

The Ministry Plan 2025-2026

EMMANUEL LUTHERAN CHURCH

A Caring Family Sharing God's Love and Forgiveness

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WHAT IS THE MINISTRY PLAN?

Emmanuel's **2025-2026 Ministry Plan** is a detailed summary of our plan for carrying out God's work at Emmanuel during the 2025-2026 ministry season.

This plan begins with our **Mission Statement** which reads:

We are a caring family sharing God's love and forgiveness.

This Mission Statement articulates the unique reason Emmanuel Lutheran Church exists. It also serves to unify the work of our congregation and provide us with a clear context for understanding our goals for ministry.

In order to align our ministry with this Mission Statement, we have identified seven areas of effort in which we believe we must make a significant impact. These areas of effort are called **Critical Target Ministries** and are listed below:

Caregiving

Christian Education

Discipleship

Family Ministry

Outreach

Stewardship

Worship

The following pages provide a detailed definition of each Critical Target Ministry, starting with a **Congregational Goal** and a **Purpose Statement** for each ministry. The Critical Target Ministries are then broken down into **Impact Ministries**. Impact Ministries are the specific areas in which we must make a significant impact in order to achieve the goal for each Critical Target Ministry.

Each Impact Ministry is defined by a **Goal Statement**, and strategies for achieving the goal are spelled out in the form of **Objectives**. The Objectives become the basis for the work of each Impact Ministry Action Team.

This entire Ministry Plan is focused on accomplishing Emmanuel's Mission of being, "a caring family sharing God's love and forgiveness." Every job, no matter how large or small, plays an important role in the life of our church family and in the pursuit of our mission. As you study the Ministry Plan, consider how you may use the gifts God has given you to accomplish His work at Emmanuel.

CAREGIVING

MINISTRY PLAN

Congregational Goal for Caregiving Ministry

We seek out those in need and respond with the healing love of Christ.

Caregiving Ministry Purpose Statement

We exist to follow Christ's example by seeking out and identifying the needs of those in our church and community, responding with non-judgmental assistance and support.

Caregiving Impact Ministries: GOALS AND OBJECTIVES

Bereavement Support

We support the emotional, physical, and social needs of the bereaved.

Objectives: The **Grief Support Action Team** will...

1. Maintain a bereavement database.
2. Present Christmas poinsettias to members who have lost a parent, spouse, or child in the past year, using the Stephen Ministry team for delivery.
3. Refer all who have experienced a loss to the Stephen Ministry Leadership Team.
4. Refer those who have lost a spouse to the Grief Support Group.
5. Send bereavement resources to those who have experienced loss.
6. Continue to offer the Grief Share Ministry program as needed.

Christmas Giving Ministry

We provide gifts and food at Christmas to families referred by Lutheran Social Services and Emmanuel's pastoral staff.

Objectives: The **Christmas Giving Ministry Action Team** will...

1. Request a list of individuals from Byron Health Center and families from Emmanuel staff by October 1, 2025.
2. Publicize and set dates to acquire, wrap, and distribute gifts and food by November 15, 2025.
3. Obtain food in coordination with the Food Bank action team.
4. Plan and implement gift gathering and distribution of gifts before Christmas.

Crisis Fund (Ranke)

We make emergency money from the Ranke and Crisis Funds available to the pastoral staff for those who have financial need due to a crisis.

Objectives: The **Crisis Fund Manager** will...

1. Provide a current balance report to the Church Council each month.
2. Write checks for crisis needs when requested by the staff.
3. Maintain Crisis Fund request forms and checking account.

Cup of Kindness

We collect weekly donations for Lutheran Social Services' emergency fund.

Objectives: The **Cup of Kindness Action Team** will...

1. Provide the appropriate number of delegates to represent Emmanuel to Lutheran Social Services and provide a donation for the annual dinner.
2. Submit collected funds to Lutheran Social Services at least once a year.

Food Bank

We maintain a food bank to assist our members and the 46802 zip code community in times of need.

Objectives: The **Food Bank Action Team** will...

- 1.. Maintain a well-stocked food bank.
- 2.. Publicize the needs of the food bank.
3. Schedule and publicize hours and dates for the monthly food pantry.
- 4.. Maintain staff for food pantry distribution days.
- 5.. Provide samples, recipes, and ingredients for nutritional food choices when possible.
- 6.. Provide emergency staples to needy persons as appropriate.
- 7.. Maintain a list of volunteers and roles (buyers, check-in etc.).

Funeral Dinner Ministry

We prepare funeral dinners for Emmanuel families.

Objectives: The **Funeral Dinner Action Team** will...

1. Maintain a list of volunteers.
2. Call for a team leader and helpers when a dinner is scheduled.
3. Call for donation of desserts.
4. Serve the meal.

Health Maintenance

We offer preventative health maintenance through education, health screenings, and referrals.

Objectives: The **Health Maintenance Action Team** will...

1. Publicize community health education opportunities when offered.
2. Maintain the AED and train staff and volunteers as needed.
3. Catalogue and maintain our supply of assistive devices available to loan and keep a record of all such loans.

Meals Ministry

We provide meals at home, upon staff referral, to members experiencing a crisis.

Objectives: The **Meals Ministry Action Team** will...

1. Establish a list of volunteers by October 1, 2025.
2. Coordinate meals through "Meal Train" for families referred by the staff.

Prayer Ministry

We exist to promote the practice of prayer within our congregation and throughout our daily lives through the Prayer Chain, Card Ministry, Prayer Shawl Ministry, and Visual Faith Ministry.

Objectives: The **Prayer Chain Action Team** will...

1. Update the list of prayer chain members by October 1, 2025.
2. Train new prayer chain members.
3. Review guidelines for all prayer chain members annually.
4. Publicize the contact information of the prayer chain leaders monthly.
5. Circulate prayer requests to the team via email or telephone.

Objectives: The **Card Ministry Action Team** will...

1. Establish a list of card ministers by September 1, 2025.
2. Send birthday, holiday, and monthly correspondence to shut-ins, deployed military personnel, and those with special needs.

Objectives: The **Prayer Shawl Ministry Action Team** will...

1. Publicize the needs of this ministry by September 1, 2025.
2. Prayerfully make prayer shawls for staff to take to those in need of prayer support.
3. Encourage members to take an extra shawl to someone in need and pray with them.

Objectives: The **Visual Faith Ministry Action Team** will...

1. Offer opportunities to gather.
2. Maintain a database of individuals interested in the Visual Faith Ministry.
3. Offer resources to the congregation to enhance individual prayer or to share with others.

Stephen Ministry

Trained Stephen Ministers provide caring, Christian support for people in crisis.

Objective: The **Stephen Ministry Leadership Team** will determine objectives in accordance with Stephen Ministry Guidelines.

CAREGIVING MINISTRY

Impact Ministries and Leaders

Caregiving Ministry Deacons: Pam Albert (438-1387)

Caregiving Ministry Staff Representative: Lana Hille (423-1369)

IMPACT MINISTRY

LEADER(S)

Bereavement

Marsha Sappenfield (616-0679)

Christmas Giving

Stacey Kammeyer (450-1549)

Crisis Fund (Ranke)

Jen Tweedy (423-1369)

Cup of Kindness

Jen Tweedy (423-1369)

Food Bank

Anita Kuker (414-2258)

Funeral Dinner

Barb Klaehn (625-5639)

Health Maintenance

Lana Hille (417-5639)

Meals Ministry

Carolyn Meyer (708/567-6093)

Prayer Ministry

Prayer Chain (email)

Marsha Sappenfield (616-0679)

Prayer Chain (phone)

Jan Hoffman (403-7557)

Card Ministry

Pam Bryan (433-6895)

Prayer Shawl Ministry

Jan Rathge (414-8286)

Visual Faith

Teresa Davis (385-3038)

Sonya Eggold (414-5246)

Stephen's Ministry Leadership Team

Lana Hille (423-1369)

Jean Light (403-2561)

Pam Bryan (436-6158)

Amy Rast (452-2225)

Joe Henderson (432-5977)

Susie Klausmeier (493-3174)

Beth Igney (466-5105)

Marsha Sappenfield (616-0679)

Pam Albert (438-1387)

Jen Tweedy (423-1369)

CHRISTIAN EDUCATION

MINISTRY PLAN

Congregational Goal for Christian Education Ministry

We provide all ages with an environment for comprehensive Christian education and continuing spiritual growth.

Christian Education Purpose Statement

We exist to foster dynamic teaching of God's Word, providing all ages with an environment for comprehensive Christian education and continuing spiritual growth.

Christian Education Impact Ministries: GOALS AND OBJECTIVES

Bible Classes

We provide scripture-based, Christ-centered studies designed to foster faith development and application in daily life to an ever-growing number of people, high school age and over.

Objectives: The **Bible Class Action Team** will...

1. Coordinate a variety of Sunday morning Bible study opportunities from September to May.
2. Coordinate a variety of year-round Bible study opportunities throughout the week.
3. Coordinate at least one Sunday family-friendly Bible study opportunity during the summer.
4. Track the Bible class attendance of our members.
5. Maintain and promote a comprehensive curriculum for Adult Bible study that provides engaging study opportunities for people at different levels of spiritual development.

Concordia Lutheran High School

We provide for active representation on the board of CLHS.

Confirmation

We support a pastoral ministry designed to help baptized Christians publicly confirm their baptismal vows and identify with the life and mission of the Christian community.

Objective: The **Confirmation Action Team** will...

1. Organize and implement a program of regular instruction for sixth through eighth-grade confirmands and their families which will prepare them for youth confirmation in the spring of the eighth-grade year.
2. Instruct adults through Lutheran Christianity with the goal of bringing them into membership through the right of confirmation.

Emmanuel-St. Michael Lutheran School

We provide appropriate representation on the ESM School Board.

Lutherans for Life and Emmanuel Life Team

We educate the congregation and Lutheran community regarding all aspects of sanctity of life issues.

Objectives: The **Lutherans for Life and Emmanuel Life Action Team** will...

1. Provide two seminars per year.
2. Publish a quarterly newsletter.
3. Make educational materials available for schools, churches, and organizations.
4. Provide "Sanctity of Life" materials for the congregation.

Sunday School

We provide Bible study and related activities to assist parents in nurturing children ages birth through fifth grade in the knowledge and love of Jesus Christ, exciting and preparing them to witness through their daily lives.

Objectives: The **Sunday School Ministry Action Team** will...

1. Continuously recruit and train support staff and teachers to fill vacancies and to serve as assistants and substitutes.
2. Provide opportunities throughout the calendar year for continued training, support, peer encouragement, and fellowship among other Sunday School volunteers.
3. Plan and implement special activities, including the Palm Sunday Processional, Sanctity of Life Procession, the Journey to Bethlehem, and Sunday School teacher commissioning and recognition.
4. Direct and oversee a Sunday School program for all children birth through grade five which will run from the Sunday after Labor Day through the Sunday before Memorial Day.
5. Track weekly attendance and follow up on visitors, new members, and absentees by personal contact.
6. Promote the Sunday School ministry to the congregation regularly.
7. Organize and manage Emmanuel's Sunday School materials and resources.

Vacation Bible School (VBS)

We reach out to children ages 3 through grade 5 in our community and congregation with a VBS program in early summer.

Objectives: The **VBS Action Team** will...

1. Plan and implement a VBS program in 2026.
2. Distribute information about VBS to the neighborhood and Washington School.
3. Recruit and train adults and youth from Emmanuel to serve as volunteers.
4. Coordinate and oversee the program.
5. Organize and manage Emmanuel's VBS materials and resources.

CHRISTIAN EDUCATION MINISTRY

Impact Ministries and Leaders

Christian Education Deacon: Ben Saurer (445-8178)

Christian Education Staff Representative: Pastor Dan Sheafer (423-1369)

IMPACT MINISTRY

LEADER(S)

Bible Classes

Pastor Sheafer (423-1369)

Concordia Lutheran High School

Beth Igney (203-9959)

Confirmation

Pastor Sheafer (423-1369)

Interparish School Board

Mark Heine (494-4880)

Lutherans for Life and Emmanuel Life Team

Carolyn Beitz (433-7188)

Sunday School

Liz Bejot (423-1369)

Vacation Bible School

Liz Bejot (423-1369)

DISCIPLESHIP

MINISTRY PLAN

Congregational Goal for Discipleship Ministry

We connect and hold each member of the congregation accountable as followers of Christ.

Discipleship Ministry Purpose Statement

We exist to equip the members of Emmanuel Congregation to build relationships in order to guide and encourage each other to be followers of Christ in daily living.

Discipleship Impact Ministries: GOALS AND OBJECTIVES

Active Members

We provide opportunities for members to build relationships within the Body of Christ and to strive to support and encourage each other as we grow together in our faith.

Objectives: The **Active Members Action Team** will...

1. Maintain a list of groups that exist within the congregation.
2. Encourage involvement in existing groups within the congregation through a "Get Connected" brochure, which will be provided online and in print.

Connections Counter

We encourage guests, new members, and nominally involved members with opportunities to engage in the ministries offered at Emmanuel.

Objectives: The **Connections Counter (CC) Action Team** will...

1. Recruit, schedule, and train CC leaders.
2. Provide guests and members with information on Sunday school classes, Bible studies, Connections events, and nursery care.
3. Provide individuals to escort guests to appropriate locations.
4. Provide and regularly update Connections opportunities through the "Get Connected" brochure.
5. Introduce guests to members for follow-up conversations.
6. Follow up with guests through written communication or a pastoral call.
7. Input guest information into "Breeze Forms."
8. Update member information through "Breeze Forms."
9. Offer first-time guests a gift tagged with information about Emmanuel (website address and social media information).

First Impressions

We explore meaningful and intentional ways to welcome and connect people.

Objectives: The **First Impressions** group will...

1. Organize participants into Connections Counter, Gathering Hour, and New Member action teams.
2. Gather in Ebenezer Hall one Wednesday a month for fellowship, devotion, and collaboration within teams.

Gathering Hour

We intentionally plan for guests and create an environment in which guests will know they have been expected and feel welcomed.

Objectives: The **Gathering Hour Action Team** will...

1. Facilitate the Gathering Hour.
 - A. Recruit, schedule, and oversee hostesses and clean-up crew for each Sunday morning.
 - B. Provide donuts, coffee, and juice to share during the Gathering Hour.
2. Identify leaders to initiate and coordinate social opportunities following Saturday evening worship.

Inactive Members

We will continue to reach out to those members who have become inactive in their connection with Emmanuel.

Objectives: The **Inactive Members Action Team** will...

1. Identify members who are not regularly attending.
2. Contact them in a compassionate manner to reconnect them to the church body.

New Members

We foster the assimilation of new members into the ministry of Emmanuel through one-to-one partnerships.

Objectives: The **New Members Action Team** will...

1. Attend "Celebration Dinners" of new members twice annually.
2. Partner with new members for one semester in order to facilitate ongoing familiarity with the ministry of Emmanuel.
3. Create a welcome packet detailing connection opportunities at Emmanuel.

DISCIPLESHIP MINISTRY

Impact Ministries and Leaders

Discipleship Ministry Deacon: Britney Hofman (246-9112)

Discipleship Ministry Staff Representative: Sarah Pennekamp (486-6740)

IMPACT MINISTRY

LEADER(S)

Active Members

Pastor Eggold (423-1369)

Connections Counter

Sarah Pennekamp (486-6740)

First Impressions

Sarah Pennekamp (486-6740)
Britney Hofman (246-9112)

Gathering Hour

Melissa Stout (348-2023)

Inactive Members

Pastor Eggold (423-1369)

New Members

Britney Hofman (246-9112)

FAMILY MINISTRY

MINISTRY PLAN

Congregational Goal for Family Ministry

We strengthen families through Christ-centered social, spiritual, and intergenerational activities, equipping them to be faith builders in their homes.

Family Ministry Purpose Statement

Family Ministry exists to strengthen and involve members of all ages in a home-centered, church-supported ministry through spiritual encouragement and social activities.

Family Ministry Impact Ministries: GOALS AND OBJECTIVES

Children's Ministry

We connect all Emmanuel families through family-friendly activities and events.

Objective: The **Children's Ministry Action Team** will set a schedule of regular gatherings to include social, service, and spiritual growth opportunities.

High School Youth Ministry

We involve youth in grades 9-12 in the life of the church by providing personal support and individual faith development, and promoting Christian relationships through fellowship and service.

Objectives: The **High School Youth Ministry Action Team** will...

1. Plan and implement a monthly calendar of activities to include social, service, and spiritual growth opportunities.
2. Recruit and train youth activity leaders to implement planned activities, providing personal support and individual faith development.

Men's Ministry

We strengthen men in their roles as fathers, husbands, and spiritual leaders in their homes and in the church.

Objectives: The **Men's Ministry Action Team** will...

1. Provide Christ-centered educational and social opportunities for men.
2. Maintain regular, ongoing Bible Study opportunities for the men in Emmanuel's congregation.

Middle School Youth Ministry

We involve youth in grades 6-8 in the life of the church by providing personal support and individual faith development, and promoting Christian relationships through fellowship and service.

Objectives: The **Middle School Youth Ministry Action Team** will...

1. Plan and implement six weekend events a year to include social, service, and spiritual

- growth opportunities.
2. Recruit and support youth activity leaders to implement planned activities, providing personal support and individual faith development

Newborn Ministry

We reach out to expectant parents and families with newborns through age three in order to support and encourage them.

Objectives: The Newborn Ministry Action Team will...

1. Maintain a list of expectant parents.
2. Provide a hospital visit from the Pastoral Staff at the time of the birth.
3. Make a home visit or phone contact following the birth.
4. Educate and encourage the parents with regard to baptizing their newborn child(ren).
5. Provide meals during the first weeks at home (if the family so desires).
6. Provide ongoing opportunities for connections within the Emmanuel family.
7. Personally invite all newborn families to join "Little Flock."
8. During the spring semester, inform ESM of families with children eligible for Early Childhood classes in the fall.

Older Adult Ministry

Recognizing that many older adults need flexible scheduling and short-term commitments, we provide opportunities for fellowship, service, and education, encouraging them to share their wisdom and faith.

Objectives: The Older Adult Ministry Action Team will...

1. Plan regular opportunities for adult fellowship and Bible study.
2. Encourage and create awareness of service opportunities and community programs.
3. Encourage and seek opportunities for intergenerational events.

Women's Ministry

We support and encourage women through Christ-centered relationships.

Objective: The Women's Ministry Action Team will encourage relationships and spiritual growth through regular Christ-centered activities (i.e., comfort making, quilting, crafts, Bible studies, women's retreats, and monthly First Impressions gatherings).

Young Adults

We connect young adults throughout the city of Fort Wayne through fellowship and Bible study.

Objective: The Young Adults Action Team will promote involvement in the Bridge 20/30 group and regularly publish scheduled events.

@917 Ministry

We exist to provide members of the Emmanuel family with a place to regularly engage with each other through study, social, and service activities.

Objectives: The @917 Ministry Action Team will...

1. Meet for study on Thursday nights from 7:00-8:00.
2. Meet for either a social or service activity once a month (except in July).
3. Target all Emmanuel members who desire to be further connected with a special emphasis on members who are college-aged through adults in their forties.

FAMILY MINISTRY

Impact Ministries and Leaders

Family Ministry Deacon: Ashley Cummins (452-7755)

Family Ministry Staff Representative: Liz Bejot (423-1369)

IMPACT MINISTRY

LEADER(S)

Children's Ministry

Liz Bejot (423-1369)

High School Youth Ministry

Sarah Pennekamp (486-6740)

Men's Ministry

Pastor Eggold (423-1369)
Billy Hofman (440-4945)
Pastor Sheaffer (423-1369)

Middle School Youth Ministry

Liz Bejot (423-1369)
Jon Meyer (740-8116)

Newborn Ministry

Ashley Cummins (452-7755)

Older Adult Ministry

Lana Hille (423-1369)

Women's Ministry

Liz Bejot (423-1369)
Lana Hille (423-1369)
Sarah Pennekamp (486-6740)

Young Adults

Sarah Pennekamp (486-6740)

@917 Ministry

Pastor Sheaffer (423-1369)

OUTREACH

MINISTRY PLAN

Congregational Goal for Outreach Ministry

We equip, train, and empower all members to share the saving Gospel of Jesus Christ.

Outreach Ministry Purpose Statement

We motivate and challenge all of our members to respond to Christ's love by sharing the saving Gospel of Jesus Christ with all people and to reflect the love of Christ in daily living.

Outreach Impact Ministries: GOALS AND OBJECTIVES

Emmanuel Serves

We meet the needs of the vulnerable around us with a special focus on building relationships through tangible assistance.

Objective: The **Emmanuel Serves Action Team** will...

1. Identify opportunities to serve within the congregation and the neighborhoods around Emmanuel through door-to-door canvassing and partnerships such as NeighborLink Fort Wayne.
2. Deploy volunteers to serve in the community quarterly.

Equipping Ministry

We equip Emmanuel members to joyfully and effectively share the saving Gospel of Jesus with all people.

Objectives: The **Equipping Action Team** will...

1. Offer educational opportunities for witness training during 2025-2026.
2. Encourage an intentional, quarterly focus on sharing one's faith in pulpit presentations.

Lutheran Women In Mission (LWML)

We encourage the spreading of the Gospel through word and deed.

Objectives: The **LWML Action Team** will...

1. Make our women aware of the benefits of accessing the website for daily e-mail devotions, spiritual education, program materials, etc.
2. Offer information on mission trips, local rallies, and district and national conventions.
3. Collect donations through the LWML mite box to be sent on to the district and national organization for grants to help agencies in Indiana, the U.S., and around the world.

Mission Taskforce

We increase awareness of local, national, and worldwide mission opportunities.

Objectives: The **Mission Taskforce Action Team** will...

1. Identify diverse cultures within our community and inform our members of ways to become involved.
2. Identify and inform our members of one-day mission events in Fort Wayne, one-week

- mission trips to other parts of the United States, and one to two-week international mission trips with established ministry partners.
3. Provide opportunities for the adoption of U.S. and foreign missions and missionaries.
 4. Plan, promote, and oversee a Mission emphasis in our worship services on a quarterly basis (typically on weekends that feature a fifth Sunday).
 5. Provide opportunities for the congregation to learn more about the ministries we support and the work of missions both at home and abroad.
 - a. The MTF will post missionary letters from the missionaries and organizations we support on the bulletin board and weekly email every month (changing them as new ones are received).
 - b. The MTF will staff a missions information table in Ebenezer between services at least once each quarter to provide copies of mission letters and relevant information on the organizations Emmanuel supports.
 - c. The MTF will act as a liaison between missionaries, mission organizations, and the leadership of Emmanuel, informing leaders of opportunities for mission education and training.

Mission Partnerships

We partner with several organizations in furthering the Gospel of Jesus Christ locally, nationally, and globally.

Objectives: The **Mission Partnerships Action Team** will . . .

1. Communicate regularly with Rev. James and Deac. Christel Neuendorf (Puerto Rico), Lutheran Agency for Missions to Burmese (LAMB), Rev. Michael Paul (Taiwan), the Lutheran Heritage Foundation, Dr. Rich Rudowske (Lutheran Bible Translators), Luther Academy, Mission of Christ Network (Heidi Wilkinson), Wellspring, InAsMuch, Rescue Mission, and the Shepherd's Hand to offer encouragement and to discern ways in which Emmanuel may assist in those ministries.
2. Explore ways in which Emmanuel members might participate in short-term mission projects with any of these missions.
3. Offer opportunities for Emmanuel members to learn about organizations they may wish to support (e.g., Destiny Rescue, Lutherans for Life, Lutheran Bible Translators, LCMS work at home and abroad).
4. Provide information to the congregation regarding the spiritual and material needs of these organizations.
5. Promote volunteerism by Emmanuel members in the local ministries.

Neighborhood Outreach

We provide a welcoming presence to our West Central neighbors.

Objectives: The **Neighborhood Outreach Action Team** will...

1. Host quarterly prayer walks in West Central.
2. Identify people moving into the neighborhood.
3. Provide welcome packets to new neighbors that will include:
 - a. A gift from Emmanuel.
 - b. A list of businesses and activities in the neighborhood.
 - c. An invitation to visit Emmanuel featuring a QR code that links to a welcome page on our website.

Washington School Santa Shop

We provide opportunities for Emmanuel members to help Washington School students purchase and wrap Christmas gifts for their family members through the PTA Santa Shop.

Objectives: The **Washington School Santa Shop Action Team** will...

1. Contact the Washington School PTA representative in October to determine the needs Emmanuel will help meet for Santa Shop in 2025.
2. Identify the Santa Shop schedule.
3. Recruit Emmanuel volunteers to serve as hosts and gift wrappers during the Santa Shop week.

Washington School Supplies

We provide opportunities for Emmanuel members to assist Washington School students in having the school supplies they need.

Objectives: The **Washington School Supplies Action Team** will...

1. Work with Washington School leadership to determine supplies needed.
2. Acquire and deliver the school supplies before school begins.
3. Ask Emmanuel members and community agencies to contribute toward the costs of school supplies.

Washington School PALS (Peer Assisted Learning Strategies)

We provide two eight-week sessions of academic, social, and spiritual enrichment on Wednesday afternoons with children from Washington Elementary School to share the good news of Jesus Christ.

Objectives: The **Washington School PALS Action Team** will...

1. Coordinate with the Washington Principal to schedule PALS before Thanksgiving in the fall, and Spring Break in 2026.
2. Ask the principal of Washington School to identify which children would most benefit from special instruction in reading
3. Plan a program that will engage academic, kinesthetic, nutritional, and spiritual needs.
4. Engage qualified persons to serve as Program Director and Academic Director (with stipend) to administrate and coordinate the PALS program.
5. Recruit youth and adult volunteers who will serve as tutors, activity leaders, snack preparers, and worship leaders.

Washington School Winter Clothes

We provide opportunities for Emmanuel members to minister to Washington School students by providing winter clothes to Washington students who need them.

Objectives: The **Washington School Winter Clothes Action Team** will...

1. Work with Washington School leadership to determine the clothes needed.
2. Make needs known to Emmanuel members so they can respond.
3. Collect and deliver the clothes to Washington School.

OUTREACH MINISTRY

Impact Ministries and Leaders

Outreach Ministry Deacon: Tina Bruce (409-9496)

Outreach Ministry Staff Representative: Pastor Thomas Eggold (414-8691)

IMPACT MINISTRY

LEADER(S)

Emmanuel Serves

Brett Meyer (349-5732)

Equipping Ministry

Thomas Eggold (414-8691)

Lutheran Women In Mission

Jan Werth (452-4769)

Mission Taskforce

Thomas Eggold (414-8691)

Missionary Partnerships

Thomas Eggold (414-8691)

Neighborhood Outreach

Scott Fergusson (240-0058)

Washington School Santa Shop

Thomas Eggold (414-8691)

Washington School PALS

Liz Bejot (423-1369)

Washington School Supplies

Thomas Eggold (414-8691)

Washington School Winter Clothes

Dick Shively (493-6904)

STEWARDSHIP

MINISTRY PLAN

Congregational Goal for Stewardship Ministry

We respond to God's grace, by teaching an awareness of God's gifts to each of us and instilling a desire and commitment to use these gifts in His service.

Stewardship Ministry Purpose Statement

As stewards of God's blessings to His people, we awaken each member of Emmanuel to harvest their gifts to the glory of God understanding that, *"Christian stewardship is the free and joyous activity of the child of God and God's family, the church, in managing all of life and life's resources for God's purposes."*

Stewardship Impact Ministries: GOALS and OBJECTIVES

Gift Sharing

We encourage each member to live a loving, caring, and sharing life and to participate in first fruits giving as a cheerful response to God's blessings.

Objectives: The **Gift Sharing Action Team** will...

1. Educate and assist people in Christian financial planning with professional assistance.
2. Publicly celebrate and give thanks for the gifts God has given us in worship.
3. Offer Stewardship Bible studies as part of confirmation instruction and as a part of continuing education for all of Emmanuel's members.
4. Regularly promote the use of electronic giving for Emmanuel members through the L.C.E.F. "Joyful Response" program, and website.
5. Offer an event targeting young adults to teach and inspire a proper understanding of Gospel-motivated stewardship.

Growth Opportunities

We continue to identify and harvest opportunities to expand and develop His ministries.

Objectives: The **Growth Opportunities Action Team** will...

1. Promote Charitable Gift Planners of Northeast Indiana's "Write a Will Week" within our congregation.
2. Identify and pursue potential grant money.

Information Management

We compile and manage the appropriate personal information of members to better equip them for ministry.

Objectives: The **Information Management Action Team** will...

1. Work directly with the office manager to construct and maintain a confidential database.
2. Consult with staff members and ministry leaders to produce reports that will aid in equipping and involving members in the ministry of the congregation.

Instilling Commitment

We educate and encourage our members to be committed stewards of His blessings.

Objectives: The **Instilling Commitment Action Team** will work with the “In All Generations” capital campaign leadership team to promote the current capital campaign to reduce the mortgage to \$1,000,000 by the end of 2025.

Skills and Talents

We identify the skills, talents, and spiritual gifts of our members and encourage them to joyously use their gifts in His service.

Objectives: The **Skills, Talents, and Spiritual Gifts Action Team** will...

1. Share the skills and talents information from the database with the appropriate Target Ministry Deacons.
2. Educate Emmanuel members by sharing Stewardship thoughts and ideas in worship bulletins, monthly newsletters, and with financial reports.

STEWARDSHIP MINISTRY

Impact Ministries and Leaders

Stewardship Ministry Deacon: Matt Schmidt (417-9481)

Stewardship Ministry Staff Representative: Pastor Thomas A. Eggold (423-1369)

IMPACT MINISTRY

LEADER(S)

Gift Sharing

Matt Schmidt (417-9481)

Growth Opportunities

Pastor Eggold (423-1369)

Information Management

Dick Shively (493-6904)

Instilling Commitment

Matt Schmidt (417-9481)

Skills, Talents, and Spiritual Gifts

Pastor Eggold (423-1369)

WORSHIP

MINISTRY PLAN

Congregational Goal of Worship Ministry

We provide opportunities for God's love and forgiveness in Christ to be communicated to people of all ages through His Word and Sacraments, in a variety of worship forms.

Worship Ministry Purpose Statement

We provide a variety of worship opportunities in which we proclaim God's Word, offer the sacraments, and encourage response to God's love through confession, prayer, praise, and worship.

Worship Impact Ministries: GOALS AND OBJECTIVES

Altar Guild

We prepare God's house for worship services.

Objectives: The **Altar Guild Action Team** will...

1. Prepare the altar area before services.
2. Clean communion ware and return them to their proper places after each service.
3. Annually appoint a flower chairman to schedule flowers for the altar as they are needed.
4. Annually appoint Easter and Thanksgiving flower committees.
5. Annually elect officers to oversee the Altar Guild Ministry.

Children's Messages

We provide age-appropriate messages for young children during our Sunday non-communion worship services.

Objective: The **Children's Messages Action Team** (Director of Children's Ministry) will work with the pastors to plan and lead children's messages in the appropriate services.

Decoration

We enhance worship by providing appropriate seasonal decorations.

Objectives: The **Decoration Action Team** will...

1. Provide for the maintenance, inventory, and display of sanctuary decorations.
2. Coordinate the festival and seasonal decorating.

Music Ministry Planning

We work with the pastoral staff and the Director of Music Ministries to plan and evaluate the music for orders of worship, festival services, and other special events.

Objectives: The **Music Ministry Planning Action Team** will...

1. Meet in August and January to plan the upcoming semesters and seasons of the church year.
2. Evaluate each festival service and make appropriate changes for upcoming services.

3. Annually compile and maintain a list of members with musical abilities with an emphasis on increasing opportunities.
4. Annually produce a brochure describing Emmanuel's music ministry opportunities.

Wedding Facilitator

We assist the pastoral staff in coordinating wedding details to ensure an orderly wedding ceremony.

Objectives: The **Wedding Facilitator** will...

1. Consult with the engaged couple at least once before the wedding.
2. Direct weddings in accordance with the stated guidelines.
3. Maintain the "wedding supply box" to assist the wedding party on the day of the wedding.

Worship Music

The Director of Music Ministries, in consultation with the lead organist, will provide musical leadership and aid in the selection of music for special services, weddings, funerals, and/or memorial services.

Objectives: The **Worship Music Action Team** will...

1. Provide musical leadership for worship in the following ways:
 - a. Chancel Choir
 - b. ESM Choirs
 - c. Funerals
 - d. Handbell Choir
 - e. Instrumental Ensembles
 - f. Praise Team
 - g. Vocal Ensembles
 - h. Weddings
2. Actively recruit and train new musicians and vocalists throughout the year.

Worship Support Team

We provide support to ensure orderly and inviting worship services.

Objectives: The **Worship Support Action Team** will...

1. Provide opportunities for people to assist in worship services in the following ways:
 - A. Acolytes: Schedule and train the Youth in the 7th and 8th grades responsible for lighting and extinguishing candles for worship.
 - B. A/V Technicians: Schedule and train those responsible for the set-up of sound and video equipment, sound checks, running the sound board for services, and recording worship services and special events.
 - C. Communion Assistants: Schedule and train men responsible for assisting in the distribution of communion.
 - D. Processional Assistants: Schedule and train high school students to carry the processional cross, banners, and candles for festival services.
 - E. Ushers: Schedule and train ushers to seat people, distribute bulletins, collect offerings, direct communion traffic, and count church and communion attendance.
 - F. Valets: Schedule and train valets to provide curb service at the Ebenezer Hall entrance, parking cars for and assisting those who have requested valet service.
2. Actively recruit and train new support people throughout the year.

WORSHIP MINISTRY

Impact Ministries and Leaders

Worship Ministry Deacon: Ben Cunningham (219/508-8817)

Worship Ministry Staff Representative: Matt Johnston (423-1369)

IMPACT MINISTRY

LEADER(S)

Altar Guild

Becki Elonzae (423-1369)

Children's Messages

Liz Bejot (615-6493)

Decorations

Charlie Pratt (432-5128)
Roxanne Pratt (432-5128)

Music Ministry Planning

Matt Johnston (423-1369)

Wedding Facilitator

Tammy Stauffer (418-9996)

Worship Music

Matt Johnston (423-1369)

Chancel Choir

Matt Johnston (423-1369)

ESM Choirs

Matt Johnston (423-1369)

Funerals

Matt Johnston (423-1369)

Handbell Choir

Cassie Didier (484-9168)

Instrumental Ensembles

Matt Johnston (423-1369)

Praise Team

Matt Johnston (423-1369)

Vocal Ensembles

Matt Johnston (423-1369)

Weddings

Matt Johnston (423-1369)

Worship Support

Acolytes

JoAnn Wudy (432-7085)

Baptism Hostesses

Lana Hille (423-1369)

Communion Assistants

Becki Elonzae (423-1369)

Procession Assistants

Tammy Stauffer (418-9996)

Sound Technicians

Craig Dahlkamp (255-8485)

Ushers (Sunday)

Becki Elonzae (423-1369)

Ushers (Saturday)

Tammy Stauffer (418-9996)

Valets

Becki Elonzae (423-1369)

LEADERSHIP DIRECTORY

FINANCE COMMITTEE

Trustee and Staff Representative: Dick Shively (493-6904)

Staff Representative: Pastor Thomas Eggold (414-8691)

Krista Hall (437-1125)
Mark Heine (494-4880)
Alex Kiefer (467-3181)
Jake Schmidt (260/344-3060)
Jennifer Tweedy (423-1369)

PROPERTY COMMITTEE

Trustee and Staff Representative: Randy Thompson (312-7989)

Fred Peterson (437-2885)
Lori Richey (615-2253)
Zach Strasser (241-7947)
Steve Williams (450-3397)
Jim Wudy (432-7085)

INTERPARISH SCHOOL BOARD

Staff Representative: Pastor Eggold (423-1369)

Eric Bieberich (241-4560)
Mark Heine (494-4880)
Jenel Meyer (415-3316)
Daniel Schmidt (341-2641)
Jeff Werling (710-2560)

CONGREGATIONAL OFFICERS

PRESIDENT

Mitch Green (750-8121)

TREASURER

Krista Hall (437-1125)

SECRETARY

Stephen Bornheimer (734/657-8287)

ELDERS

Dave Smith (417-6410)

Charlie Pratt (432-5128)

Scott Senger (436-4346)

MINISTRY DEACONS

CAREGIVING

Pam Albert (438-1387)

CHRISTIAN EDUCATION

Ben Saurer (445-8178)

DISCIPLESHIP

Britney Hofman (246-9112)

FAMILY MINISTRY

Ashley Cummins (452-7755)

OUTREACH

Tina Bruce (409-9496)

STEWARDSHIP

Matt Schmidt (417-9481)

WORSHIP

Ben Cunningham (219/508-8817)

MINISTRY STAFF

SENIOR PASTOR

Rev. Thomas A. Eggold

DIRECTOR OF CONGREGATIONAL CARE

Mrs. Lana Hille

ASSOCIATE PASTOR

Rev. Daniel Sheaffer

OFFICE MANAGER

Mrs. Becki Elonzae

PASTOR EMERITUS

Rev. Arthur Klausmeier

DIRECTOR OF MUSIC MINISTRY

Mr. Matt Johnston

PASTORAL ASSISTANT

Rev. Ryan Tietz

DIRECTOR OF CHILDREN'S MINISTRY

Mrs. Liz Bejot

PASTORAL ASSISTANT

Rev. Dan May

ADMINISTRATIVE ASSISTANT

Mrs. Carolyn Meyer

PASTORAL ASSISTANT

Rev. Mark Sheaffer

MAINTENANCE SUPERVISOR

Mr. Randy Thompson

PASTORAL ASSISTANT

Rev. Dan Dahling

BUSINESS MANAGER

Mr. Dick Shively

DIRECTOR OF DISCIPLESHIP AND YOUTH MINISTRY

Mrs. Sarah Pennekamp

DIRECTOR OF ADMINISTRATION AND FINANCE

Mrs. Jennifer Tweedy

ESM PRINCIPAL

Dr. Ben Stellwagen

EMMANUEL LUTHERAN CHURCH

A Caring Family Sharing God's Love and Forgiveness

Emmanuel Lutheran Church is...

A caring family of baptized Christians bound together in the forgiveness which God has provided all people through His Son, Jesus Christ.

This family exists to announce this gift of forgiveness to individuals of all nations and cultures through the preaching of God's Word and the administration of the Sacraments. Emmanuel instructs young and old according to the confessional standard of the Lutheran Church-Missouri Synod and reaches out through forgiving relationships, working to connect all members of the family through caring friendships.

The disciples of Jesus at Emmanuel serve as shepherds of the sheep; seekers of the lost; friends of sinners; and caregivers to the poor, lonely, and broken-hearted. It is a family that cares for all people and reaches out to witness to the love and forgiveness found in Jesus Christ.

EMMANUEL LUTHERAN CHURCH

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