

First CHRISTIAN

C H U R C H



STRATEGIC PLAN *Journey of Faith* 2011-2013

Purpose of the Strategic Plan

The purpose of the strategic plan for First Christian Church is to provide a roadmap for the next three years. It will guide the actions of our staff, leadership and ministries. The staff will create a detailed Action Plan to implement the strategic plan in their areas. Each year, the Leadership Board will evaluate the progress of the plan for potential changes or adjustments.

An appointed Strategic Planning Committee developed this plan after a two-month process of revising the 2005-2010 strategic plan. In January, 2011, the Leadership Board and the Elder Board approved the plan.

Mission Statement

We **Engage** and **Embrace** all people as we seek to **Embody** Christ.

GUIDING VALUES OF FCC

Christ-Centered

As a Christian community of faith, empowered by the Holy Spirit, we center our lives on the person and work of Jesus Christ.

A Biblical Community

We are a community shaped by the sacred scriptures found in the Bible. Through these writings, we continue to be inspired to embody our call to be God's partners to our world.

Unconditional Love

God has first loved us and calls us to love one another. This love is an action in which we seek to embrace all people where they are on the journey of life.

Followers of Christ

Jesus' call continues to resound to us today: "Come, follow me." Therefore, we seek to model the way of Jesus in each part of our lives and embrace a lifestyle of servant hood.

A Mosaic of God's Community

God's community is a beautiful blend of generations, ethnicities, and cultures. We seek to embrace all of God's people and celebrate the gifts that each person brings to our community of faith. Through baptism, communion and the cross, we proclaim God's work within our lives while celebrating the beauty and mystery of our faith.

WORSHIP AND PLANNING

Through worship, we are engaged by God and are welcomed into the body of Christ.

ORGANIZATIONAL

To strive to be organized in our services in order to help facilitate an atmosphere of worship by enabling laity and staff to carry out their roles.

Better Communication

- Create an online environment to enable all participants to be involved in worship planning. Make sure that the church website is the most comprehensive form of communication for members and the public.
- Use long term sermon planning with scriptures and synopsis. Plan music and multimedia a month in advance.
- Send weekly emails or phone calls reminding participants of their role on Sunday.
- Empower the Worship Committee by defining their roles in conjunction with the Staff.
 - a. The Worship Committee will recruit and communicate with worship participants, such as scripture readers, ushers, communion helpers, sound and multimedia, and acolytes (first service only).
 - b. The Worship Committee will explore the possibility of children and youth choirs and a hand bell choir.

ARTISTIC WORSHIP

To continue developing an atmosphere that fosters the creative energies of the artists among us, while also being a church that welcomes the creative arts in worship. Artists, both staff and lay people, are those who excel in the musical arts, visual arts, and the written arts.

Visual

- Explore the use of:
 - a. Flat screen(s) for announcements, lyrics and stories.
 - b. Art Gallery in church spaces near entry ways.
 - c. Hanging pictures of our people and our ministries.
 - d. Varied lighting during services.

Symbols/Rituals

The symbols of our faith are visible and become a part of our consciousness and they contribute to the rhythm of our weekly worship.

- Communion
 - a. Continuing the tradition of FCC, we will continue to celebrate communion weekly in ways that honor our unique styles of worship.
- Baptism
 - a. Increase visibility of baptismal which signifies its importance in worship.

- Cross
 - a. Place size-appropriate cross on baptistery wall.
 - b. Use directional lighting to bring visual highlight.
- Scripture
 - a. Pass on our sacred scriptures to a new generation (3rd graders) in a special worship service.

Possible 3rd Service

- 18-24 months into this strategic plan, begin exploring the need and timeline for a third service.
- Possibly developing the option of an alternative worship service, such as “emergent/ post modern style” worship service.

CAMPUS

To evaluate our historic building and find creative ways to restore and vitalize our facility.

- Continue to work on the National Registry of Historic Places designation for FCC.
- Evaluate the interior design ideas and implement appropriate recommendations.
- Develop landscape plan for exterior grounds.
- Develop signage plan for interior and exterior signs.

STEWARDSHIP

To ensure that FCC is being a good steward with its resources.

- The FCC Board of Trustees will continue to work with the Staff and Financial Secretary in securing a solid financial position for our church.
- Each year the Board of Trustees will determine how well the church’s budget supports its Mission. Are funds allocated to ministries that deliver effective Mission results?
- Each year, the Board of Trustees will develop and execute a Stewardship Drive to secure pledges from our members and attendees.

COMMUNITY GROUPS (FELLOWSHIP-CONNECTION-GROWTH)

Through Community Groups, people are embraced by one another.

CHILDREN'S MINISTRY

To engage and embrace children to help them begin their spiritual journey and involvement in the church.

- Children's Pastor will empower the Parents Advisory Board to continue to provide leadership and guidance to the Children's Ministry programming.
- Create vibrant Wednesday night and Sunday morning programs that incorporate various learning styles and connecting opportunities.
- Expand volunteer teams so children have time to worship and play together as well as learn and grow in small groups by age.
 - a. A healthy rotation of new volunteers so that "senior" servants have an opportunity to minister elsewhere or take a break.
- Interns/volunteers hired for Sunday mornings and Wednesday nights especially devoted to children with autism.
 - a. (Ministry space specifically designed for this population)
- Theme rooms to help children learn in an "eco-system," through visual arts, and dramatic arts.
- Create opportunities through media (website) to "visit" Children's Ministry @ FCC before actually setting foot on campus.
- Music becomes a regular rhythm of learning and participating in the life of the church in Children's Ministry programs.
- Review Policy and Procedures to increase safety.
- Improve the check-in system for children

YOUTH MINISTRY

To engage and embrace the students of Lawrence and the surrounding areas through events, growth opportunities and by creating a connection with the larger church body through our caring adult sponsors.

Engaging Events

- Continue to provide events that allow students the opportunity to connect with each other, the Church and our adult sponsors in positive, safe and fun ways.

Growth Opportunities

- Consistently provide opportunities for students to grow in their understanding of who God is and just what it would look like to be on a journey of faith. Such opportunities will include Jr. & Sr. Youth Group, Summer Camp & Missions opportunities, service projects and retreats.
- Create mile marker activities for incoming 6th Graders and Graduating Seniors.
- Develop leadership programs & opportunities for Senior Youth to participate in.
- Provide a foreign missions opportunity for Sr. Youth once every four years.
- Reimagine the Sunday school hour for FCC Students:

- a. Empower a group of individuals to teach Sunday School each week (Providing Sunday School Continues to be a part of FCC's Youth Ministry)
 - b. Or, provide a fellowship hour in The Pit, or create a Youth Area in the Fellowship hall on Sundays.
- Conduct yearly Parent/Guardian and Student surveys within the Youth Ministry.

FCC Youth Sponsors

- Training and orientation
 - a. Provide an orientation session for each new sponsor prior to their first time volunteering and hold at least two sponsor training events each year. This will give sponsors a chance to connect, learn and grow together as a community of individuals who are passionate about the students attending FCC's Youth Ministry.

FCC Youth Parents

- Continue to encourage & involve parents/guardians of FCC Youth students.
- Continue to empower the Youth Steering Committee to play an important part in helping lead with the Staff.

COLLEGE MINISTRY:

Create an environment where students are engaged and their questions are welcomed.

- Create a Sunday meal for community
- Once a month community building experience (ie: coffee shop time, wing night, etc)
- Develop virtual group to communicate with this age group.
- Develop closer relationships with para-church organizations such as Campus Christians.

GIVING TREE PRESCHOOL

Offer a loving and hospitable Christian preschool for 3 and 4 year old children.

- Use the advisory board to help bring more connection with FCC.
- Empower advisory board to envision the long term goals of Giving Tree.

MY MORNING OUT

Create a place to engage parents by providing a safe and loving environment for their children to play.

- Determine if there is a need for such a program.
- Determine space use issues and feasibility of current configuration.
- Determine point-person to spearhead this idea.

WELCOMING & CONNECTING MINISTRY

Empower a team to be the hospitable hosts of the church

- Develop an action plan for how this ministry functions.
- Empower ministry team to plan and create new ways of connection.

LIBRARY

Provide a resource for our congregation for reading and small groups

- Create a more visible and useable library.
- Create a resource library for small groups with suggested studies.

USING THE CHURCH WEBSITE TO COMMUNICATE

Develop an engaging website to provide a taste of FCC

- Empower office staff to spend more time developing and enhancing the website.
- Train our congregation to use the website for information and signups.

ADULT GROWTH/SMALL GROUPS

Create small groups defined as “Christians in various stages of maturation of their faith, meeting in various locations and time, who teach each other through a variety of formats about biblical events, topics, and/or history.”

- Encourage every congregant to be a part of a Christian-based small group through either FCC or separately.
 - a. Groups take on many forms such as Bible study, choir, cooking, sewing, sports, women’s groups, men’s groups, etc.
- Twice a year, have a linked sermon series and small group study.
- Have a visible coordinator who:
 - a. Is knowledgeable about all active groups
 - b. Helps in leadership development
 - c. Attracts new members
 - d. Publicizes dates and times of meetings

RETREATS

Provide 3 weekend spiritually enriching experiences a year

- Community Building Retreat
- Spiritual Renewal/Contemplative Retreat
- Retreats 101(Marriage, Parenting, Financial management, Aging Parents)

ALL CHURCH FELLOWSHIP

Create environments to connect with others within the church and engage those outside the church.

- Have at least 4 church wide events per year
- Empower Fellowship Committee to create ideas, plan and implement events
- Reimagine the Fellowship Hour

LEADERSHIP DEVELOPMENT

We know that a thriving church and its ministries must be constantly refreshed with new leaders.

- The Church Leadership Initiative (CLI) will continue to be a source of training new church leaders.
- The FCC Staff and leadership will continue to fund and provide

- assistance to the CLI leadership.
- Continue to collaborate with two other churches in our community that have similar missions and ministries. (example:. Lawrence Free Methodist Church and the Lawrence Wesleyan Church)

OUTREACH/SERVING

Through serving, we embody the Christian way of life.

Evaluate every three years:

- The ministries that we support such as LINK, Family Promise, Divorce Care, Habitat for Humanity, Grief Share, etc.
- Our giving to missions:
 - a. The individual missionaries.
 - b. Disciple of Christ's initiatives.

Develop new opportunities:

- Establish a system to provide flexible funding for mission opportunities.
- Establish a support system for new ministries.
- Create paths to engage new congregants in community ministry.

Ecumenical Participation

- Work with other downtown churches to explore the creation of a shared database to help spread our resources and effectiveness.
- Help find solutions to the current homeless issues and future issues
- Participate in community Holy Week services