

Church Council Recommendation to the Congregation
“A Vision for a New Model of Ministry”

The Bold Decision called forth from the Crossroads Discernment Process of 2013/2014

Approved by a vote of Church Council on Tuesday, May 6, 2014;
Issued as an Addendum to the Call to Congregational Meeting (2014.05.14)

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

See Attachment I (Page 3 of this document)

II. **Our Mission Statement**

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

See Attachment II (Page 4 of this document)

IV. **A Bold, New Model for Ministry, Mission and Worship**—the specifics are yet to be determined, but our vision entails the ongoing development and implementation of changes to:

- a. **Our Identity**—we will change our name, the way we operate and the ways we engage the larger community in our ministries; we will remain a progressive, Open and Affirming, UCC faith community;
- b. **Our Location**—we will move the church operation from 400 High Street and establish a hospitality, ministry and operations center in the public square at 458 High Street, West Medford;
- c. **Our Ministries**—we will develop new forms of mission and ministries that reach into the city and the world and meet people where they are, including on the internet, in their homes, and in their need;
- d. **Our Worship**—we will create new forms of worship that reflect our vision and meet our neighbors in the community. This will include both classic and non-traditional forms of worship with music which reflects our community;
- e. **Our Partners**—we will develop partnerships in youth/faith formation/mission ministries with North Prospect Union, UCC and others in the community;
- f. **Our Income**—we will develop new sources of income and seek to make stewardship a foundational spiritual practice.

V. A Bold Implementation Plan Designed for Success

- a. **New Tools and Resources**—Leadership and Volunteer Development; Add Program Staff Resources; Increase Administrative Staffing; Fund Programs, Mission, Extravagant Hospitality, Technology and Networking for success.
- b. **Measurable Goals at Defined Milestones to Assess Ministry, Mission and Financial Progress**—including goals for Ministry Participation, Fundraising and Giving, Volunteerism, Self-Sustaining Ministries and more.
- c. **Assess Annually;** Vision, Mission Goals, Income Objectives, etc. The congregation can choose closure or alternative models for ministry should the goals not be met.
- d. **Draft 2015 Budget Designed for Success**
 - i. Draft Pie Chart and High Level Budget: *See Attachment III and IIIA: Budget for Mission and Ministry (page 5 & 6 of this document)*
 - ii. Sample Spending Chart: *See Attachment IV: Spending Chart (page 7 of this document)*

ATTACHMENT I

Our 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

ATTACHMENT II

A Vision for the Future

- 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

ATTACHMENT III

Draft Budget Proposal



See Next Page for High Level Breakdown

ATTACHMENT IIIA

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

Investment	Expense	Earnings	Remainder	Year End
3,000,000	-330000	150000	2,820,000	2015
2,820,000	-330000	141000	2,631,000	2016
2,631,000	-330000	131550	2,432,550	2017
2,432,550	-330000	121627.5	2,224,178	2018