youth participation)
- Starting Sunday morning Worship at 11:15 a.m.
- Organist and Pianist participate in Prayer and Praise
- Have different groups assigned to participate in Prayer/Praise
- Not limiting the Praise and Worship experience, “Remember the old while embracing the new”
- Passing of the Peace—Improve the greeting and fellowship so that it enhances the worship experience and does not distract (greeting all those around us) Letting the organist/pianist music signal the conclusion of the period

Giraffe Team Committee

Jean Fountain, **Chair**

Christopher Turner, **Co-Chair**

Shirley Hayes, **Chaplain**

Janice Johnson, **Recording Secretary**

Laura Turner	Joan Peck
JoAnn Whitehurst	Ted Caul
Helen Fleming	Bessie Jackson
McKinley Davis	Marilyn Richardson
Irene Harrell	Rev. Gloria Jean Flowers
Paul Flowers, Sr	Edith Harris
Tomoria Freeman	Danette Bland
Gloria E. Greene	James Quash
Edith Pace	Percell Lowery
Charles Jones	Gilbert Burroughs
Keith Parker	Vernelle Nelson
Malinda Morton	Joyce White
Joanne Tutwyler	George Johnson