SEPTEMBER 12, 2020

ANNUAL RETREAT OF THE CONGREGATIONAL BOARD

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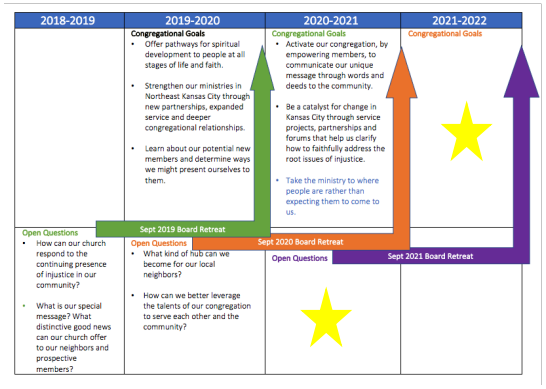

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2019-2020 VISIONING

Open Questions:

- What kind of hub can we become for our local neighbors?
- How can we better leverage the talents of our congregation to serve each other and the community?

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2019-2020 VISIONING

What kind of hub can we become for our local neighbors?

Decisions: The group recommended that we focus on a one mile radius around the church to learn more about the demographics and needs of this population.

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Unmet needs for our Neighbors:
- Transportation network
- Sat. worship
- Special needs kids/parents
- Sun. night worship
- Valentines Roses love Service
- Worship for people who have never been
- Trust/social network/nextdoor
- Youth Service Corp
- Elders Retired Activities Socials
- All day preschool/daycare
- Family – adopt a grandparent
- Movie night – on the lawn
- What are the major life transitions?
- Family relationships/social fabric

Life Points:
- Young marrieds, having kids
- Getting married
- Getting kids into college
- Empty nest
- Retirement
- Cancer support
- Downsizing
- Caring for aging parents
- Parents of newborns
- Our brand of Christianity – kiosks?
  - Open minded
  - Engaging
  - Banners
  - Service
  - Sorrow and joy

Who –
- Groups right here, already in existence
  - Couples communication
  - MOPS
- Groups forming to include non-members
- Religious/Spiritual
- Non-Religious
- Search out 2nd Gens who have drifted

2019-2020 VISIONING

WHAT KIND OF HUB CAN WE BECOME FOR OUR LOCAL NEIGHBORS?

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2019-2020 VISIONING

Group I: Which needs *should* the church meet? What needs are in sync with the mission of the church?

Group I identified the church's role as an emphasis in 3 main areas:

- Community and Relationships
- Spiritual and Social Health – intergenerational bonds
- Service & Social Justice – exposure to different communities and life experiences

Research Needed:
Interview pastors class kids, especially those of non-members. What brought them? Who invited them? What were they looking for?

Tyler shared a Diana Butler Bass Concept that influences his approach to Youth Group:

Non-member pastor's class attendees were close friends of a member. Came as a tight friend group that simply continued their activities "into church".

Language expressing personal growth and exploration such as "faith formation" resonates more strongly than language like "Christian education".

Old

Belief > Behavior > Belonging

Now

Belonging > Behavior > Belief

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Priority List	Top 15 of 34 Life Concerns Ranked by Greatest Concerns		
Ranking	***Concern***	***Ratio***	***Strength of Concern***
1	Financing the future/savings/retirement	4.3	Very Strong Concern
2	Losing weight/diet issues	2.9	Strong Concern
3	Stress/time to relax	2.3	Strong Concern
4	Caring for aging parents	2.2	Strong Concern
5	Satisfying job/career	2.2	Strong Concern
6	Fear of the future or the unknown	2.2	Strong Concern
7	Illegal immigration	2.1	Strong Concern
8	Reaching my goals/being successful	2.0	Moderate Concern
9	Making the right choices/finding direction	1.8	Moderate Concern
10	Personal health problems	1.8	Moderate Concern
11	Day-to-day financial matters	1.6	Moderate Concern
12	Fulfilling marriage/romance & intimacy	1.5	Moderate Concern
13	Balancing work & family	1.4	Moderate Concern
14	Health crisis/illness	1.4	Moderate Concern
15	Time for friends/family	1.2	Moderate Concern

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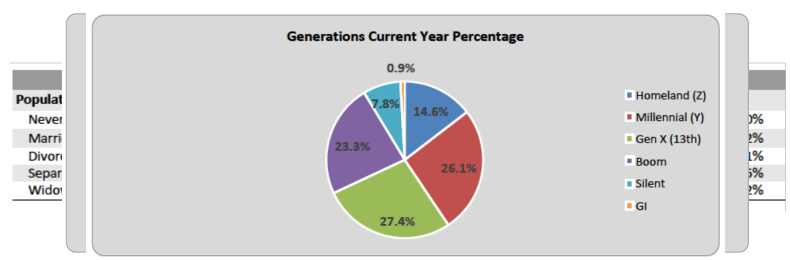

2019-2020 VISIONING

- **Group 2: What is the church's role – as a neighbor - in each of these life stages?**
- **Group 2** determined that there may be a common approach to being a hub during all stages of life: to develop mentorship, partnership, and/or support group models and invite neighbors in those various stages to participate.
- Research Needed: We would need to take inventory of members of the congregation to find experience with issues relating to the various stages of life and recruit them to be mentors/partners/participants.

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2019-2020 VISIONING

- **Group 3: What group(s) are our "target audience"?**
- **Group 3** determined that identifying members of our community with shared values and interests is more important than specific ages or incomes. Another way to say this is to invite people of all ages, faiths, and socio-economic levels to shared activities, service opportunities, educational opportunities and so on.
- Research Needed:
  - Broad breakdown of religious affiliation in our 1 mile radius
  - Broad breakdown of "interests" in our 1 mile radius
  - Broad breakdown of demographic data (number of family units with children, retired, empty-nesters, singles)

Ministry or Program Recommendations Based Upon This Study Area

Program Preferences Ranked by Ratio of Important to not Important

Top Ranking	Ranking	Program	Ratio	Strength of Preference
1	1.0	Warm and friendly encounters	5.8	Very Strong Preference
2	2	The quality of sermons	2.3	Strong Preference
3	3.0	Opportunities for volunteering in the community	2.0	Strong Preference
4	4	Family oriented activities	1.5	Strong Preference
5	5.0	Holiday programs/activities	1.5	Moderately Strong Preference
6	6	Traditional worship experiences	1.3	Moderately Strong Preference
7	7.0	Adult social activities	1.3	Moderately Strong Preference
8	8	Involvement in social causes	1.1	Moderately Strong Preference
9	9.0	Seniors/retiree activities	0.9	Minimal Preference
10	10	Cultural programs (music, drama, art)	0.8	Minimal Preference
	11.0	Christian education for children	0.7	Minimal Preference
	12	Youth social activities	0.6	Minimal Preference
	13.0	Social justice advocacy work	0.6	Minimal Preference
	14	Contemporary worship experiences	0.6	Minimal Preference
	15.0	Marriage enrichment	0.5	Minimal Preference
	16	Crisis support groups	0.5	Minimal Preference
	17.0	Spiritual discussion groups	0.5	Minimal Preference
	18	Bible or Scripture study/prayer groups	0.5	Minimal Preference
	19.0	Personal/family counseling	0.5	Minimal Preference
	20	Practical training seminars	0.4	Minimal Preference
	21.0	Parenting development	0.4	Minimal Preference
	22	Daycare/After-School Programs	0.3	Minimal Preference
	23.0	Health/weight loss programs	0.3	Minimal Preference
	24	Addiction support groups	0.2	Minimal Preference

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2019-2020 VISIONING

WHAT KIND OF HUB CAN WE BECOME FOR OUR LOCAL NEIGHBORS

WHAT HAVE WE LEARNED THAT CLARIFIES OUR VISION : HOW AND WHY TO BE A HUB FOR OUR NEIGHBORS?

WHAT DOES THIS VISION LOOK LIKE IN 2021 (HAVING LIVED THROUGH 2020!)

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Excited about:

- It validated our open questions. Size of the congregation is not the most important thing.
- Global Body of Christ
  - Small groups – vitality Scotland
- Congregation – Tables – Joys – Capabilities ----Board Follow up
  - Unleashed gifts and talents – go do what they have energy for
- Occasional Day – No worship – Acts of Service
  - Grace at Work on Sunday morning
- 10:01 – Discussed impromptu activity of service
- Not so top down plan
- "Show up to whatever you perceive God is doing in your community and follow that energy."
- Collaborate with other churches – link with others
- Our governance is conducive to that
- Invite other churches – Paul Nixon event

Food for thought: What organizational goal/statement would be needed to facilitate these ideas?

2019-2020 VISIONING

HOW CAN WE BETTER LEVERAGE THE TALENTS OF OUR CONGREGATION TO SERVE EACH OTHER AND THE COMMUNITY?

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Concerned about:

- Organic … "let it happen" opens risk of losing control of message/vision (bad theology, etc.)
- Half of churches gone
- "Curate"

Food for thought: What organizational protections need to be in place to manage risk?

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Board Engagement:

- We sometimes feel competitive with other churches … Not to draw away from but build up
- We could facilitate collaborate with declining churches/ African American
- From Broadcast model to Social Collaboration Model
- Great examples: – he shared concrete examples
- Doing not data – right try
- Excited – Differentiated – Go out
  - Builders, knitters
  - Empower folks to do activities
  - Chaos is ok
- University model
- Models within models Sunday School model – example of how this worked in the past
- Small group – leaders/managers/structure
- Kickoff sustainable small groups

Food for thought: What do we as a board mean by "leverage the talents of our congregation"?

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2019-2020 VISIONING

HOW CAN WE BETTER LEVERAGE THE TALENTS OF OUR CONGREGATION TO SERVE EACH OTHER AND THE COMMUNITY?

IN WHAT WAY DOES LEVERAGING THE TALENTS OF OUR CONGREGATION FURTHER OUR CHURCH'S MISSION?

WHAT OTHER QUESTIONS NEED TO BE ASKED IN LIGHT OF COVID, BLM, ENVIRONMENTAL CRISIS, AND SO ON?

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