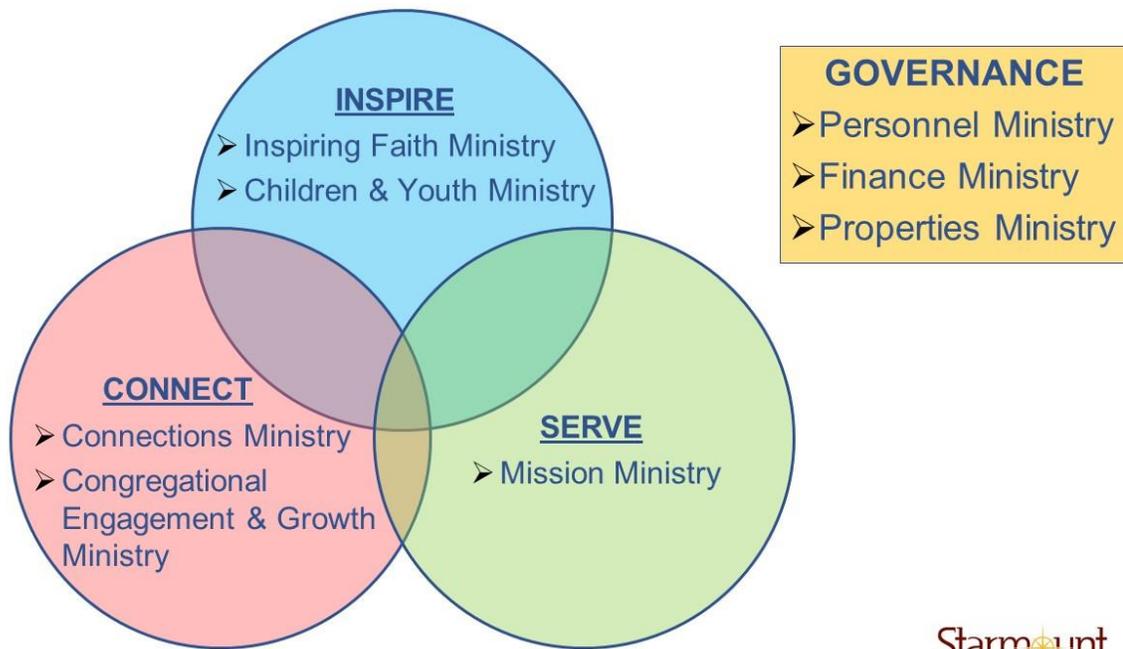


WAY FORWARD



Starmount
PRESBYTERIAN CHURCH

*“Each of us was given grace according to the measure of Christ’s gift. The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to **equip the saints for the work of ministry, for building up the body of Christ**, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ”.*

- Ephesians 4

MAY 15, 2022

WAY FORWARD MINISTRY LAUNCH TEAMS

Connections Ministry

Richard Porter – chair
Vicki Winters
Mary Palmieri

Missions Ministry

Linda Anderson – chair
Stan Dixon
Kevin Kattmann

Congregational Engagement and Growth Ministry

Evelyn Nadler – chair
Sue Halliday Smith
Joel Ritter

Inspiring Faith Ministry

Jinny Buchanan – chair
Kyle Webb
Margaret Huffman

Children & Youth Ministry

Margaret Huffman – co-chair
Debbie Stubbs – co-chair

Finance Ministry

Kris Kattmann – chair
David Wallace (stewardship)

Property Ministry

Howard Pace – chair
Neil Huffman

Personnel Ministry

Sammi Bailey – chair
Jan Epps-Dawson

Connections Ministry

Purpose

The Connections Ministry will build a network of strong, loving connections within the church family to include all generations and all family members, both church members and non-members. It will connect people by first understanding each and every person's passions, then by designing and planning events, activities, and gatherings both relevant and engaging to and for the Starmount family.

To achieve its purpose, the Connections Ministry will:

- Manage database of all members, prospective members' skills, interests, gifts, talents, and passions
- Disseminate those database contents to all ministries to fully engage members in the life and enrichment of the church
- Plan fellowship and church-family building events relevant to the lives of its members and prospective members, directly involving those folks through a deeper understanding of each person
- Plan "connections" activities for retreats and other non-traditional worship events
- Plan "connections" activities in support of other ministries:
 - Children and Youth – Community wide youth gatherings connected with non-church events (safe gatherings after football games)
 - Inspiring Faith – In-worship connection activities – Energizers, silly songs, get to know you ice breakers
- Foster small group connections/fellowship gatherings

Hebrews 10:25 - " Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another..."



Hunger



Housing



Health



Hand-up

The Mission Ministry of Starmount Presbyterian Church

One of Starmount's core values is the belief that God has called the church to serve as Christ's hands and feet in this world, sharing the love of Christ and serving others who are in need. The Mission Ministry will help the members of Starmount live out this calling.

To fulfill our purpose the Mission Ministry will:

- Bring together volunteers and financial resources of the church to meet the needs of those in the community and beyond
- Foster relationships with community partners to increase the impact of our service
- Build relationships among church members as they serve together as well as those in the community with whom we serve
- Create opportunities for church members to serve in hands-on ways and encourage every member to "have a mission"
- Share the stories of what God is doing in and through our congregation, so that those both inside and outside the church are well informed with how God is at work in this place

The goal of the Mission Ministry is to empower members of the Starmount congregation to be involved in a ministry in which they have a passion. Turn the page for our current list of Mission Ministries. Join us in Mission.



Hunger

Pennies for Hunger
Local & International

Greensboro Urban Ministry
Food drives

Triad Health Project
Monthly lunches/food pantry

YWCA Family Shelter
Monthly dinners for guests

Backpack Ministry
Lindley Park Baptist

Meals on Wheels
Monthly delivery to the homebound

Out of the Garden Project
Monthly mobile food pantry

A Simple Gesture
"Green Bag" food collection

Share the Harvest
Community garden donations

CROP Walk



Housing

YWCA Family Shelter

Mission Trip to Kentucky

Tiny House Community
Development

Greensboro Urban Ministry

Community Housing Solutions

Habitat for Humanity



Health

Triad Health Project

Mustard Seed
Community Health Clinic



Hand-up

Refugee Resettlement

Handy Hands

Starmount Preschool
Scholarships

Tutoring Program

Shepherd Center

Reading Connections

Family Justice Center

Interactive Resource Center

Puriyninchik Association
Book drive for Peru

Congregational Engagement and Growth Ministry

Purpose

The Congregational Engagement and Growth Ministry will provide a “ministry of presence” defined as care, connections, and support for all those in need. This ministry focuses on connections and engagement of everyone in the sphere of the church regardless of membership status. Senior and homebound members receive special attention as do families with small children or others focusing on special needs or situations.

To achieve Engagement, the ministry will:

- Establish processes to visit and engage members on a regular schedule, including in-home visits and transportation for Seniors needing assistance
- Establish processes to be aware of and attentive to member needs and appropriately provide:
 - Services related to funerals and/or special memorial services
 - Assistance to any member or family needing assistance, care, or support
 - Arrangement and delivery of Holy Communion to homebound members or others
 - Services to family or member/non-member with special or unique needs
- Recommend introduction of a Stephens Ministry program when circumstances warrant
- Focus to broaden the reach and growth of the ministry’s activities and impact

To foster Growth, the ministry will:

- Develop strategies to share the church’s message and activities in the community and on all digital platforms
- Establish a visitor recognition process so that strangers to the church are recognized and welcomed
- Invite neighbors, neighborhoods, and members to invite friends to events and services
- Establish a visitor tracking protocol to include interest, attendance and planned contacts via mailings, visitations, and personal phone calls
- Nurture visitor interest through invitations to Events, special services, and small group gatherings
- Share the Starmount Mission, Vision and Values through podcasts, social media posts, and YouTube videos of events and special messages from members and ministers

Inspiring Faith Ministry

Purpose

The Inspiring Faith Ministry will faithfully design, plan, and coordinate events and programs related the entire spectrum of the church's spiritual growth, meaning Sunday morning worship and well beyond. Spiritual growth opportunities will be inspiring and relevant to life in the 21st century and will include a variety of programs that resonate with our diverse congregation. The ministry will encourage and invite all individuals to actively engage in a regular rhythm of worship for both individual and collective spiritual growth. The ministry will explore new ways of deepening faith, embracing freedom of experimentation while revitalizing Starmount traditions that continue to reflect the church's mission and core ideals.

To inspire faith and active spiritual growth, the ministry will:

- Coordinate or catalyze small group study classes, Bible studies, book studies, prayer groups
- Design and execute spiritual practices such as retreats and vacation bible school
- Employ a variety of worship and music styles and programs reflecting the diversity of our congregation
- Ensure instrumental groups, hymn choice, and preaching styles will vary
- Include dance, drama, and other means of expression in the services
- Actively engage congregants in worship and music programs to sing, dance, play hand bells, lead small worship groups, share faith stories, decorate, and/or serve in a variety of ways
- Use skills, talents, and interests database to connect congregants with opportunities to share and serve
- Ensure worship, spiritual growth, and music opportunities will be offered in person, online/virtual (live and prerecorded), outdoors, and consider all generations
- Continue to coordinate the preparation of elements and to train Ruling Elders to serve Communion.
- Provide unique faith development opportunities for those seeking to grow as disciples of Jesus Christ not only in their relationship to God, but in greater awareness of how faith is relevant to our daily lives

The ministry will embrace the importance of:

- Sharing of faith stories
- Designing programs that address and reflect societal concerns
- Coming together wherever people may be on their faith journey, valuing both their gifts and perspectives
- Designing programs to be engaging, flexible, and concise to meet the needs and schedules of our members
- Ensuring programs will be intergenerational as well as targeted specifically to children, youth, young adults, and adults
- Ensuring leadership of (small) groups will rotate regularly among the lay congregation

Children and Youth Ministry

Purpose

The Children and Youth Ministry will provide a loving environment that focuses on the faith development of children and youth from birth to 18, and support for their families. We will strive to provide engaging activities, studies and support for learning, growth, and bonding with the church. We will use digital communication to families and connections with the children and youth as an educational and outreach tool.

To foster Growth of reach, the ministry will:

- Develop recruitment strategies of families with small children and youth
- Use social media to showcase and advertise Children and Youth activities
- Nurture parents in Preschool to become part of church family
- Investigate ways to be present in middle and high schools of the area to create interest
- Communicate with parents of children to understand their needs and expectations for both adults and children to be engaged in church

To foster spiritual Growth, the ministry will:

- Evaluate and implement appropriate Christian education activities and programs both online and in person
- Support youth retreats, conferences, and missions
- Encourage youth church responsibilities (usher, greet, etc.)

To foster Engagement, the ministry will:

- Provide activities and programs for appropriate ages
- Implement team building activities through mission, study, and fun (Youth come from different schools)
- Acknowledge youth accomplishments in school, hobbies, and athletics, through newsletter and celebrations time in service

To Enable and Support, the ministry will:

- Provide care for children while parents are in church programs
- Catalyze small group interaction between parents of children in same age range (provides help and support)
- Develop a one-on-one mentorship program where a member supports a family with a newborn or any child with informational materials and as a caregiver and visitor (creates bond with church)

Finance Ministry

Purpose

The Finance Ministry will faithfully receive, steward and use the church's financial assets in a manner that supports the church's mission and ministries. It will energize a strong ministry of outreach and assist individual believers in establishing and keeping a healthy relationship with money and material possessions in their own life.

To achieve its purpose, the Finance Ministry will:

- Recommend to the Session an annual budget, with input from all church ministries and church staff; and review monthly revenues and expenses against the Session-approved budget.
- Provide financial oversight and monthly review of revenue and expenses for the Starmount Preschool.
- Ensure accurate, timely and meaningful financial statements are prepared and reviewed.
- Ensure adequate cash flow is available to meet fluctuating operating obligations.
- Provide annual updates to the long-range capital plan that reflect the current priorities of the church's ministries.
- Evaluate alternative sources of funding (e.g. borrowing, fundraising campaign, etc.) if/when necessary.
- Manage the church's endowment assets balancing long term growth with an appropriate level of spending.
- Provide education to church members and non-members on tax efficient charitable giving strategies for endowment and annual gifts and participation in the Carpenter Legacy Society.
- Ensure the Session and congregation are well informed about the church's finances.

Do you feel called to ensure that Starmount can continue its mission to share hope through service? We are looking for members who will use their gifts to help the finance ministry sustain Starmount into the future with a strong financial foundation.

Property Ministry

Purpose

Many take for granted our facilities are maintained without much assistance from the congregation. If you become a part of the Property Ministry, you will quickly discover that there are many roles which must be filled to maintain our buildings and grounds. Our ministry members might sell a church bus, fix a fan in the preschool bathroom, call vendors for quotes or to schedule maintenance, or make financial decisions on how our money is best spent.

The Property Ministry has an important responsibility...to be sure our facilities are maintained for the next generation and generations to come.

Are you interested in the inner workings of our property and how it is maintained? You do not need to be a plumber, carpenter, or electrician to be a part of this ministry; you only need to love your church!

Personnel Ministry

Purpose

The responsibilities of the Personnel Committee, on behalf of the Session, include employment of non-ordained staff, compliance with legislated programs such as equal employment opportunity, Safe Church Policy, Board of Pensions, and annual review of compensation for all staff.

Specifically, the Duties of the Personnel Committee Include:

1. Review regularly and recommend revisions in policy as necessary to the Session, and to carry out such Session-approved policies as described in the SPC Personnel Handbook, as well as being accountable to Session on all personnel related matters.
2. Recommend and review on a regular basis position descriptions to the Session for all staff; search committee as needed.
3. Identify and plan for non-ordained staffing needs and resources of the church, including the oversight of posting and filling positions as required.
4. Work with the Head of Staff and act as liaison for the purpose of facilitating the annual performance reviews of all staff and in maintaining personnel files for all staff.
5. Work to promote staff morale, appreciation and specifically to supervise annual Christmas bonuses.
6. Recommend annually to the Session, salaries and all compensation plans for exempt and non-exempt staff.
7. Recommend annually to the congregation changes in the terms of call of ordained staff.
8. Act upon employment and dismissal of all non-ordained staff, in consultation with appropriate Session committees and staff supervisors.
9. Encourage all staff to participate in professional development and continuing education efforts.
10. Hear and attempt to resolve personnel problems as they may arise.

Next Steps:

- Prayerfully consider where God is leading you to serve.
- Visit the tables in the back, where ministry leaders are available to answer questions.
- To indicate your interest in a particular ministry, write your name and preferred contact information in the basket assigned to each ministry.
- An email with a recording of this presentation and the ministry purpose booklet will go out this week. There will be a link where individuals can respond with their ministry interest.
- A ministry leader will follow up with you within a week.
- Putting your name in a basket today or in the online form does not commit you to anything. It does not mean you are signing up for monthly meetings. It simply indicates that you are indicating interest in a ministry area and wish to be contacted.
- There will be a variety of ways to serve each ministry, including serving on a ministry team that will meet monthly, serving in a specific area of ministry, serving on a specific project or program, or simply indicating your willingness to volunteer whenever it may be needed.

Notes: