

# 2016 Ministry Plan

## Executive Summary

*Submitted for Feb. 07, 2016 Annual Meeting*

### Ministry Plan

- Maintain Basics of Ministry Plan
  - Values/Vision identified in the April 2014 “Vision for a New Model of Ministry”
  - UCC Grant Awarded for this Ministry Plan
  - Minor adjustments based on experience
- Strengthen the understanding of Circles of Care as an organizing principle—everything we do is grounded in the model
- Sustain and Continue to Build
  - Arts and Inspiration Ministry
  - Circles of Care – Volunteer, Mission, Service
  - Faith Formation—Faith Practices—Small Groups
  - Worship Life
  - Connections to Medford and Turning Outward
- Assess Sanctuary Ministry including staff, through June 2016; with attention to:
  - Who is our Neighbor?
  - Worship/ Music
  - Faith Formation
  - Staffing Models
  - Organizational Practices\*
- Make Ministry Plan recommendations for Annual Visioning Meeting (June—Sept. 2016)

### Worship and Spiritual Formation

**Assess, Envision and Implement next steps, considering**

- Partnerships
- Alternative Models
- Online

### Stewardship

- Build Stewardship Leadership Team
- Strengthen Stewardship as Spiritual Practice (faith formation for our members and friends; (10% increase in giving levels)
- Develop and Implement Year Long Plan for Fundraisers and New Income Sources (new pledges, fundraisers, online giving, etc.)
- Assess/Develop Self-Sustainability of Unique Ministries
  - FormingFaith.net as income source
  - Lakota Youth Stay, Arts and Inspiration, Yoga, etc. as self-sustaining

## **Community Minister**

- Hire ASAP!
- Serve using Community Organizing practices with focus on
  - New Relationships/Partnerships that will build Sanctuary's ministry model
  - One-on-Ones
  - Projects/Service opportunities
- Build Circles of Care with Lead Pastor)
  - Build Volunteer Base and Opportunities for Service
  - Train and Support Participants
- Add Voice to Worship and Faith Formation

## **Lay Leadership Development**

- Plan for LDI: Leadership Development Initiative Project for Fall 2016/ Spring 2017 (Lakota Youth Stay or Circles of Care Project)
- Teach Community Organizing tools
- Nominating Team: Identify and empower leadership and ministry through gifts, passions and Leadership Development
- Spiritual Formation and Leadership Workshops
- "Church Planting" programming

## **\*Organizational Assessment and Best Practices**

- Roles and responsibilities of staff
- Flow of administrative and financial practices
- Communication: content creation and distribution
- Social Media, advertising, marketing
- Volunteerism