

*A Draft Recommendation for the Bold Decision  
called forth from the Crossroads Discernment Process of 2013/2014  
2014.04.13 Proposal/Presentation to Congregation*

I. Shared Values – on which our mission statement, vision and recommendation is based

*See Attachment I*

II. Draft Mission Statement (pray this together)

We are action-oriented followers of Jesus, who humbly strive through worship, faith formation and the practice of Jesus’ teachings to love God and our neighbors as God loves us.

God calls us to care for and meet people where they are; share a life of prayer and joyful service with all; and together--worship, rest in, and serve God. We are seekers of justice and lovers of all of God’s creation. Through the community formed by the Holy Spirit, we are consoled, forgiven, refreshed and inspired.

We extravagantly welcome all people; believers, non-believers, doubters, questioners, no matter who they love, their gender identity or expression, their race, culture, ability, or economic circumstance. All are a blessing to our journey of faith and we seek to share God’s love and grace with all.

III. Draft Vision –a description of what it would be like if we were successful in living out our values and mission.

*See Attachment II*

IV. A New Model for Ministry, Mission and Worship

a. Re-Branding

- i. Move from 400 High Street; Promptly upon sale of property
- ii. Leave behind the brand that is CCWM – Congregational Church of West Medford
- iii. Engage our neighbors with a new brand (yet to be defined) that expresses this newly defined vision of ourselves through:
  1. new name and identity
  2. new spaces,
  3. new web site,
  4. new set of bylaws and organizational structure,
  5. new mission statement and
  6. new sense of ourselves

- b. Welcome and Ministry Center in the Public Square: Establish a welcome and ministry center (preferable in West Medford Square) out of which we will meet people, serve people and grow as people of faith. We imagine this space to be both a place from which we will offer hospitality (invite folk to drop in and meet each other) connect to the community, and out of which we will do mission and service. This will be our operations center (there will be office space for administering the work of the church) as well as a space for small worship services, small groups, pastoral care, bible study and faith formation experiences. We want to use the space for connecting faith to the arts by offering display space to local artists, having a faith and film series, hosting a book group that

considers matters of faith or spirituality . We want to offer a quiet space for folk to eat the lunch they bought at the deli next door or just come in a meditate or ask the pastor for a prayer.

- c. New Forms of Mission: Give people who are not a part of our church a chance for meaning and purpose
  - i. Online Ministries for Faith Formation
    - 1. Curate Resources for Families
    - 2. Online Worship and Study
  - ii. Feed Hungry
  - iii. Build on Pine Ridge Passion
  - iv. Local mission passions and empower
  - v. Maybe a Called to Care ministry
- d. New Forms of Worship
  - i. Sanctuary Worship moves to North Prospect Union
    - 1. different time and/or day – Sunday Evening, 5 pm-ish
  - ii. Forms of Worship and Music that reflect our vision
  - iii. Small Worship experiences at our Ministry Center
  - iv. We will create more worship that meets our neighbors where they are
    - 1. Blessing of the Bicycles, Back Packs, Halloween Costumes, Open Studios Arts
    - 2. Maybe we do our own Blessing of the runners on Marathon Weekend
    - 3. Ashes to Go, Palms for Passersby, Easter Eggs, Caroling and Cocoa
    - 4. Healing Services
    - 5. What are other community occasions that would call for our presence?
  - v. (BYOB) Theology on Tap model
  - vi. BYOB and Hymns – Happy Hour
  - vii. Meditation/Yoga
- e. Partnerships
  - i. Shared Worship with North Prospect Union; Christmas Eve, Sunrise Easter, Maundy Thursday
  - ii. Share Mission with...NPU, Neighbors,
  - iii. Joint Youth Ministry- Shared Staff
  - iv. First Church Somerville?
  - v. UU Food Ministry?
  - vi. Others?
- f. New Forms of Income
  - i. Fundraising and Grants
  - ii. New Sources of Donations
  - iii. Some Programs Self Sustaining
  - iv. Stewardship as Spiritual Practice

## V. How?

- a. Tools for Success – A Bold Plan (and bold budget) for a Bold Decision
  - i. Leadership Development
  - ii. Volunteer Development
  - iii. Program Staff Resources

- iv. Administrative Staffing
- v. Extravagant Hospitality
- vi. Technology and Networking
- b. Measuring Success – Measurable Goals at Defined Milestones to Assess Progress
  - i. Goals for Ministry Participation
  - ii. Goals for Fundraising and Giving
  - iii. Goals for Volunteerism
  - iv. Goals for Ministries to become self-sustaining
  - v. Plan B Options along the way – allow for closure or alternative models for ministry should the goals not be met
- c. Who, What, When, Where?
  - i. It is Us & Additional Staff Proposed in Budget (at least for short term)
  - ii. The people we meet in the community
  - iii. Classic and New Ministries
  - iv. “Immediately”
  - v. Blue Hydrangea – 458 High Street for Welcome and Ministry Center
  - vi. North Prospect Union
- d. A Draft Budget for Ministry
  - i. Pie Chart: *See Attachment III: Budget for Mission and Ministry*
  - ii. Spending Chart: *See Attachment IV: Spending Chart*
  - iii. Income Goals
    - 1. New Sources TBD
    - 2. Fundraisers / Grants / Donations
    - 3. New Pledges
      - a. Year one 50 @ 1,000 = 50,000
      - b. Year two 100 @ 1,000 = 100,000
      - c. Year three 100 @ 1500 = 150,000
    - 4. Reduce Expenses TBD
      - a. Leadership Development
      - b. Volunteerism
      - c. Self Sustainable Programs

## ADDENDUM I

### 2014.03.16 Draft of Shared Values

1. Unity in Essentials, Diversity in non-essentials, Charity in all things
2. Transparency and Healthy Communication
3. UCC – Centered in the people, congregational polity, non-creedal, leadership is decentralized
4. Our Theology is Progressive; and that means:
  - God is Still Speaking
  - We are engaged in the “Emerging/Converging” conversation
  - Is a theology that invites questions
  - Experiential and Experimental
  - Includes diverse and wide ranging spiritual practices; including practices from other faith walks and traditions
  - The Pastor is coach and teacher and empowers others to use their gifts to achieve our mission
  - You can discover your faith here
  - Worship and Relationships are heartfelt
  - Worship and Ministry are Interactive
  - Everybody is welcome at the table
  - We do not: Judge, Exclude, Consider scripture to be inerrant or the absolute truth, Tell you what to believe
  - As congregationalists we are not: Hierarchical, “Evangelical” with an uppercase E, focused on Doctrine
5. Open and Affirming
6. Jesus Followers – we Love God, love neighbor as yourself
  -
7. Action, Mission and Justice Oriented (Local AND Non Local (Pine Ridge)
  - Environmental, economic, racial, gender, sexual, educational justice matter
8. Committed to Community, Connection and Collaboration
  - Sharing the load
  - It takes a village
  - Seeking and Building Partnerships across the City and the World
9. Micah 8: Seek Justice, Love Kindness, Walk Humbly with God
10. Multicultural, Multiracial
11. Worship needs to be about:
  - Sacred – Experience God/The Holy
  - Considers the mystical, mystery and beauty of God
  - Include Threshold moments that move us from our lives to experience of the Holy
  - Forgiveness-Reconciliation
  - Beloved-ness
  - Everybody included, everybody involved
  - Moves us from head to heart (18”)
  - Music opens the soul to God, includes multiple genres and is easy to sing
  - Reflects our context - neighbors
  - Joyful
  - Includes Story and Witness
  - Includes Confession
  - Includes Communion
  - Is Challenging and Intelligent

## ADDENDUM II

### A Draft Vision for the Future

2014.04.13

*Presented at All-Church Meeting*

- a. We are and will be a progressive, Christian community that experiences the sacred in everyday, ordinary moments;
- b. We will build loving relationships with God and each other;
- c. We will discover old and new spiritual practices that leave us refreshed and inspired.
- d. We are a rag tag, wildly diverse group of questioners and believers (and everything in between); who are forming faith at home and together through
  - a. worship,
  - b. ritual,
  - c. prayer,
  - d. practice,
  - e. service, and
  - f. study.
- e. We will make a difference in the lives of people who would not ordinarily come to “Church” but who will find “church” in us.
- f. We will create threshold moments where the stuff of our regular lives becomes the stuff of holiness and grace.
- g. We will experience joyous, heartfelt, intelligent and participatory worship that challenges and amazes and puts us in touch with God.
- h. We will be a community that is called to care—everyone.
- i. We will be place where there are no barriers to entry and where the table of hospitality is set with love and forgiveness and grace and you can’t help but want to sit down and be fed.
- j. We will sometimes offer classic forms of worship where we will go to a sanctuary somewhere and have an order of worship and pray the way we love to pray and sing hymns and hear “The Word.”
- k. And we will create new ways of praising God—through new forms of worship, grounded in old liturgy and our story, with music and singing and expressions that are organic to who we are; and other new forms like online practices, drop in meditation, experiences of faith through Art and Nature and Literature; and spiritual study groups that do not look like church as we know it, but that bring us in touch with our Creator.
- l. We will move out of our big, beautiful building and building bold, beautiful big-ness on the move.
- m. We will have a welcoming ministry center in the public square that offers hospitality seven days a week--where people can drop in to laugh and cry and find a faith that works for them.
- n. We will act in many ways that expresses what we stand for—we will be “those Christians” that advocate for justice and make a difference in the lives of people in need, that feed the hungry and clothe the naked and take seriously Jesus’ call to love our neighbor.
- o. We will be a people so blessed, so transformed by our experience of being a part of this vision – that we cannot help but invite others to join us on the journey! And people will want to join us because they want what we have and want to be like us

**ADDENDUM III**

**2014.04.13 Draft Budget Proposal**



See Next Page for High Level Breakdown

## ADDENDUM III-A

### 2014.04.13 Draft Annual Budget Breakdown (rounded)

Senior Pastor salary and benefits	83669
Church plant training and coaching	6000
Associate Program Staff - \$ 15/15 hrs	11700
Community organizer - \$20/20 hrs	28000
Student minister	3600
LDI	1100
Legal	1200
UCC delegate	250
Pastoral/Program Staff/Benefits	135519
Space Rental, Parsonage, Utility Expenses	53500
Cleaning Service	1200
Sexton	7000
Property & Liability Insurance	5000
Operating Expense for Space	66700
Admin Staff	36100
Workers Comp Insurance	1600
Marketing	36000
UCC DUES	1500
Admin Supplies & Tech Expense	11600
Payroll Service	2000
Administration, Hospitality, Marketing, Misc.	88800
Spiritual Life and Music	28100
Faith Formation/CE	4300
Outreach	3700
Minister's Fund	2400
Ministries Expense	38500

Pastoral/Program Staffing and Benefits	\$135,519.00
Operating Expense for Space	\$66,700.00
Administration Staff, Hospitality, Marketing	\$88,800.00
Operating Expense for Ministries	\$38,500.00
Proposed Budget	\$329,519.00

## ATTACHMENT IV

# Spend 330K on Ministry Earn 5% on Investments

2,500,000.00	(330,000.00)	125,000.00	2,295,000.00	2015
2,295,000.00	(330,000.00)	114,750.00	2,079,750.00	2016
2,079,750.00	(330,000.00)	103,987.50	1,853,737.50	2017
1,853,737.00	(330,000.00)	92,686.85	1,616,423.85	2018