

Proverbs 29:18 Without a vision the people perish.

Stephen Ministries Core Values

1. Calling Every Christian is gifted and called to serve Jesus.
2. Care A ministry that helps broken people experience Jesus.
3. Changed Lives Enable the Holy Spirit and deepen faith.
4. Character Concentrate on who we are in Christ.
5. Christ Centered We honor Christ in all we do.
6. Commitment Passionately committed to our mission
7. Communication We value direct and open communication.
8. Community We accomplish our work through teams.
9. Competence We strive for high quality ministry.
10. Conservation We use time, talent and treasure efficiently.
11. Constituent Success Equip those we train-for success
12. Continuation We take the long view!

Stephen Ministries Vision

Stephen Ministries' vision is to be a healthy, effective, equipping ministry organization that serves Jesus Christ in the church and the world for generations to come.

Stephen Ministries Mission

The mission of Stephen Ministries is to equip God's people to grow spiritually as they use their gifts for Christ-centered, practical ministry in today's world.

Bozeman E-Free Vision Statement

“That every person have a personal relationship with Jesus Christ! That this relationship cause every person to become more like Him, to make disciples who will then develop other disciples. That, relying on Jesus Christ the Lord, through his Holy Spirit, every person in the body will be united and held together, building up the body of Christ in love as each one does his or her own part. Further, it is the vision of this church to equip people, empowered by the Holy Spirit, to serve one another and to take the Good News of Jesus to this community and beyond”

Some Bozeman E-Free Core Values

1. Each person has or develops a personal relationship to Jesus Christ.
2. A commitment to lay ministry within our church body.
3. Every Christian serves as a minister in some capacity.
4. Provide a refuge in our church for a hurting world.
5. Encourage each other to grow spiritually at various stages of life
 - a. Develop into a mature Christians equipped to serve.
6. Christian care extends to physical, spiritual, mental and emotional needs of the care-receiver
7. Dependence upon the Holy Spirit
8. Each of us has a gift and we encourage development and use of this gift.
9. We value all people of all ages and we try to address various ages and needs accordingly.
10. Promote unity and stability and health of family units-family values.
11. Pick up the pieces of broken families and lives using the healing power of Jesus.
12. Impact the community and world to further the Kingdom.
13. Build a sense of community and unity in the Church-Developing a Christian Family.

Bozeman E-Free Stephen Ministry Strategic Plan

DRAFT

Stephen Ministry Goal:

To provide a Holy Spirit led, personal “one on one” ministry representing Bozeman Evangelical Free Church, assisting the leadership of the church in attending to spiritual, mental, emotional and physical needs of people seeking care, following biblical principles and modeling Jesus so they in turn are able to minister to others.

Provide an outreach and life support ministry that helps achieve the vision and goals of the E-Free Church Strategic Plan.

Challenges or Barriers:

- 1) People are not aware of our ministry, its purpose and service capacity.
- 2) Limited funding is available to meet our ministry needs.
 - a. We can't meet all the physical needs of our care receivers.
- 3) Our ministers are not trained to meet the complex challenges.
 - a. Legal matters are difficult
 - b. Automobiles and transportation needs are consistently difficult.
 - c. Financial needs are sometimes overwhelming.
- 4) Ministry capacity needs to be increased. We need more ministers and leaders.
 - a. Times and frequency that we meet may be an issue for many.
 - b. The commitment to this ministry is big...training, responsibility, etc.
- 5) Integration and overlap of service with other E-free ministries; coordination is lacking.
- 6) Accountability to and more communication with the Elder Board and Council of Administration is needed.
- 7) Stephen Ministers need to become better aware of community resources.
- 8) Stephen Ministers can become burned out.
- 9) Time demands can become greater than our capacity to serve.
- 10) Stephen Ministers face their own life changes which impact the ability to serve.
- 11) Title "Stephen Minister" does not inform
- 12) Stephen Ministry has some boundaries as part of a National Ministry

Strategies for Intervention: *(How do we overcome these challenges?)*

- 1) Increase awareness by developing a communication strategy for 2008
 - a. Awareness can be achieved through individual Stephen Ministers, in the pulpit and through available Stephen Ministry materials.
 - b. Organize an annual media campaign each winter to advertise our ministry and recruit new ministers.
 - c. Participate in the annual E-Free Ministry fair.
 - d. Identify individual care-receivers or care-givers that will present a "God Sighting" at Sunday Services.
 - e. Present materials on Welcome Table.
 - f. Publish a notice in Church Bulletin when we have speakers. Offer an open invitation to others in the body.
 - g. Publish Notices and articles in the Newsletter
 - h. Provide Website materials to Kyle.
 - i. Conduct information sharing with life groups. Recruit from and encourage cross talk and service with the life groups.

- 2) Increase funding and financial support to Stephen Ministry
 - a. Participate in annual E-Free budget process.
 - b. Establish a designated giving program at E-Free.
- 3) Establish additional training opportunities that address gaps in our curriculum.
 - a. Complete an inventory of prior training programs since 2005
 - b. Maintain the designated training coordinator role for one of our Stephen Leader Team.
 - c. Integrate training with other ministries (e.g. Celebrate Recovery).
 - i. Cross train with other ministries.
 - d. Sponsor training for a wider audience....for our education as well as awareness.
- 4) Increase our ministry capacity.
 - a. Increase our capacity to 25 trained Stephen Ministers by 2009 and 30 by 2010.
 - b. Send two additional Stephen Ministers to Leadership Training by 2009.
 - c. Send leaders periodically to enhance training of Stephen Leaders.
- 5) Improve integration and coordination with other E-Free Ministries
 - a. Establish a role as ministry coordinator for one Stephen Minister or Leader in 2008.
 - b. Increase reporting and gather feedback for our ministry from the Elder Board through the Stephen Leadership.
 - c. Work with other ministry coordinators to integrate Stephen Ministry with these other church activities.
 - i. Establish cooperation with the Life Recovery Team in 2008.
 - ii. Integrate with and/or lead a Divorce Recovery program by 2009.
 - iii. Coordinate with Life Groups to enhance our mentoring capacity at E-Free Church and solicit their support for ministry projects.
- 6) Change ministry format to better accommodate time commitments.
 - a. Summer vacation period for ministry training.
 - b. Sunday sessions-during Sunday hour might be advisable.
 - c. Alternate training and supervision group sessions.
 - d. Periodic sabbaticals or leave between assignments for Stephen Ministers.