

FIVE YEAR MINISTRY PLAN
DIVINO REDENTOR
SAN NARCISO, BELIZE
AUGUST, 2011

STEP I. LEADERSHIP DEVELOPMENT

- A. Church evaluation as to where we are; areas of evaluation are: membership roll and attendance, leadership governance, evangelism, discipleship, service.
Church's recommendations were- we lost several members but we gained the same amount (11); the present leadership needs more involvement in church, we have had little evangelism, no discipleship has ever happened, but there is an increase in works of service.
- B. At Covenant Seminary Pastor prepared a training manual for elders. It has been used for training new elders at a new church to be organized in August 2011. These manual will be used with three of our young men. Provide a handout for each one; discuss it with them at a weekly basis for 11 weeks. Involve them in leading Sunday school, worship service, prayer meetings, and join evangelism groups (outreach). We have seen gradual interest and improvement in their involvement.
There would also be a joint training with elders of another church on "Church Growth" book by Juan Wagenveld. With our present leaders at El divino Redentor and our young men, we will apply these principles at our church- San Victor as well.
- C. Three young men are- Zair Patt, Aldair Pot, and Abisael Serrano.
Meet once a week to discuss handout on Biblical eldership manual, involve them in church activities, II. Review the short Catechism with them, have them lead discussion groups on some questions of the catechism (lessons provided as guidelines). III. Encourage and involve them more in assisting with administration at San Narciso and San Victor church. Zair Patt has started to use their accounting abilities to help with the finances. Aldair his music gift at church and mission church. With Abisael, we are working to help him identify his spiritual gift.
- D. Thus, the basic plan for training is- preaching, teaching, discussion(discipleship), involvement for participation,(2 Timothy 2:2).
- E. Our prayer is that these three young men be prepared to lead the mission church at San Victor as they minister at our home church. That is, develop a ministry team.
- F. The present eldership stimulate, encourage and model for these three young men.

STEP II. DISCIPLESHIP.

- A. Prepare Spanish translation of Bible study- "Growing in Christ", a lesson every 2 weeks. Encourage and practice Bible verses memorization. Once a month divide in groups during prayer meeting to have group discussions. Identify key spiritual leaders for leading groups. Involve the three young men to lead discussions. Divide in groups during prayer meetings.
- B. After bible study "Growing in Christ" is done- pair off identified spiritual leaders with a youth to disciple once a week for two months minimal and four months maximum. The pastor encourages the spiritual leaders by meeting with them, praying with them.
- C. Next Bible study is "Financial crowns" the same process be used as A and B. this is to address the financial stewardship of the home and church.
- D. Prepare handouts from "Shepherding a Child's Heart" to address parenting issues. This is an increasing issue at many homes, even Christian homes.
- E. Weekly the women's group meet for Bible study- incorporate other activities such as ;baking, weaving, embroidery, to develop relationships. Schedule retreats at least two months in advance.
- F. Use the Mexican women's Bible Study as weekly studies.

- G. Youth group- encourage bible study once a week. Have individual young people lead their own youth activities. Material from Children Desiring God is translated to Spanish and used Participate in youth retreats at national level with presbytery's new youth committee
- H. RETREATS- done as a church quarterly; for each group (women and youth) every three months. These will be focused on building relationships and to stimulate each others' faith.
E.G. January; April; August; (these are tentative dates for retreats)
- I. plans are for a men's Bible study to start. It is our prayer that as we minister together, men may be motivated to want to meet together. Brainstorm with the few men we have about topics of interest, activities of interest. And begin planning- trying to involve them in the planning process. Our prayer is for this to grow into an outreach as well to other men.
 - J. Sunday school. Study the Short catechism from the book "Training Hearts Teaching mind" Starr Meade. This is translated and taught by sections.
First Section taught is- The Ten Commandments; Second section- Man and sin; Third section- The Person of Christ. Again have different church members lead the discussions.
This is for the whole church.
 - K. catechizes the new converts. Use our Bible study "The Body of Christ" which teaches basic reformed doctrines. Then simultaneously incorporate them in other bible study groups for discipleship. Involve them in service opportunities to develop gospel relationships.
 - L. San Victor - adults study the Training Hearts teaching Mind material.
Children study- Children Desiring God material " ABC" with visuals. It is a 40 Lessons material (it is to be re-taught to reinforce the principles)

STEP III. EVANGELISM

- A. House to house visitation
Divide in groups, provide each group with tracks; provide with an index card for names of visited families to be written,
Do revision of communicating the gospel principles for January and February
Do house to house visitation from March to May. This would be done once a week at San Victor mission church as well.
Then, each group meets to pray for their families visited, persons who showed spiritual interest.
Encourage our men to reach out and connect to other men whose wives have approached the church.
- B. Evangelistic movies at church and at different church members' house to reach out to the community
These be held on the last Tuesday of the months of : January, March, May, July, September
Evangelistic services held on last Tuesday of ; February, April, June, August, October.
Appoint host home members to keep a record of visitors attending. Use our evangelistic groups to reach out to these visitors.
- C. Point B be practiced at San Victor every 2 months.
February, April, June, August, October (at different homes and church as well).
Assign one of our evangelistic groups to work closely with a home from San Victor when we do our reach out activities.
- D. The leadership receives information and feedback from evangelistic teams so that new believers be catechized and disciplined. Leaders keep an accurate account of activities, names of people and needs as well.

STEP IV. MINISTRY

- A. Music- train two of our youth for this ministry- Aldair Pott and Keila Serrano.

Aldair with the guitar and Keila with the Keyboard. They alternate weekly going to San Victor for music ministry there.

Find resources for them to better prepare themselves, find personnel available to train them as well. Encourage the church to invest in them with seminars for more training.

There is an extension of the Presbyterian Mexican Seminary in Chetumal holding music classes on Saturdays. Try to enroll both Aldair and Keila for systematic intentional training.

They have been leading the music in church.

- B. Our plan is to have the saints do the works of ministry.

Pastor prepares a weekly calendar for leading worship services involving a "team". One who leads the worship order; one who leads the Scripture readings and church ladies who lead the singing. This is done for three months.

Then a weekly calendar is set for leading worship services by families. The pastor assists where necessary for preparation.

Church Leaders participate at different intervals between families.

Another calendar is done for the maintenance of the buildings and church compound. Each family is assigned a month. This same family opens and closes the church building for church activities. The family assigned provides fuel for mowing compound. This same family will assist with a San Victor family for maintenance there also.

End of December 2011 select a small team (3 members) of church members to plan, organize, execute and evaluate different church activities for the year 2012.

Activities are: Friendship day, mother's day; father's day, fellowship meals (every 3 months), Christmas, New Years Eve, reformation, and even when we meet with other sister churches for worship and fellowship.

- C. Different church members alternate every two months teaching the children's Sunday school. This serves to involve them and our prayer is for them to grow as they teach as well.
- D. The same as point C is practiced in San Victor mission church.

STEP V. CHURCH PLANT

- A. As the ministry plan from Step I to step IV shows, San Victor will be ministered simultaneously as we do our ministry in San Narciso.

- B. Ministry teams are developed to minister there. These teams are lead by a church leader. The team is made up of music person, singing person, Sunday school teacher for children and one for adults, our children who support the children at San Victor, a worship service leader, and a preacher. One team goes every Sunday and one evangelistic team during the week.

- C. Goals- first two months connect and encourage church members, especially backsliders.

Lead San Victor church members back to be involved in church life (through our ministry as outlined throughout the plan).

As they grow and are involved, identify potential: Sunday school teachers, women's leaders, men to begin participating in worship services who will eventually be led to assume leadership roles with much prayer and wisdom from our part.

Year 2014 have San Victor organized as a Presbyterian Congregation with a governing committee.

There are two Sunday school classrooms to be finished. One has half of zinc roofing left to be put on; five windows, two doors, plastering of inside and outside walls, and electricity to be fully ready for using and storing educational material. The other one needs much more construction done.

- D. It is our prayers that our discipleship ministry lead San Victor from a weekly Bze \$3.00 to at least a Bze \$ 85.00 monthly within two years.

- E. Evaluate yearly as we leaders and as a church. Be ready to set clear goals at after two years for the next three years! To have a church in San Victor that is growing toward self-sustaining with one of our elders being fully in charge of the ministry there. We will use the same evaluation chart we used at San Narciso, with minor modifications.

DIVINO REDENTOR FINANCES

For the past 4 years our church had been gaining much financial stability and there was an average financial growth of 20 % yearly. This has given much stability with help from First Reformed Church in Pittsburgh. But the second half of 2010 and first half of 2011 there has been a decrease in church income. There was great disemployment with church members, assistance from Cristo Rey church stopped (Alvaro assisted them until January 2011). Also our church bus didn't contribute much to the church because of very little 'charter' trips. The preschool's financial help from Government decreased by 50% so it was unable to contribute. The women's group had little fundraising thus, their tithes decreased.

It is our prayer that this year church members grow in faithfulness and there be job opportunities; the church bus contribute more to church; and preschool assist in different ways; women's group continue assisting financially.

This is a summary of the previous year's financial state.

YEAR	INCOME	EXPENSE
2008	11,692.38	11,596.60
2009	11,366.32	11,127.32
2011	9,370.75	9,315.87

THIS IS OUR CHURCH'S FINANCIAL SETTING BY MONTH

DATE	INCOME			EXPENSES			BALANCE
	TITHES	S/VICTOR	BUS PRESCHOOL	BANK	STIPEND	S/VICTOR MERCY	

This setting gives us a monthly balance so we can have a clear picture of our balances. This also gives us a close monitoring of the financial growth of our mission church, San Victor.

This is a five year budget for both Divino Redentor and Mission church San Victor. As both churches grow and mature, it is our goal to grow gradually into self-sustainable.

STEPS	YEAR I
Leadership- materials 150 Travelling-200	
• Pastoral Pay-25,000	total \$ 25, 550.00
Discipleship- material-200 Resources (movies)150 Small group gathering-250	total- \$ 600.00
Evangelism- tracks, flyers- 75 Transportation250 Mercy – 275	total \$ 600

Ministry- training- 385
Material- 250
(sound system & projector)-
Travelling – **125** **total \$ 760**

San Victor- re use resources;
Travelling- 400
(two Sunday school ti finish) **total \$ 400**

GRAND TOTAL \$ 27,910

TENTATIVE MEASURES ON TRIAL PHASE:

Encourage and promote ‘Arts Day’ with women’s group

Have the church ladies work on things they already know- weaving; embroidery, sewing, pastries.

Invite other women’s group for a ‘Arts day’ and have items for display and for selling. Have our ladies work toward this day in the spring and summer.

Have food fundraisers three times per year.

On several church activities have the ‘social group’ sell snacks as fundraisers.

On the second half of each year- promotes micro enterprises as families or as church groups.

These may be- pig rearing; poultry; Craft making (purses, beads, bracelets).

N.B. October 2011 will be a first time try for “Arts Day” exhibition.

Do a summer camp for Primary school children. Do math and English clubs using our own teachers.

Children will pay a minimal fee to cover teachers with a stipend and church for material. Details of summer camps and clubs will be done later with our school teachers- Abel Serrano, Leidy Patt, Ana Patt

Invite sister churches from the USA to provide trainers for training our members in crafts making .

It is our prayer to partner with sister churches so we can reachout to a lost world. Kingdom growth as we understand it at el Divino Redentor is the church growing in grace and numerically as it gives cheerfully as it has received, for he who called is faithful!

**The session of : El Divino Redentor” Presbyterian Church
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