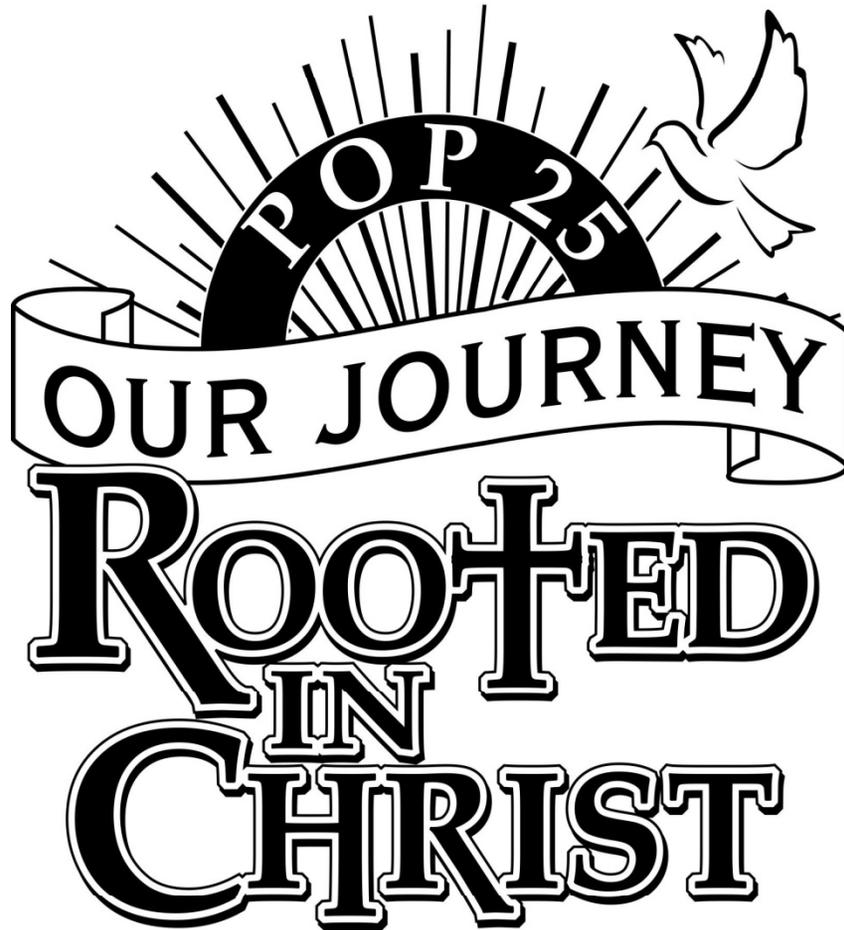


Beyond Our Next Steps: A Five Year Plan to a Revitalized Community



- Presented on the 25th Anniversary
- Transfiguration 2013

Outline of Presentation

- Introduction
 - A Summary of “Next Steps”
 - The Unfinished Work
- A Word about Family Ministry
- The Five Year Plan
 - Three Primary Areas: Justice, Mercy and Faithfulness
- A Word about Intentional Transition
- The Primary and On-Going Challenge
- A Closing Word

Continuity and Change

- We want to embrace our past and present, even as we begin to give shape to our future.
- We want to do ministry in a way that expresses our core values.
- We want to be open to how God is working in the midst of our chaos (Gen 1:2).
- We want to renew our focus on the Gospel (“*For I resolved to know nothing except Jesus Christ and him crucified.*” [1Cor 2:2]).

The Congregational Five Year Plan

- The First Year – a focus on healing and rebuilding/renewing community
- The Second and Third Years – a focus on developing a shared vision for mission and ministry.
- The Fourth and Fifth years – a focus on witness and service beyond our walls
- The capstone – breaking ground for a new sanctuary

Years Two and Three (cont'd)

- Stewardship, business practices, and accountability all part of a “strategic business plan” developed side by side with our mission and ministry vision.
 - Dreams with substance
 - Evaluation processes that keep us focused on the Gospel ministry of reconciliation

Staffing

- In order for us to ramp up our ministry with children and youth, we believe we need to move to a **full time DCE** by the beginning of school year 2010 -2011.
- To make that happen 18 months from now, we must begin the process today.

WE DID IT!

\$126,000 by 11/26

**DIRECTOR
FAMILY
MINISTRY**

OCT 25 – NOV 26



First Six Months of 2011

- 175 to 200 in worship
 - One Sunday service since summer 2010
 - Build community
- The death of the founding pastor
- A renewed sense of stewardship
- The picture – a midsized congregation moving to become more fully the healthy, caring, Christ-centered community of faith God has called us to be.

Casting a New Vision

- About 75 persons attended five town hall forums
- Focus was on storytelling and dreaming
 - From the stories, we gleaned what we value and what works for us.
 - From the dreaming, we gleaned our hopes and aspirations.

Casting a New Vision (Cont'd)

- Narrative prepared – ***“Who We Are and What We Believe, Teach and Confess”***
- One clear hope emerged – GROW.
 - Grow our total numbers
 - Grow our ministry to children, youth and families
 - Grow our physical plant: A Sanctuary!

Casting a New Vision (Cont'd)

- We see ourselves as a welcoming community
 - Several members commented on being accepted here when their lives were in times of change
 - Our communion practice expresses our theology of hospitality – ALL are welcome.
 - The growing edges for us:
 - To go out, rather than to wait
 - To widen our inclusiveness

Casting a New Vision (Cont'd)

- We see ourselves as a caring community
 - This was by far the most strongly and consistently expressed experience – that of being cared for.
 - It is also the point around which our community of faith broke down during our fracture – we stopped caring.

Casting a New Vision (Cont'd)

- We see ourselves as a caring community
 - The growing edges for us:
 - Having high expectations in this area, we want to widen our caring ministries (Stephen Ministry, Christ Care Groups, Lambs of God, Elizabeth Ministry) AND we want to act with greater intention as individuals
 - Strengthening and widening the role of our parish nurse ministry

Casting a New Vision (Cont'd)

- We see ourselves as valuing children, youth and families
 - Consistently among the most joyfully remembered moments were those involving family
 - The growing edges for us:
 - Strengthening the congregational and preschool relationship
 - Moving to a full-time professional to work with children, youth and families
 - Finding creative and innovative ways to connect with unchurched families in our community

Casting a New Vision (Cont'd)

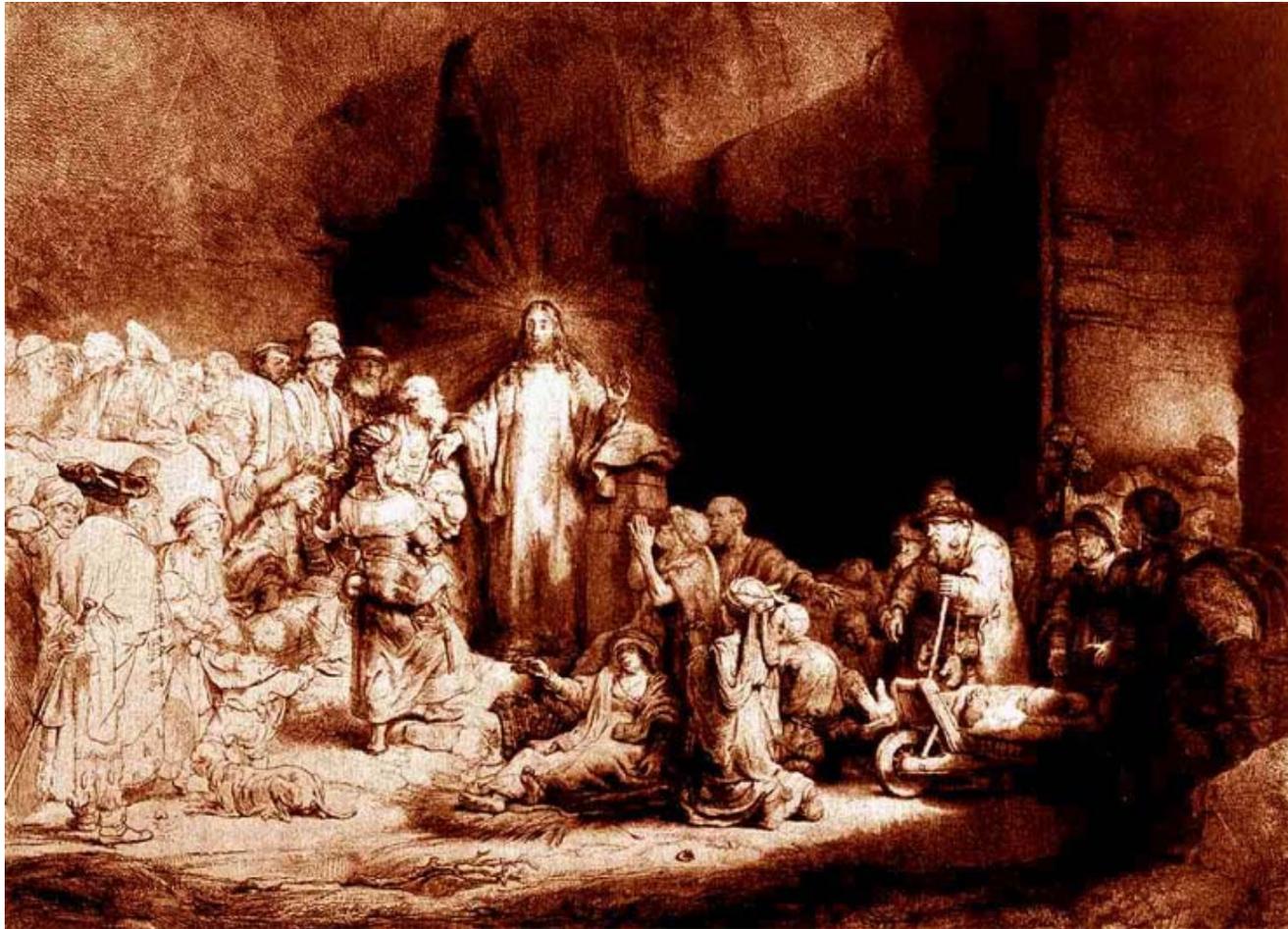
- We see ourselves as a spiritual community
 - Worship remains the primary nurturing means for faith and spirituality, but it is not the only means
 - The growing edges for us:
 - Widening our offering of opportunities for spiritual development
 - Deepening our experiences of worship

Casting a New Vision (Cont'd)

- Again and again, the observation was made that until each of us steps up our level of involvement, our connections remain shallow and our experience is limited.
- The growing edges for us:
 - While we are small again, to reach out to one another and invite greater involvement from each other.

Towards a Shared Vision

A picture is worth a thousand words



THE UNFINISHED WORK

- There is much in relational ministry that remains to be done – CHRISTCARE Small Group ministry is a top priority going forward.
- But what will remain unfinished is the sanctuary – I do not see it on my watch.
- It took over a hundred years to build the National Cathedral in Washington. So also, it may take many years for us!

FAMILY MINISTRY

- A place where **members and staff work together** in support of the overall ministry of reconciliation (2 Cor. 5)
- A “missional” congregation that **welcomes** ALL God’s children
- A **healing community** for the journey

- A place where we do children and family ministry well – an **intergenerational community.**
- A supportive, integrated relationship with the **preschool.**
- Taken together, here's my picture: **a community of hope reaching out with the peace of Christ to all people.**

THE NEXT FIVE YEARS

- “...what does the Lord require of you but to do ***justice***, and to love ***mercy***, and to ***walk humbly*** with your God.” (Micah 6)
- “... you tithe mint and dill and cumin, and have neglected the weightier matters of the law: ***justice and mercy and faithfulness***. These you ought to have done, without neglecting the others.” (Matt 23)

JUSTICE

- My goal – to help us grow in becoming God’s instrument of justice in our city.
- It’s more than another thing to do. It is the central thing around which we implement our core value of being a church not just in the community but for the community.
- It is embracing our past in order to move into our future – as a leader in our city.

JUSTICE

- “*Justice is what love looks like in public.*”
- We will partner with other communities of faith in our city (***unity***) as we hold our public leadership accountable (through people ***power***) for the sake of helping create a place where all people matter (***justice***).
- Around Easter 2014 we will turn out our worshipping attendance for a Nehemiah action, and every spring thereafter.

MERCY

- As we work to redeem the systems in our community, we want to continue – and expand – our work to care for individuals, couples and families through an intentional, relational ministry of mercy:
 - Stephen Ministry, CHRISTCARE Small Groups, Lambs of God, Parish Nursing, Pastoral Counseling.

MERCY

- We also want to provide financial and volunteer support to help those in need:
 - LOVE FUND, Doorstep, Rescue Mission
- As we grow in our justice ministry work, we will see more clearly the need for mercy. We want to build on our core value of being a caring, welcoming community.

FAITHFULNESS

- This is the heart of what we do and who we are – it is our worship and faith life.
- Except we strengthen this aspect of our life together, nothing else will succeed!
- Weekly worship and small group participation has to be our goal – if we don't have time for those things, **WE ARE TOO BUSY!**

FAITHFULNESS

- Three actions I believe we need to take to strengthen our faithfulness journey in the next five years:
 - Call a full-time, Synodically trained Director of Music and Worship
 - Move to a second Sunday morning service that is different than what we do now.
 - Develop a robust midweek program that includes fellowship, worship and spiritual formation.

INTENTIONAL TRANSITION

- In five years I will be retirement eligible. Plan to serve until I am 72, God-willing.
- Within five years we will likely see full-time and volunteer staff changes.
- By this time five years from now (2018), we will want to have developed a call committee to work with me in bringing either a vicar or an associate pastor to POP.

THE ON-GOING CHALLENGE

- **WHOLE LIFE STEWARDSHIP**
 - Of our treasures: Our giving is to be regular, proportionate, and sacrificial. Our goal is to give till it hurts.
 - Of our time: we have time for what we value! Are we willing to rearrange our priorities so that we have more time for what we say matters to us?
 - Of our talents: everyone of us can make a difference.
 - You are here because God wants you here!

A Closing Word

- We want to remember that it's our Lord's church – the timing is His.
- Growth is more than numerical. Health is more than financial.
- Working together in Christ, consistent with our core values of caring, welcoming, loving, and growing, all things are possible.

A Closing Word

- My hope and vision for POP going forward: as we grow in becoming the healthy, caring, Christ-centered community of faith God has called us to be, that we become God's instrument for community revitalization.
- It's time for us to move beyond our walls into our city. ***LET THE JOURNEY BEGIN!***