

Mission

Nurture and equip God's people for their daily ministry as they reach out in word and deed with the good news of Jesus Christ.

Vision

Optimize growth and leadership principles that are rooted in Scripture and modeled after Jesus Christ.

Values:

- Growth: Focused on spiritual, intellectual, social, and physical growth
- Personal Relationship with Jesus: Dedicated to large and small group worship and support as well as personal devotions
- Leadership: Directly enlists, engages, equips and trains Sunday School (SS) staff members
- Community Outreach: Reaches the lost through the sharing of faith stories (personal testimonies) and mission/ministry activities
- Changed Lives: Continually measures and assesses SS growth
- Great Commission Focus: The lost are reached, lives are changed, and leaders are being sent

Goal 1: Organize SS in support of growth

Strategy 1: Promote SS

Tactics:

Have a commissioning service for all SS Staff on Rally Day.

Include children in the Rally Day Service as much as possible - allow children to work with the ushers, sit in the choir loft and sing after the Old Testament Reading, hand out newcomer gifts at the end of the service and, during the announcements, invite the congregation to the Rally Day Activities following the church service

Provide training and support to the SS staff

Encourage everyone to (1) attend weekly worship services, (2) participate in a weekly Bible Study group, and (3) provide support to at least one TLC service

Responsible Person(s): Pastor, Director of Christian Education, SS Superintendent

Strategy 2: Organize classes for maximum effectiveness, seek/enlist committed teachers & staff and communicate expectations and goals

Tactics:

Leadership roles for each SS class include the following: the teacher, who teaches the SS lesson and co-teacher, who is the leader in prayer, outreach, fellowship and administration

Ministry descriptions are written/updated for key SS staff positions annually

Training expectations are included in ministry descriptions

Strategies for enlisting teachers and leaders begin with (1) prayer followed by (2) seeking a teacher/leader who is committed to spiritual, intellectual, social, and physical growth and (3) speaking privately with the individual(s) about their service in SS

After prayerful consideration, teachers/leaders should enlist co-teachers to team up with them in leading their SS Classes

SS teacher leader and staff selection is a continuous process and is the responsibility of all SS staff leaders

Reorganize SS by age group whenever possible as indicated below

Two year olds
Preschoolers
Kindergarten
1st and 2nd
3rd and 4th
5th and 6th
7th and 8th
High School
College age
New Families
Thirties
Forties
Fifties
Sixties
Seniors

Ensure at least one elder is an active member in each adult class

Responsible Person(s): Director of Christian Education, SS Superintendent, Secretary, and Teachers

Goal 2-Reach out to the lost/unchurched

Strategy 1: Be prayerful, purposeful, and persistent as evangelistic opportunities are planned

Tactics:

Strategize how we can reach out to the lost on a regular basis

Look for church wide opportunities throughout the church year, engaging SS members to participate when applicable

Responsible Person(s): Director of Christian Education, SS Superintendent and Staff

Strategy 2: Complete a Prospect List

Tactics:

Identify prospects for each SS class (members of the community who are not connected to a church) and compile a list of names with contact/bio information which can be obtained from first time visitors to church and SS, VBS unchurched children, etc.

SS staff prays that each member on the prospect list learns to trust in Jesus Christ as their Savior

The prospect list serves as a list of children and their parents to send invitations to for SS and church-wide events

Responsible person(s): Director of Christian Education, SS Superintendent, Secretary and Teachers

Strategy 3: Offer several fellowship opportunities

Tactics:

Plan several opportunities/seasonal events and place them on the calendar 12 months in advance whenever possible

Invite SS members as well as prospects (from the prospect list)

Begin events with prayer and have someone share a short devotion or faith story

Invite folks to future Bible studies and activities (encourage members to be good inviters)

Responsible person(s): Director of Christian Education, SS Superintendent, Secretary and Teachers

Strategy 4: A welcoming environment is essential

Tactics:

Develop a SS greeter team to greet parents and their children when they arrive

Put together SS gift packets containing a welcome letter, an invitation to our next SS/TLC event, general TLC information, SS lesson schedule with Scripture readings for the SS year, SS registration form, age appropriate Bible for each child (for new church members), and the names of each child's SS teachers with contact information as well as the names of their new classmates

Make name tags available for everyone

Be sure each new guest is engaged in conversation

Request the new family completes the registration form prior to escorting family members to their SS classes if at all possible

Responsible person(s): SS Superintendent, Secretary, Teachers and Staff

Strategy 5: Reach out to people in crisis or transition: most adults do not trust in Christ unless (1) they are in crisis and (2) there is a Christian or group of Christians who minister to them during crisis

Tactics:

On the first Sunday of each month, SS co-teachers ask class members to share prayer requests for unchurched friends and neighbors in crisis

Co-Teachers follow up by asking class members if they would like to work together to assist or help ease their burden

As soon as an individual or family is chosen, specific actions the group would be willing to take is discussed

Co-Teachers function as the class leaders in this ministry: the SS Superintendent provides support and assists in all SS Outreach Ministry efforts as needed

Responsible person(s): SS Superintendent, Secretary, and Teachers

Strategy 6: Teens and children are open to the gospel

Tactics:

Pastor invites the congregation's children to come up to the Baptismal font to observe infant baptism during the church service

Pastor and teachers encourage children and teens to invite the unchurched to church and SS, VBS, and other church events

Responsible person(s): Pastor, SS Superintendent, and Teachers

Strategy 7: Equip SS class members to share the gospel

Tactics:

Ask an Evangelism Team member to talk with SS children/teens about how they could share the gospel during the SS Opening and/or during SS class time

Research and provide evangelism resources to SS teachers for their classes

Responsible person(s): Pastor, SS Superintendent, SS Teachers

Goal 3-Keep all members connected

Strategy 1: Use the Enrollment Tool (SS Class Roll Book)

Tactics:

Use the SS Class Roll Book as a Prayer list and pray for each child by name regularly whether or not they attend SS every week or rarely

Use the Enrollment Tool as an invitation list for fellowship opportunities

Encourage the SS child's parents to faithfully attend Bible Study and worship as well as ministry opportunities

Remove a name off of the SS Roll Book if the individual: (1) moves out of the community, (2) joins another church, (3) passed away, or (4) requests that their name be removed

Invite church family members to be added to the SS Roll Book even if they don't attend SS in order to pray for them and invite them to fellowship, Bible Study and Ministry opportunities

Responsible person(s): SS Superintendent, Secretary, Teachers

Strategy 2: Use the Contact Tool (phone calls, emails, social networking, personal visits, cards, etc.)

Tactics:

Contact first-time guests within 72 hours

Send "Miss You" notes/postcards to members that miss SS two or three times per month

Contact every member or parent once a month to determine ministry needs

Responsible person(s): SS Superintendent, Secretary and Teachers

Strategy 3: Use the Fellowship Tool

Tactics:

SS staff/members arrive early to receive potential new guests whenever possible

Have name tags out for everyone to wear

Provide welcome packets to new guests

Invite new guests to sit with you and for lunch after church and SS (or during the week)

Introduce guests to SS members with similar interests as the new guests

Escort them and their loved ones to their SS class, making introductions as you go

Allow time for (1) SS class members and teacher(s) to socialize, (2) the co-teacher to make announcements and (3) receive prayer requests from class members before the Bible lesson begins

Make sure that a staff member escorts them to church when SS is over or out to their car if they have already attended church

Offer fellowship opportunities throughout the Church Year. Invite SS children/parents and the unchurched to above events, send out invitations, sit with newcomers during these events, and make introductions to others with similar interests

Co-Teachers will manage the Enrollment, Contact, and Fellowship Tools for each SS class that they support

Responsible person(s): Director of Christian Education, SS Superintendent, Secretary and Teachers

Strategy 4: Care Group Ministry

Tactic:

Offer care group ministry for each SS class: the care group leader could share a meal with each family in the group, attempt to contact each member's parents every few weeks for prayer requests and ministry needs determination, and report ministry needs to the teacher and pastor maintaining confidentiality when appropriate

Responsible person(s): SS Superintendent, Secretary and Teachers

Strategy 5: Manage class size so that SS classes do not become too large

Tactics:

When managing class size, ensure that the teacher and co-teacher know each SS class member by name, that the co-teacher makes contact with each class member several times each month, contacts all absentees the following week and all of the class members have personal relationships with at least one other person in their class: if the answer is no, then the class size may be too large

If the class is too large, consider (1) placing a greater emphasis on the implementation of care group ministry or (2) release some members to create a new class (our purpose is to embrace the Great Commission)

Responsible person(s): SS Superintendent, SS Secretary and SS Teachers

Goal 4-Sharpen leader skills continually

Strategy 1: Time management is essential

Tactics:

Each SS teacher and staff member must prioritize their time by asking: “What will make the greatest difference in the kingdom of God?” The right answer is (1) your personal relationship with God which should include (a) daily personal devotions and Bible Study, (b) daily prayer consisting of adoration, confession, thanksgiving and supplication (ACTS), (c) Divine Service attendance and fellowship with other TLC members at least once a week whenever possible, (d) small group weekly Bible Study, and (2) your calling to your family

After these two responsibilities are in place, you may have to let go of other responsibilities in order to provide the leadership required in SS, if time management is a problem for you

Another option would be to directly enlist additional support when needed: (1) evaluate where your teaching team needs additional help (organization, evangelism, ministry support for class members) and enlist an administrator, or an outreach leader, and/or a care group coordinator

Always communicate any assistance that you might need to the Director of Christian Education or the SS Superintendent

Responsible person(s): Director of Christian Education, SS Superintendent, Secretary and Teachers

Strategy 2: Provide training opportunities for teachers/leaders

Tactics:

The greatest influence in the growth of the SS is training, according to Steve R. Parr, the author of “SS That Really Works”

SS Teacher/Leader debriefing/training should occur at least monthly; emphasis should be on the Law/Gospel and Evangelism

Additional training opportunities may include an annual banquet, retreat, or potluck lunch fellowship/meetings with a guest speaker, videos, podcasts, and reading materials

Responsible person(s): SS Superintendent, Secretary and Staff

Strategy 3: Critical Traits of SS Leaders

Tactics:

Look for leaders who are able to motivate, inspire, influence and challenge those who are called to complete a mission

Train/encourage leaders to be able to negotiate a compromise during conflict, make decisions which are in the best interest of the people even when they might be unpopular, and train and develop other leaders to help

Responsible person(s): SS Staff: Superintendent, Teachers