

**Giraffe Team
Final Report
Revised 5/22/05**

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 NEEDS

A. MEMBERSHIP PARTICIPATION - RECOMMENDATION

GOAL: To promote open spiritual environment thereby enabling members to fully participate and receive the blessings of congregational fellowship

OBJECTIVES:

1. To provide opportunities for the church membership to maintain their spirituality and to bring souls to Christ
2. To extend an Invitation to Discipleship (Every Week) vs. “Opening the Doors of the Church” (*CLERGY MINISTRY*)
3. Provide New Members Handbook/Directory at the time of the Right Hand of Fellowship.
Membership handbook/directory will include:
 - The various activities of the church ministries
 - A contact person and/or recruiter for each ministry
 - Dates, places and times of meetings
 - Other pertinent information (*GOLDEN CIRCLE*)
4. Encourage new members to participate in New Member Classes (*DIACONATE MINISTRY*)
5. Form a New Members Committee - each group will appoint a liaison (a recruiter) to be a part of the new members Committee. (*GOLDEN CIRCLE*)
6. Reinvigorate the membership on the church roll by personal contact (telephone, letter, visitation) (*DIACONATE*)

SUGGESTED ACTIVITIES:

1. New members committee recruitment of new members for personal invitation to join ministries/organizations (*GOLDEN CIRCLE*)
2. Church fair - the liaison person of each group will assist in the church fair to showcase respective ministries (*BOARD OF CHRISTIAN ED.*)
3. Other activities

B. YOUTH MENTORING – RECOMMENDATION (PASTOR/TRUSTEES)

GOAL: To promote a spiritual environment fostering increased focus and appreciation for our youth

OBJECTIVES:

1. Promote youth participation in all church activities
2. Recruit a Minister of Students (on staff) to develop and oversee the youth programs of the church
3. Develop a 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)
- Parents of youth members
- 4. Create a well planned, challenging program of Christian growth and fellowship. Areas of Focus should be Spirituality, Mental Health, Physical Health and Social Interaction
- 5. Youth representative(s) to serve on the Board of Christian Education
- 6. Explore the possibility of Grants for promoting and funding youth activities
- 7. Encourage program participation, which is open to all youth members as well as nonmembers
- 8. Development of Youth Mentoring Program in one-to-one or small group mentoring

C. SPIRITUAL NURTURING – RECOMMENDATION (TRUSTEES/DIACONATE)

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)

OBJECTIVES:

- 1. Become better stewards of the gifts and grace God has granted to us all
- 2. Praise and worship starting and ending on time
- 3. Morning worship starting on time 11:15 AM
- 4. Passing of Peace to end when the music ceases
- 5. 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 (*SUNDAY SCHOOL*)
- 6. Announcements read at the end of the service/or placed in the bulletin by a certain time or date (*PASTOR*)
- 7. Formation of a Children’s Church - Youth minister leading. (ages 5-10) (*PASTOR/DIACONATE*)
- 8. Youth participation in regular worship (at least One Sunday a month) (*YOUTH MINISTRY*)

D. CHURCH SCHOOL – RECOMMENDATION (SUNDAY SCHOOL)

GOAL: To provide a strong multigenerational program of Christian Education for the youth as well as adults and to maintain a staff of trained teachers

OBJECTIVES:

- 1. To provide detailed instruction in and interpretation of the word of God
- 2. To prepare all students for effective Christian service in the Church
- 3. To develop a better understanding of right and wrong and what pleases God
- 4. To develop more trust and obtain more knowledge of our savior, Jesus Christ
- 5. To gain greater understanding of the Lord's expectations from the body of Christ
- 6. To maximize harmonious worship and working relationships between generations
- 7. To maximize spirituality to offset worldly challenges through Christian Education

SUGGESTED ACTIVITIES:

- 1. Regular teacher meetings
- 2. Sponsoring or attending teacher training workshops
- 3. Collaborative lesson planning sessions
- 4. Recruiting and providing transportation via Church van
- 5. Other Activities

E. DRUG ABUSE – RECOMMENDATION (HEALTH MINISTRY)

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

OBJECTIVES:

1. To identify and utilize drug abuse counselors in the congregation
2. To prevent drug experimentation
3. To identify risk factors early on
4. To identify and implement protective factors
5. To form a coalition of family, Church, community, law enforcement, civic association and government
6. To foster positive peer pressure
7. To identify and recognize all drugs, legal (tobacco, alcohol, over-the-counter, etc.) and illegal
8. To raise media awareness of community problems and eradication efforts
9. To build on existing drug abuse programs and resources
10. To project long and short term goals
11. To publicize drug free zones, streets, and blocks

SGGESTED ACTIVITIES:

1. Drug Workshops
2. Reactivating Friday night support group
3. Other activities

F. FAMILY STABILITY – RECOMMENDATION (BOARD OF CHRISTIAN ED.)

GOAL: To understand, appreciate and maximize the benefits of family competence, strength of character and contributions to society as the Creator intended through family stability

OBJECTIVES:

1. To Worship, pray, dine and fellowship together as family units
2. To have clearly defined family responsibilities, roles and expectations
3. To foster caring, appreciation and respect for all family members
4. To plan spending quality family time - vacations, nights out, outings, etc.
5. To promote good eating and exercise habits
6. To be supportive and encouraging, celebrating each others successes
7. To have open lines of communication/enhance listening skills
8. To be flexible and adaptive as the needs arise
9. To have regular fellowship with other families of similar values
10. To maintain strong extended family relationships
11. To understand The value of sacrifice and compromise

SUGGESTED ACTIVITIES:

1. Family day Sunday worhsip in the park (casual dress)
2. Have monthly family budget meetings
3. Family pot luck nights at the Church
4. Have fun and game nights at the Church
5. Other Activities

MEASUREMENT:

Bringing all family members closer together through participation of various activities

II. MODERATE NEEDS

A. FAMILY TRAINING- RECOMMENDATION (BOARD OF CHRISTIAN ED.)

GOAL: To assist families in providing loving, nurturing family environments based on good parenting and personal relationship skills

OBJECTIVES:

1. To nurture families and help them to grow spiritually and become more pleasing to God
2. To assist families with life skills that will increase their abilities to become more productive and functional family units
3. To produce more cross-generational family fellowship
4. To emulate successful family traits thru increased family fellowship

SUGGESTED ACTIVITIES:

1. Go door to door inviting neighbors to various seminars and forums sponsored by PPBC. (nutrition, finance, family life videos)
2. Have family fun nights to play games (Monopoly, Scrabble, etc.) for family bonding
3. Have family night discussions open dialogue (i.e. family issues, etc)

B. FINANCIAL LITERACY – RECOMMENDATION (TRUSTEE MINISTRY)

GOAL: To help congregation and community develop, maintain and/or increase financial blessings

OBJECTIVES:

1. To appreciate the blessings associated with stewardship
2. To identify and connect individuals with appropriate resources
3. To introduce individuals to diversities of banking services
4. To educate or increase knowledge in credit management
5. To educate or increase knowledge in investing and saving
6. To introduce the youth to financial management
7. To assist members/community in career development (resume writing, interviewing skills, applications, salary negotiations, etc.)
8. Home ownership - see Moderate needs (Housing)
9. To assist/minister the unemployed
10. To educate or increase knowledge of other financial tools (wills, estates, trusts, insurance, business ownership, etc)
11. To provide information to protect against fraud and identity theft
12. To increase tithes/offerings as incomes increase

SUGGESTED ACTIVITIES:

1. Financial seminars for members and community
2. Stewardship training (introduction to tithing and offering)
3. Seek assistance from FDIC community relations officer to speak to PPBC
4. Order MONEY SMART curriculum
5. Present financial seminar for Vacation Bible School members
6. Use print and computer media (Richmond Careers, newspapers, internet, etc) to help if job is lost
7. Other activities

C. LEADERSHIP TRAINING - RECOMMENDATION – (PASTOR/DIACONATE)

GOAL: To increase leadership roles among the congregation and to keep leaders abreast of their roles and responsibilities

OBJECTIVES:

1. To provide training opportunities for all members to become knowledgeable of the roles and responsibilities of good leadership
2. To provide training for leaders to become more effective in their positions

SUGGESTED ACTIVITIES:

1. Pastor, Diaconate will plan Staff development sessions in the form of seminars and workshops
2. Utilize outside resources both human and physical to provide training (i.e. Virginia Union University, Baptist General Convention, Union Theological Seminary, other appropriate personnel capable of providing training)
3. Encourage membership to participate (i.e. apprenticeships, volunteers, understudies) with present leaders and officers
4. Encourage youth to participate in the training
5. Other activities

MEASUREMENT:

1. Increase in the number of people planning and executing programs and events
2. Increase in members in leadership roles
3. Increase in the effectiveness of present leaders

D. SPACE FACILITIES UPGRADE - RECOMMENDATION –(TRUSTEE MINISTRY)

GOAL: To maintain, restore and remodel the facilities of PPBC AND increase esthetic/functional value

OBJECTIVES:

1. To develop or review current guidelines used for accepting contract bids on church repairs
2. To make bathroom entrance, halls, doors and seating areas more handicap accessible
3. For members to continue and improve on assisting church custodial staff in church maintenance
4. For Pastor /Trustees to call attention to building fund needs (use available option on church envelopes)
5. To remodel clinic room and Diaconate consultation room
6. To install handicap accessible bathroom in main sanctuary entrance

SUGGESTED ACTIVITIES:

1. To adjust tithes and offerings to financially accommodate facility upgrades
2. Remodeling of clinic and Diaconate consultation room (volunteers welcome)
3. Other activities

E. SECURITY - RECOMENDATION – (TRUSTEES, USSHERS/NURSERY)

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

OBJECTIVES:

1. To ensure that members are constantly in a safe environment
2. Increase safety of building and parking lot

SUGGESTED ACTIVITIES:

1. Improve outside lighting
2. Strategically install or add additional security cameras inside and outside as needed
3. Solicit volunteers for the Security Ministry to monitor Church entrances and parking lot
4. Fire drills to train members on timely exiting of facilities
5. Provide pertinent information to congregation about alarm system and location and use of fire extinguishers
6. Evacuation Plan for entire building
7. Fire Alarm/Fire Plan (invite Fire Marshall to provide Consultation/In Service)
8. Security seminars and training for security ministry (Mrs. Harris' husband will volunteer)
9. Drug programs and information - see Drug Abuse (maximum needs)
10. ID tags for security and staff of PPBC
11. Swipe card access for staff

12. Other activities

F. HOUSING – RECOMMENDATION (JEAN FOUNTAIN/CHRIS TURNER)

GOAL: To educate and provide opportunities for members of the Church and the community in the blessings of home ownership

OBJECTIVES:

1. To promote more home ownership for members of the church and the Providence Park community
2. To better appreciate the value of landscaping and esthetic maintenance of the home
3. To partner with local leadership (city/county)
4. To become more knowledgeable of housing codes and enforcement measures
5. To utilize information and resources of HUD, RRHA, VHDA, DHCD, etc.
6. To enhance knowledge of landlord/tenant laws
7. To identify grant/loan sources for renovation, improvements and new construction
8. To identify persons eligible for first time homeowner and other available programs
9. To explore and educate about homeowner financing options

SUGGESTED ACTIVITIES:

1. Obtain demographics of community homeowners
2. Hold seminars in partnership with civic association
3. Other activities

G. UNEMPLOYMENT – RECOMMENDATION (SOCIAL MINISTRY)

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

OBJECTIVES: To help the congregation, with appropriate resources and to assist members in our community with attaining and keeping a job

SUGGESTED ACTIVITIES:

1. To use print and computer media resources (Richmond Careers, newspapers, internet, etc) to help if a job is lost
2. To develop Emergency Funding Ministry to assist with the needs of unemployed members
3. Other activities

III. MINIMUM NEEDS

A. FACILITIES SERVICES – RECOMMENDATION (TRUSTEE MINISTRY)

GOAL: To increase the esthetic and functional qualities and needs of the church

OBJECTIVES:

1. To regularly check all restrooms for cleanliness and ample supplies of hand soap, toilet paper and paper towels when the facility is in use
2. To have the Church Custodial Staff responsible for maintaining the restrooms and Sanctuary cleanliness
3. To promote pride as a Congregation. Clean up behind yourselves (i.e. Candy paper, tissues)

B. DISCIPLESHIP

*Refer to Evangelism Ministry below

C. EVANGELISM – RECOMMENDATION (DIACONATES CURTIS WHITE/LULA WHITE)

GOAL: To carry out the great command of Matthew 28:19-20 (go ye therefore and teach all nations, baptizing them in the name of the father, and the son and the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: And lo, I am with you always, even unto the end of the world. Amen

OBJECTIVES:

1. To continue efforts to minister outside the Church building
2. To educate the congregation about Evangelism
3. To support and strengthen the Evangelism Ministry
4. To reach and minister to the youth in the community
5. To increase church membership

SUGGESTED ACTIVITIES:

1. To periodically canvass the neighborhood with invitation to worship/fellowship
2. Community welcome—call on newcomers to the area
3. To invite parents of participating children (Vacation Bible School, children’s Choir, Scouting program, etc) for worship/fellowship
4. Involve membership in Hospital Visitation
5. Neighborhood Game Day/ Meet and Greet/Gifts for kids
6. Community fellowship - Plays/Dinner Theaters
7. Outreach by visiting Nursing Homes/shelters (Easter Baskets of Toiletries, etc), singing Christmas Carols, Game Night
8. Lock Ins
9. Organize a Publicity Ministry/Publish and provide a quarterly newspaper/Bulletin board postings
10. Enhance website to highlight Church activities, group meetings and the different Church ministries
11. Other activities

D. FELLOWSHIP – RECOMMENDATION (MELLOWS/GOLDEN CIRCLE)

GOAL: To build reciprocal relationships sharing responsibilities and helping each other by sharing, studying, service and sacrifice

OBJECTIVE:

1. To extend rights and privileges for all to attend and participate in fellowship
2. To develop sub-groups within fellowship groups to perform various activities

SUGGESTED ACTIVITIES:

1. See Evangelism - Activities # 1, 4, 7,
2. Remembrance - especially on holidays/special occasions (cards, gifts etc.)
3. Entertainment - various forms
4. Midday Bible Study - Church or home
5. Other activities

E. MEMBER SERVICES – RECOMMENDATION (SOCIAL MINISTRY)

GOAL: To utilize individual membership time, talents and other resources to benefit the full

membership and community

OBJECTIVE: Same as goal above

SUGGESTED ACTIVITIES:

1. Expand Helping Hands Ministry
2. Start a Church Pantry
3. Mentoring/Spiritual Partners (Pairing individuals with similar interest)
4. Contacting elder members to assist as needed (using Church Van to transport Senior members to appointments, store)
5. Form Outreach Sub committees to address the following:
 - Assist members/community with attaining and keeping a job -see Financial Literacy (objective #7)
 - Use print and computer media - see Unemployment (activity #1)
 - Develop Emergency Funding Ministry - See Unemployment (activity #2)
6. Other activities

F. MINISTRY – RECOMMENDATION (CLERGY MINISTRY)

GOAL: To involve all Church Ministries and organizations in winning and keeping souls for Christ (thru spiritual nurturing, evangelism, worship, praise, sacred music etc.) in and out of structured worship services

OBJECTIVE: Same as goal above

SUGGESTED ACTIVITIES:

1. Attend and provide leadership to Sunday School
2. Attend and provide leadership in Prayer and Praise
3. Attend and provide leadership in Prayer Meeting/Bible Study
4. More focus on youth participation - see spiritual Nurturing (objective #8)
5. Involve members who are unable to regularly attend Church - see fellowship (activity #2)
6. Form reciprocal relationship with your Deacon
7. Form reciprocal relationship with newly developed Clergy Ministry
8. Enhance communication with membership
 - Church handbook/organization directory
 - PPBC website - www.providencepark.org
 - Church newsletter revisited
 - Better utilize Church bulletin
9. Other activities

G. WORSHIP AND LEADERSHIP - RECOMMENDATION (WORSHIP LEADER/MUSICIANS/DIACONATE)

GOAL: To enhance and improve the quality of the worship experience for all members - see Ministry and Leadership Training

OBJECTIVE: Same as goal above

SUGGESTED ACTIVITIES:

- 1. Starting Sunday Morning Worship on time**
- 2. Revamp Prayer and Praise:**
 - musicians available**
 - family volunteers**
 - youth participation/leadership**
- 3. Passing the Peace - Improve the greeting and fellowship as enhancement to worship experience (music signal the conclusion of the period)**
- 4. Other activities**

**Giraffe Team Final Report
Revised 4/25/05**

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

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Rev. Gloria Jean Flowers

Paul Flowers, Sr

Edith Harris

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James Quash

Edith Pace

Percell Lowery

Charles Jones

Gilbert Burroughs

Keith Parker

Vernelle Nelson

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Joyce White

Joanne Tutwyler

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