

October 6, 2019

Dear Council, Staff, and Ministry Leaders,

This booklet contains our proposed *Dream for Bethel*. It describes our hopes for the next five years. We are eager to hear your input on it.

Please read through these pages carefully. For each subsection of the *Dream* (with its accompanying objectives and strategies) fill out one of the feedback forms provided. Bring all your feedback forms to the retreat where they will be collected. (Please note that the objectives and strategies are in a separate section of the booklet from the *Dream* itself.)

At the retreat, we will focus primarily on the four areas of the *Dream* we think will have the biggest impact on our church going forward:

- Our “Next 300” Mission
- The Growing Young Effort (and intergenerational ministry)
- Multiculturalism
- Hospitality

Thank you for giving these pages your careful consideration. I look forward to seeing you at the retreat!

*Pastor Tom*

## **Our Mission**

*Tells us how we will fulfill the Great Commission*

## **Our Vision**

*Explains who we want to be for the sake of our mission*

## **Our Core Commitments**

*Tell us the role each of us plays to fulfill our vision*

## **Our Dream**

*Explains our vision in detail*

## **Our Objectives and Strategies**

*Describe our plan for achieving our vision/dream*

## **OUR MISSION:**

Becoming like Christ; sharing Him with others

## **OUR VISION:**

To be an intergenerational, multiethnic community  
empowered by the Spirit,  
growing in faith,  
bound together in love,  
meeting together in vibrant weekend worship  
and in small groups,  
serving one another with the gifts God has given us,  
and reaching out with the love and Good News of Jesus Christ  
to our church's community,  
to our own communities,  
and to the world

## **OUR CORE COMMITMENTS**

- *Communion:* Walking with Christ
- *Community:* Loving one another
- *Calling:* Impacting the world

## OUR DREAM

### “An Intergenerational Community”

**Our Dream:** To be a church where:

- Every adult, child and youth feels a deep commitment to their church because in it they find love, safety and a sense of belonging,
- Adults, children, and youth have age-appropriate learning opportunities, but have rich relationships well beyond the boundaries of their peer group,
- Adults, children, and youth routinely interact with one another in the church’s foyers and hallways,
- Every child and youth has at least five meaningful Christian adult relationships beyond their immediate family,
- Each child and youth can point to at least one adult whom they would describe as a mentor figure,
- Children and youth are regularly involved in the “adult” worship services through praying, reading, singing, sharing, participating in the worship band, serving as technicians, and acting as ushers, and greeters,
- Children and adults are regularly connecting in their small group experiences, either in meetings or in special events designed to include all ages, and
- Bethelites take part in intergenerational events like picnics and campouts each year.
- Parents feel equipped to spiritually nurture their children and youth as they grow in their relationship with Christ.
- Where young adults away at college and university are cared for and prayed for by the Bethel community.

### “A Multiethnic Community”

**Our Dream:** To be an ethnically diverse church that welcomes people from all races and cultures. This is more than tolerating one another as we congregate in our isolated ethnic subgroups. Rather, as people united to one another in Christ, we want be transformed through love as we work and fellowship together. As Paul says:

Speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ, from whom the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. (Ephesians 4:15-16)

### **“Empowered by the Spirit”**

**Our Dream:** To be a church where every believer is aware of the availability of God’s power and where we actively depend upon the Holy Spirit to produce spiritual growth within us expressed by a vibrant prayer life. This means:

- a significant majority of our members will regularly set aside time for prayer each day,
- a majority of the families in the church will make daily devotions together a priority,
- intercessory prayer will continue to be an important part of Sunday worship services,
- every committee, team, and ministry at Bethel will have an identifiable rhythm of prayer,
- dozens of people will attend weekday prayer meetings in which they earnestly cry out to God for Bethel’s members, ministry, and mission,
- prayer will be woven into the rhythm of our church year,
- a steady stream of Bethelites each year will seek to receive healing prayer ministry, and
- we will be gaining a deepening understanding of the empowerment of the Holy Spirit and of His gifts for building up the church.

### **“Growing in Faith”**

**Our Dream:** To become more and more like Christ as we pursue an identified Growth Path. Specifically, this means that all Bethel members will be encouraged to take the three courses in our Growth Path. Newer believers who join the church will be encouraged to take the Growth Path courses or to walk through the same material with a mentor. We anticipate that those who have completed the Growth Path will reflect spiritual maturity through a personal, consistent pattern of spiritual practices including meditation on the Bible, prayer, regular Sunday worship attendance, small group involvement, and as many of the classic spiritual disciplines as fit their unique relationship with Christ.

### **“Bound together in Love”**

**Our Dream:** To be a community that truly and sincerely loves one another as measured by nearness, intimacy, and devotion. Nearness requires that we have enough personal contact to effectively exercise the “one anothers” of the Bible. Intimacy requires heartfelt love tangibly expressed. Devotion implies doing whatever it takes to keep the community strong.

### **“Meeting Together in Vibrant Weekend Worship”**

**Our Dream:** To have Sunday worship gatherings where deep prayer, God glorifying music, Gospel-centred preaching, wholehearted participation, and responsiveness to the Spirit’s leading regularly result in the deepening conviction of those who are following Christ and the conversion of those who do not.

### **“And in Small Groups”**

**Our Dream:** To have Christ-Centered small group gatherings that are full expressions of church life, where members care for one another, study God’s Word, pray, serve others, and think missionally.

### **“Serving One Another with the Gifts God has Given Us”**

**Our Dream:** To be a church operating with the full range of spiritual gifts, with people serving according to the abilities God has given them, so that God’s power in us will bring praise to Him (1 Peter 4:10-12).

### **“Reaching out with the Love and Good News of Jesus Christ”**

**Our Dream:**

**Locally:** To see over 300 people added to the body of Christ through evangelism as a result of the combined efforts of Bethel and Bridge Churches.

**Globally:** To see the Gospel powerfully touching lives and hearts through our partnerships with the missionaries we support overseas.

## **“To Our Church’s Community”**

**Our Dream:** To have a transformational influence on the Bannerman neighbourhood so that it becomes a better place to live—with a better school, safer streets, and richer relationships among neighbours—because we are incarnating the love of Jesus Christ in partnership with other community organizations; all the while, actively and unapologetically sharing the Good News with our neighbours.

## **“To Our Own Communities”**

**Our Dream:** To be a church where members are praying for, caring for, and sharing Christ with their "personal parish" of three to five people, and where every member has at least one person in their lives with whom they are journeying toward a relationship with Jesus Christ.

## **“And to the World”**

**Our Dream:** In order to see the Gospel of Jesus Christ spread to every nation and people group on earth, we will be committed to world mission. We will form and maintain strategic partnerships in El Salvador, Nicaragua, Bettesu, Liberia, and Hermosillo, Mexico. Our partnerships will include prayer support, financial support, visits to the field, visits from the missionaries in the field, and regular electronic communications back and forth. We will organize mission trips to our partner sites, and will encourage and support Bethel members who choose to undertake mission projects on their own.

## **Objectives and Strategies**

### **“An Intergenerational Community”**

*Responsibility of the Intergenerational Team*

#### **Objectives:**

- See a small group ministry at Bethel that engages at least 50% of Bethel’s young adults ages 18-29.
- See at least 70% of Bethel’s potential youth participants in age-appropriate learning opportunities where they can be mentored as they grow in their faith and learn how and where to use their gifts.
- See 75 % of Bethel Young Adults, present or away at university or college, engaging in some form of Christian fellowship and volunteer service.
- See at least seven children or youth each Sunday partnered with an adult who is mentoring them into a role (such as instrumentalist or vocalist, media operator, greeter, usher, intercessory prayer) so these young people can learn how these roles serve others and why they are essential.
- Have 75% of active young people say they have a meaningful relationship with at least five Christian adults not in their family.

#### **Strategies:**

- A “Growing Young” Committee will study how to engage young people (14-29 year olds) meaningfully in the church. This team will gather data about young people and monitor their level of commitment to the church through surveys and ongoing discussions. The Growing Young Team will advise the leadership and staff about how to engage the next generation by implementing the six key practices outlined by Fuller Youth Institute’s Growing Young research. These six practices are: key chain leadership, being good neighbours, taking Jesus’ message seriously, empathizing with



youth, creating a warm church environment, and prioritizing young people (and families) everywhere.

An Intergenerational Team will be formed and coordinated by our Director of Youth Ministries and our Director of Children's Ministries. The Intergenerational Team will work in collaboration with the Growing Young Committee to meet our intergenerational dreams and objectives. This will be done primarily by creating natural opportunities for relationships between adults and young people to flourish. We will seek to build on experiences where our lives already intersect:

- Small group members will think intentionally about how to integrate their children into meetings, service events, and social events like barbeques and camping.
- Our music offerings for Bethel Kids' and Bethel Youth will be conducted with an eye toward integrating capable children and youth into the worship band.
- Adults, children and youth will work side by side in worship services with adults mentoring the next generation into service roles.
- The existing adult, children and youth programs will add components designed to bring the various ages together for special activities.
- Children and youth will think and plan together with deacons, elders and other ministry leaders, planning and executing ways of serving and doing outreach together.
- We will encourage hospitality that involves whole families.

Intergenerational Team will monitor our progress toward our objectives and guides ministry leaders and staff to adopt practices that will help us achieve them. They will glean best practices from other successful intergenerational ministries. Our Director of Children's Ministries and our Director of Youth Ministries will provide overall guidance and helpful materials so that program leaders and small group leaders can be successful in implementing these strategies.

These strategies will be further developed and changed as the Growing Young Committee analyzes the data collected from Bethel members.

### **“A Multiethnic Community”**

#### *Responsibility of the Multiethnic Team*

**Objectives:** In five years, at least 30% of our Sunday morning worship attendees will be people of ethnic diversity, and our church's multiethnic character will be broadly mirrored in our church's volunteer roles, staff and leadership (at least 1 in 7 praise team members, 1 in 7 staff members, and 1 in 7 council members will be people from cultures other than the dominant white Canadian majority).

**Strategy:** Starting with the 11:00 am Sunday service (but extending to the 9:00 am service) we want to see our pews increasingly filled with a mosaic of people from the many different ethnicities that make up Edmonton.

A Multiethnic Team made up of Bethelites from diverse ethnicities will spearhead the effort. They will meet together regularly to consider ways of increasing the multiethnic flavor of our church and will implement strategies to do so. Their efforts will involve raising the profile of non-majority ethnicities including seeing them in positions of visible involvement and leadership in the church.

Besides welcoming people from non-majority cultures, our multiethnic strategy will include encouraging non-majority members of the Bethel community to reach out to their own cultural communities. The church will support, as we are able, those doing the outreach.

As the number of people from a particular ethnicity grows, we will identify an individual from within that cultural group to act as a pastor for that group. (This person may be someone who has pastoral training from his/her country of origin and who is gifted in pastoral work, but whose training does not qualify him/her to serve in a professional ministry in Canada). This person will serve their ethnic community through teaching and care-giving and by encouraging outreach to their ethnic community. (He or she may serve as a volunteer or may receive a small stipend for their effort.) All the while, we will work to insure that the distinct ethnicities do not become isolate from the overall life of the community.

One day, as God blesses, we would like to see services simultaneously translated into other languages for those who don't know English. We anticipate that we will eventually need to employ a Pastor of Multiethnic Ministries to oversee this effort.

## **“Empowered by the Spirit.”**

### *Responsibility of the Lead Pastor and Prayer Coordinator*

#### **Objectives:**

- See participation in midweek prayer meetings increase year by year over the next five years.
- Observe a 24/7 prayer week for each of the next five years.
- Have at least two prayer events (at congregational meetings or at special meetings) each year.
- See year over year increase in participation in the healing prayer ministry.
- See a growing number of people each year indicate that they are having personal and family devotions.

#### **Strategy:**

- The pastor will continue to underscore from the pulpit the importance of prayer in the believer's life.
- Ministry leaders will pray together for their ministries and encourage prayer for their ministries.
- Council members, staff, and ministry leaders will model prayer in their personal lives.
- Intercessors will continue to pray during morning worship services.

- Prayer servants will be available for pre-service and post service prayer.
- Weekly prayer groups will continue to meet Monday evening & Wednesday morning with the hope that more people will join or new groups will form.
- Prayer leaders will hold special prayer events (services / conferences).
- We will have extended periods of prayer at some congregation meetings.
- We will observe an annual 24/7 prayer week.
- We will promote the inner healing prayer ministry to Bethel members and guests from the pulpit, through the bulletin, and by other means.
- Members of the healing prayer ministry will partner with Shepherding Elders in pastoral care visits for the sick.
- The prayer coordinator will continue to encourage and build up the inner healing team and others with gifts of healing.
- Our prayer leaders will provide educational opportunities within Bethel so people can learn about prayer and the Holy Spirit's empowering gifts.
- We will promote learning opportunities that are offered outside of Bethel such as the Dunamis Project.
- Prayer leaders will make prayer resources available in the library and prayer room.

### **“Growing in Faith”**

*Responsibility of the Pastor of Teaching and Discipleship*

#### **Objectives:**

- The Pastor of Teaching and Discipleship will finalize the courses in the Growth Path.
- 95% of new believers who join Bethel will take each of the three courses in the Growth Path.
- 70% of all members will report practicing a regular pattern of spiritual disciplines as measured by a survey.

#### **Strategy:**

- Everyone who takes the Discover Bethel Course will be strongly urged to take each of the three courses in the Growth Path.
- Each of the Growth Path courses will be offered twice annually.
- From the pulpit, and through our ministries, Bethel members will be urged to adopt spiritual practices that fit their relationship to God.
- We will continue to offer a variety of avenues for spiritual growth including our regular worship services, Bible Studies, small groups, and classes.

### **“Bound together in Love”**

*The Responsibility of the Lead Pastor, the Pastor of Teaching and Discipleship, the Shepherding Elders, and the Deacons*

**Objectives:**

- Every family or single mother who gives birth, every family that experiences the death of an immediate family member, and every family who falls into deep crisis will be offered meals for a period of time either by their small group or the Meal Train.
- 80% of Bethel members will rate their church as having “warm relationships” as measured by a survey.
- All members will understand our church’s emphasis on the importance of large and small group gatherings.

**Strategy:** Our main means of creating nearness and intimacy will be through personal relationships, hospitality, Sunday large group gatherings and midweek small group gatherings. Small Groups, will be the first line of care for those who attend them. The Shepherding Elders, Deacons and pastor(s) will lead in showing front line care to the whole congregation, and the Meal Train will give Bethel members opportunity to show love tangibly by providing meals to those in need. The needs of Bethel members will be made known to the congregation, and extending hospitality will be a regular emphasis throughout the next five years.

## **“Meeting Together in Vibrant Weekend Worship”**

**Objectives:**

- In five years Church leaders will have significant agreement that Bethel Church has grown in their experience of worshipping “in spirit and in truth.” This means that they will testify that people’s lives are being changed in worship and that in our services there is a regular experience of God’s manifest presence.
- We will regularly hear reports from visitors that they experienced God’s presence in worship.
- There will be consistency in all of our lives between our worship and our day to day living.

**Strategy:**

- Prayer will be offered for Bethel’s worship midweek as well as before and during Sunday worship services.
- The Worship Band’s practices will encourage and express a warm devotional life so that the Band will lead out of their own experience of unity and personal connection with God.
- Members will be encouraged to pray and prepare for worship.
- The pastor and other worship leaders will maintain an openness to the spirit’s leading in services.

## **“And in Small Groups”**

### **Objectives:**

- 80% of Bethel members will be in some sort of small, holistic group whether a small group, a spiritually intentional group of friends, or a group in the church that serves as their small community.
- Existing small groups will become more “church-like” in nature by incorporating the five key aspects of church life into their group (service, outreach, worship, love and growth).
- No one who requests to be in a small group will wait more than a month to be placed in one during the regular church year.

### **Strategy:**

- We will launch at least 15 new groups in the next five years.
- New members will be encouraged to join a small group.
- A small group experience will be made possible for anyone who wants to join a small group.
- Training and resources will be offered to all small group leaders/ reps to help their groups thrive and grow.
- Holistic groups in the church not considered “small groups” will be treated as such for the purpose of shepherding care once those group’s leaders have been brought on board with the vision.

## **“Serving One Another with the Gifts God has Given Us”**

### **Objectives:**

- We will offer a course on spiritual gifts to everyone who joins Bethel Church. They will be guided in how to participate in ministries according to their gifting.
- 75% of Bethel Members will be using their gifts either in Bethel ministries or some other Christian ministry.

### **Strategy:**

- A course on spiritual gifts will be offered every year. We will strongly encourage new members of the church to take it. We will invite long-time members to do so as well. Out of this course people will be guided to ministries that fit their gifting.
- Members will be made aware of service opportunities through a ministry opportunities booklet, ministry fairs, bulletin boards, and from the pulpit.
- We will inform people about Spiritual gifts through sermons and other learning opportunities.

## **“Reaching out with the Love and Good News of Jesus Christ”**

### **Objectives:**

- In five years at least 75% of Bethel members will be able to say that they are journeying with at least one person toward faith in Christ.
- 90% of guests will feel that they were warmly welcomed when they visited Bethel, could find their way around the church easily, were spoken to during connect and coffee times, and knew how to obtain information about Bethel Church. This will be measured by periodical surveys.
- Every worship service will have at least 10 people in attendance who are unchurched or de-churched.
- We will be maintaining a superb, guest-friendly website which includes live streaming of worship services, a video specifically for church visitors, and a Gospel presentation video.
- We will be making effective use of social media for promoting the church, extending invitations to the community, and getting our message out.

**Strategy:** (Refer to strategy statements for the three outreach areas listed below.)

## **“To Our Church’s Community”**

### **Objectives:**

- We will continue to give primary leadership to the Bannerman Partners over the next five years.
- We will support the Bannerman After-School program financially at a rate of \$5,000 per year over the next five years.
- For the next five years we will financially support the Ladies Tea held in the Clairview II housing units, so that residents can learn English, find resources for a better life and experience the love of Jesus Christ through Carley Clarke. We will support the program at a rate of \$3,100 for the first year with subsequent years’ support depending on positive evaluations of the program and the amount of ALL IN Campaign funds available.
- See at least 75 Bethel members annually participate in Bannerman-in-Action: “A day for doin’ good in the ‘hood.’”

**Strategy:** We will be a contributing community partner while actively and unapologetically reaching out with the Good News of Jesus Christ.

We are committed to working alongside our church's neighbours in the betterment of the community. This implies at least three things:

1. As much as possible we want to "work with" our neighbours rather than simply "doing for" our neighbours.
2. We want our Bethel members to serve alongside our church neighbours so that our neighbours experience our church as a warm-hearted community of people rather than as merely a building in the neighbourhood.
3. We will care about what matters most to our neighbours when it comes to their community. We will continue to discern with other community leaders what is important for adding value to the Bannerman community and will support these efforts to the full extent we are able.

In the spirit of true partnership with the community, our engagement with other community leaders will come with "no strings attached." In other words, we are committed to our neighbours' general well-being regardless of whether they respond to our efforts to proclaim the Good News, and we will not artificially use our partnerships with the neighbours as a pretext for sharing the Gospel.

It will be our prayer that our activities and reputation in the community support our Gospel witness, and we will actively engage in witness in the community through Alpha programs, personal sharing, and by freely sharing the Gospel at church events where community members are present.

## **"To Our Own Communities"**

### **Objectives:**

- In five years 100% of our members will understand the concept of a "personal parish," and at least 70% will indicate that they have identified their personal parish.
- 60% of Bethel members will have taken a Bethel-offered learning opportunity about how to share the Good News with others.
- 60% of Bethelites will be practicing the principles of actively praying for, caring for, and seeking to share the Gospel with the people in their personal parish.

**Strategy:** Our main strategy for achieving the Next 300 goal will be personal witness. From the pulpit and by other means, each Bethel member will be encouraged to have a "personal parish". Each member of Bethel will be challenged to be walking with at least one person toward faith in Christ. Since our goals can only be achieved in dependence on the Holy Spirit, we will be in constant prayer to God for the harvest.

We will extend Gospel invitations in all of our ministries where unbelievers are present. We will offer courses so Bethel members can learn how to share their faith and we will have ministries

and activities to which people can invite friends to hear the Gospel (like Alpha programs, invite-a-friend to church days, and other offerings).

We will offer a first-rate guest experience including a guest friendly website and warm welcome at church, a clear “on ramp” for people who want to join Bethel, and follow up for guests visiting the church who request it. We will keep track of our guests who are on a journey of faith and will pair them with a mentor who can help them find their way around Bethel and take next steps of faith.

## **“And to the World”**

*The responsibility of the World Missions Team*

### **Objectives:**

- We dream that at least 150 Bethelites will be inspired take to part in missions or service trips over the next five years—not necessarily all organized by our church.
- We will have contact from one of our missionaries in worship at least twice annually.

**Strategy:** The World Missions Team will oversee and develop our mission partnerships, implement our goals, and keep the congregation aware of mission developments and opportunities.