

Disciple Making Committee

Suggestions

1. **Need training for teachers** - Schedule monthly Wednesday night training for Sunday School teachers, where they could meet to discuss the material for the upcoming month. In this way all teachers will be tapping into other teachers in ways to increase their knowledge of the material and share ideas.
2. **Send key leaders to training – need support.** We acknowledge that training is essential in order to stay up to date and motivated. We recommend either sending leaders to the appropriate training for their ministry or having someone come to Gatlin Creek Baptist Church to train them.
3. **Discipleship classes on Sunday nights** - Reinstitute the **AWANA** program on Sunday evenings. Include members from each age group as the leaders so that there will be a cross age group learning experience for both the teachers and the children.
4. **Discipleship training** -
 - a. Schedule **enrichment classes** for all on a rotating schedule where all courses will be taught at a minimum of once a year.
 - b. Cover such issues/topics as marriage enrichment, singles ministry, discipleship training, and financial peace.
 - c. **Advertise classes** well in advance of the course that is being taught so that everyone is aware of them.
 - d. **Encourage small group meetings** - Encourage small group meetings as much as any church member would like to host. These groups should not consist of less than 5 or more than 15.
5. **Train people to visit** - See item #10 of the Organization Committee Suggestions.
6. **Home or small groups** - This is covered in 4(d) above.
7. **Nurture those who join the church** - To insure that new members are familiar with the church and its leadership, a mentor will be assigned to each new member-family to show them around and welcome them into the Gatlin Creek Baptist Church family.
8. **Marriage enrichment & Financial Peace classes 1 or 2 times a year** - See 4(b) above.

Organization Committee

Suggestions

1. **Organization/communication needs work.** Verbal announcements made before/after each service. (See **Item #5** from Worship Committee Suggestions)
2. **We need to watch out for the “over-workers” to avoid burnout.**
 - a. Bring back the **3 year rule** again. This would help those who have been teaching a while to get back into their own Sunday School class.
 - b. Have a pool of Sunday School **back-up teachers** who could teach adults, youth and children. Have a rotation system.
3. **Being diligent on everyday affairs.** The church is in need of additional staff positions. We recommend that the Personnel Committee look at staffing these positions: worship leader, youth minister, children's minister, and administration. We recommend that the Personnel Committee be responsible for determining if these staff positions should be full-time or part-time.
4. **Youth be more visible with church as a whole.**
 - a. We recommend that a youth make **verbal announcements** on “youth happenings” during the worship service – limited to 2/3 minutes.
 - b. We also recommend that the youth have a “**Youth Day**” where they are responsible for being in charge of the entire worship service.
 - c. Other suggestions are youth drama team, youth testimonies, youth newsletter, youth Facebook page, and attending planning committee meetings.
5. **Keep up with Sunday School and Worship Attendance and Publish.**
 - a. We recommend that the greeters take the attendance in the worship services instead of the people in the sound booth.
 - b. We recommend that the Sunday School Director make weekly reports of Sunday School attendance.
 - c. If the church decides to hire an administrator, we recommend that this person be responsible for collecting attendance reports and making sure they are published in the monthly newsletter.
6. **Education/Children’s Ministry (Minister).** See item #3 above.
7. **Family Mission Trips.** We recommend that this be coordinated with the youth mission trips when these opportunities become available.
8. **Centrekids-summer camp for 4th-6th grades.** See item #3 above.
9. **Singles Get-Togethers.** We recommend that the church look at starting a Singles Sunday School class.

- 10. Visitation based more on Sunday School classes.** Don Adams will be starting up **FAITH** classes in March. We recommend that he would be responsible for making sure this is organized through the FAITH classes being taught.
- 11. Men's Fellowship & RA's unite in some way.** We recommend that the Men's Fellowship Director, Frankie Mitchell, and the RA Director, Todd Taylor, meet together to develop a plan for more activities together.
- 12. More events to promote fellowship and involvement.**
 - a. We recommend doing an annual **Sunday School Appreciation Dinner**.
 - b. Starting up **Salt Shakers**.
 - c. Continue doing the **2nd Wednesday night** of the month fellowships together.
 - d. (See **item #9** under the Worship Committee Suggestions).
- 13. Visit new prospects Sunday after church.** See item #10 above.
- 14. Open communications in all departments.** See item #5 of the Worship Committee suggestions.
- 15. Process for nominating deacons needs to be reviewed.** The Senior Pastor and Chairman of the Deacons should have the freedom to review the process of nominating deacons and suggest changes (if any) that need to be made.

Stewardship Committee

Recommendations

Assignment: Develop a plan to get our church on a solid financial footing, which could be done through a Capital Stewardship Campaign to pay off debt and teaching members more about giving.

Capital Stewardship Campaign to pay off debt: We feel that this can best be accomplished by adequately funding the annual budget. The challenge is to create a sense of ownership of our church and each member. We have sound Biblical preaching/teaching, and we propose having a drive for our members to renew their personal commitment to grow closer to God than ever before; to renew their personal commitment to their church and renew their commitment as a prayerful group of Christian believers eager to give their time and resources to God by volunteering, working where they're needed and pledging to be good stewards of what God has given them to manage. By filling out commitment cards for the purpose of having a realistic expectation of the funds that will be available to meet budget demands and serve God as faithful servant's through a renewed personal relationship with our Lord and Savior Jesus Christ. We propose to do this with the following recommendations:

1. Make giving to our church easy

- a. Set-up **on-line giving** through our church's web site.
- b. Emphasize tithes can be paid by **bank draft** as well as checks and cash.
- c. We didn't recommend the use of credit/debit cards for offerings because we feel that an on-line option covers it (convenience of cards) without requiring the church staff to process each transaction.

2. Create Reminders

- a. Provide **offering envelopes** on an as-needed basis.
 - i. Our survey revealed that 39.5% would use envelopes; 35.5% would consider using offering envelopes; 23% responded that they would not use them (2% didn't answer the question).
 - ii. Of those interested in an envelope system, the majority responded that they wanted to have envelopes easily available for use but not sent to their homes.
 - iii. We recommend having envelopes available in each Sunday School classroom and in Fellowship Hall.
- b. Use **weekly church bulletin/monthly newsletter** to promote the use of offering envelopes and remind congregation those tithes/offerings can be made by accessing the church web site for on-line giving and/or setting-up an automatic bank draft.
- c. Have **posters or flyers** displayed in prominent locations promoting methods of giving.
- d. Schedule **quarterly testimonies** by members on their beliefs on/experiences with tithing.

3. Commitment Cards

- a. Prepare members for a **Commitment Sunday** by the end of current physical year. Ask each family/individual to fill out a commitment card with tithe/offering amount they expect to give weekly, monthly or annually. This should be a positive, deliberate campaign to get a realistic projection of contributions we can expect from our membership.

b. We recommend that we use a 2-step approach:

- i. Start a **commitment drive** by having each member sign a card committing themselves to the Lord's work in their daily lives, in their devotion to become better today than yesterday and committing to support our Church through daily prayer, Church work and activities, and through their financial support.
- ii. Then on the appropriate Sunday have a joint service with total emphasis on financial commitment, having each family or member bring their financial commitment card and lay it on the alter as an act of faith and a show of unity and accountability, using commitment cards without names.
- iii. Give a "Heads-Up"
 1. Announce total amount projected from the commitment cards with a celebration, giving God praise for what's been done.
 2. Give regular reports on our financial state, to be accountable to our membership. This should always be brief, factual and positive, always giving God praise for our accomplishments.

4. Teach more about giving- Offer **classes/courses** on financial principles, budgeting & debt management by establishing two stewardship classes at least annually. One should be the Dave Ramsey Financial Peace course, but another should be offered to provide a basic understanding of the practical aspects of family finance issues.

5. Create a cash reserve operating fund equal to 2–3 months of the projected budget.

6. Goals/Priority Time Line

a. ***Immediately***

- i. Place offering envelopes in Sunday school classrooms, pew pockets and in Fellowship Hall.
- ii. Begin setting aside 5% of the general fund for cash reserves until the 2-month minimum is met.
- iii. Make giving easier by implementing the on-line option.

b. ***Next Year's Budgeting Process***

- i. Present the proposed budget early in August.
- ii. Discuss the budget in Sunday school and committee meetings.
- iii. Adopt our next budget in September to coincide with our fiscal year.
- iv. Make Commitment Day around Thanksgiving.

c. ***Spring 2011: Capital Stewardship campaign for the purpose of:***

- i. Relieving present debt – pay-off the mortgage note.
- ii. Prepare for a Family Life Center/General Use building by starting a funds drive.

Worship Committee

Suggestions

1. Recognize & greet guests

- a. Set up a **Welcome Center** in the vestibule
 - i. Have a table with a visitor “folder” (information about GCBC, times of services, explanation of different programs, visitor cards, etc.) and bags for the kids (crayons, doodle pad, etc.).
 - ii. Someone would need to be in charge of the Welcome Center, making sure there were 2 people (e.g., one adult/one youth) stationed for each service.
 - iii. If visitors need the nursery, youth could walk them over.
 - iv. Greeters would be responsible for directing visitors to the Welcome Center.
- b. **Greeting each other** is also a vital part of our worship experience. There should be a time at the beginning of any worship service to greet/welcome each other.

2. One service versus two - After reviewing the surveys, we recommend keeping two services – 8:30 contemporary and 11:00 blended.

3. Do 1 or 2 night revivals quarterly (keep Holy Spirit moving) – This would be at the discretion of the church leadership (pastor/deacons).

4. One Sunday service emphasizing better music/more time for service-

- a. We recommend having joint **Sunday morning service** during the summer months of June & July and on 5th Sundays.
- b. During those particular Sundays, the schedule would be altered as follows: Sunday School 9:30 – 10:15; worship 10:30-12:00.

5. Make communications a priority

- a. Use **technology & visual**
- b. Church activities & programs should be adequately announced/promoted
 - i. **Current methods** of scrolling announcements on video screen and placing announcements in church bulletin each week should continue.
 - ii. There are **boxes** located on the outside of several buildings for putting up posters, etc. and we also have **bulletin boards** located throughout the buildings. They just need to be utilized.
 - iii. **Verbal announcements** during the services are needed– limited to 2/3 minutes. It will be the responsibility of the worship leader to either make the announcements himself or have someone else do it, and also to find an appropriate time in the worship service to have announcements made.
- c. The **Worship Committee** should meet monthly in order to review the needs and views of the church body regarding worship.

- d. The Senior Pastor should schedule/oversee **routine staff meetings** with all staff.
- e. All directors should attend the monthly planning committee meetings.

6. Improve choir

- a. The 11:00 service worship leader is responsible for having a structured choir rehearsal every week and is also responsible for doing everything in his power to improve and grow the choir.
- b. According to the survey, the church desires a well-prepared, weekly special – individuals, groups and/or choir.

7. Revival 2/3 times a year – This would be at the discretion of the church leadership (pastor/deacons).

8. Visitor cards and/or prospect cards

- a. Visitor cards have been addressed above (1) – they would be included in the visitor packet in the Welcome Center.
- b. Prospect cards should be the responsibility of the Sunday School classes.

9. 5th Sunday Night sings - It would be the responsibility of the worship committee to bring in different singing groups on the 5th Sunday nights. This would be a good time to introduce different styles of music to the congregation.

10. Revivals with best preachers/teachers – This would be at the discretion of the church leadership (pastor/deacons).

11. Additional survey results:

- More drama/skits
- More videos/visual aides
- More scripture/responsive readings
- More testimonies
- More song variety
- Publish Sunday School and worship service attendance
- Desire for more life application sermons
- Involve various groups in worship in order to utilize their talents and gifts – such as the youth, children, senior adults
- Organize order of service to create a better flow