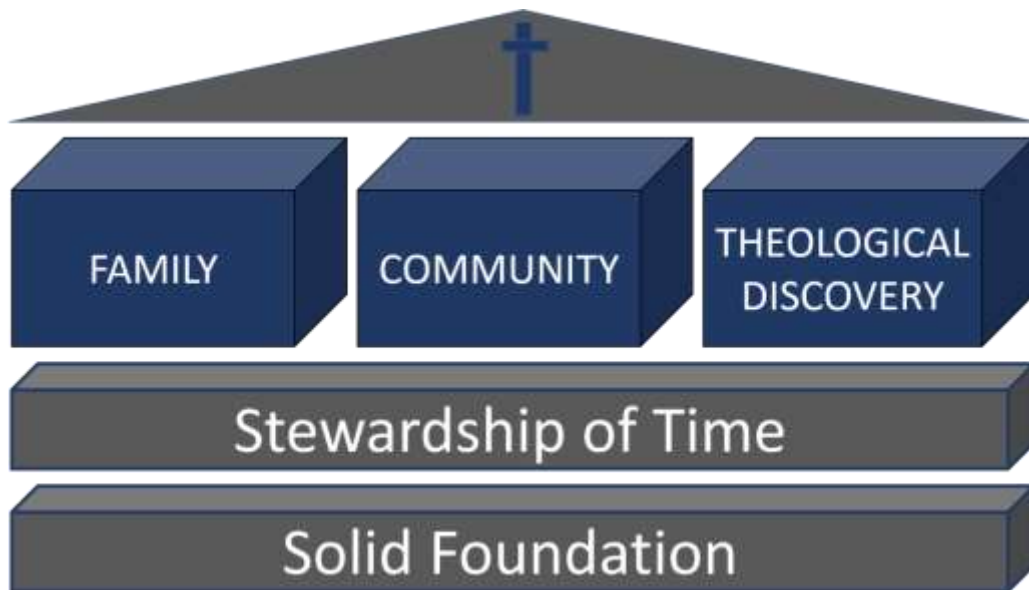


OUR HOPE & VISION is to continue our commitment to grow in our understanding of our loving, forgiving and merciful God and to share the fully inclusive love and grace of God.



FAMILY VISION: We promise to love and care for each other as family by creating an environment in which individuals in all stages of life feel valued and continually grow spiritually from wherever they are on that path.

Specific recommendations in support of this vision are:

- Continue to be welcoming to all, regardless of marital status, age, sexual orientation, race or gender
- Promote intergenerational opportunities
 - Have a church-wide retreat
 - Have one annual intergenerational mission trip
- Have more small group fellowship opportunities
- Continue to provide meals and transportation for members in need of assistance
- Strengthen our commitment to support our youth, as we pledge to do during baptism.
 - Recognize that the future of our church depends on our ability to connect with our youth
 - Challenge/invite *all* members of our congregation, regardless of age or whether or not there is a family member participating, to find a way to support the youth programs, providing transportation, food, funding for supplies or commitment to prayer
 - Challenge/invite small groups within the church to support the youth ministries in specific ways
 - Challenge *each* Ministry Team to support the youth ministry teams in a specific way, by way of example to the congregation
 - Offer middle school and high school youth opportunities to serve and lead

COMMUNITY VISION: As a response to God’s love, we seek to ACT as a good neighbor, using the resources of our time, buildings, and money.

Specific recommendations in support of this vision are:

- Focus the support of the congregation on fewer outreach missions, to give the church a unified sense of purpose
- *Actively* seek new ways to utilize our buildings and be hospitable in partnership with the community by assigning a liaison/host to any community group using our facilities. (This person need not be an officer)
- Have a Sunday Service Day on which our congregation puts into practice our “worship as service” by going out and serving the community, both in the community and at the church, for those unable to serve at a service site.

- Demonstrate inclusiveness and love through programs we offer and host for those within and outside our church family
 - Continue to host a support group for LGBTQ persons and those who love and care for them
 - Host support groups for other concerns, such as NAMI for families and care givers of those with mental illness
 - Strengthen the church's connection with the preschool
- Be prepared to respond with our presence in the community when there is a crisis (not just in our buildings)

THEOLOGICAL DISCOVERY VISION: We are committed to grow in our understanding of God as a loving, forgiving and merciful God, challenging ourselves through worship, studies and Christian education programs.

Specific recommendations in support of this vision are:

- Continue to worship as one family on Sunday mornings (in one worship service)
- Expand opportunities for children and youth to participate in leading the congregation in worship
- Continue to offer three weekly pastor-led studies
- Identify sermons related to today's societal issues to be discussed the following Sunday during the Sunday school hour
- Continue to cultivate opportunities for retired pastors and those whom God has newly called into ministry
- Continue to commit to Christian education programs for our children and youth

SOLID FOUNDATION VISION: We must be fiscally sound in order to reduce stress on staff, leadership and the church family.

Specific recommendations in support of this vision are:

- Continue on the path of fiscal responsibility, establishing and maintaining a balanced budget that does not require repeated use of reserves
- Hold formal training at the beginning of each year for Elders & Deacons to align with the vision, to tweak the vision as needed, and to identify priorities for the year
- Demonstrate accountability to an accepted and approved vision, by including vision-related updates in the monthly meetings and reports of each Ministry Team
- Evaluate programs being mindful of time commitments and interest of congregation on at least an annual basis
- Evaluate the needs and performance of each staff member annually
- Change the policy to allow access to 2 non-members (instead of 1) to the financial information on Shelby, for back-up purposes only.
- Call the next visioning task force within the next three years (a duty of the moderator of session)

STEWARDSHIP of TIME VISION: Respect the limited resource of time of our congregation and staff, to effectively accomplish our priorities.

Specific recommendations in support of this vision are:

- Reduce the number of deacons and elders and/or move to a unicameral form of leadership to free up people with leadership skills to serve in other areas of this church
- Strengthen the connection between the boards (Session & Diaconate) with ideas such as joint quarterly meetings
- Recruit untapped members of the congregation to accomplish specific tasks without requiring joining the Ministry Team
- Establish a new role: a volunteer coordinator(s). This person(s) would match peoples' talents and willingness with Ministry needs. (This person need not be an officer)