

# "EMBRACING THE COMMUNITY WITH GOD'S LOVE"

## A MINISTRY PLAN 2013 - 2017

### FIRST UNITED METHODIST CHURCH HANOVER, PENNSYLVANIA



**200 Frederick Street**



**200 Middle Street**

*Introductory: A Ministry Plan Is Born*

First United Methodist Church *is called to be a circle that grows wider and wider, as we reach out to one another within the church, to our community, and to the world.*

We are called, first of all, to grow spiritually. The Great Commission of Jesus is to “make disciples of all nations.” We rejoice in the ways First Church continues to grow as a vital congregation of faithful disciples, serving Jesus Christ in our church and community.

We are also called to grow in number. Jesus’ command is to “make disciples of all nations.” Building on our present strengths, the future will bring great opportunities. It will also present us with new challenges.

This Ministry Plan grows out of a desire for First United Methodist Church to build an intentional ministry in our community, especially to those who are not currently connected to our fellowship. This intentional process of making disciples will guide the alignment of all ministries to the desired goal of introducing people to Jesus Christ and our congregation and helping them grow to full maturity as servants of God who in turn introduce others to salvation and a life changing relationship with the Living God. It is a process of helping people, move into deeper relationships with God and His Church and into deeper commitment to serve God and neighbor. This process can be summed up as follows:

"Because too many people are strangers to God and His Church, we shall strive to turn:

Strangers into Friends...

Friends into Family...

Family into Followers of God...

Followers of God into Full Grown Servants of Jesus Christ."

- Turning Strangers into Friends is the work of evangelism, outreach and hospitality.

- Turning Friends into Family is the work of membership, fellowship, and congregational care
- Turning Family into Followers of God is the work of discipleship, ministry, and Christian education
- Turning Followers of God into Full Grown Servants of Jesus Christ is the continuing work of ministry, discipleship, and leadership development
- Worship has a unique role in facilitating growth in every phase of development, thus its central place in our congregation.

*"Values That Will Guide Our Work"*

*The mission objectives that follow are designed to help God create a congregation that is growing spiritually and in number. The following values will guide our work and decision making:*

*1. PRIMACY OF MISSION: Accomplishing our mission of making disciples of Jesus Christ is our first priority. Everything we do as a congregation must serve and further this purpose.*

*2. ACCOUNTABILITY FOR FAITHFULNESS AND EFFECTIVENESS: Because our work has eternal consequences, we shall develop a culture in which we hold ourselves accountable to accomplish the mission objectives that we have set out for ourselves. As stated elsewhere in this plan, our progress will be regularly evaluated, our methods and skills improved, and our goals accomplished. Failure is not an option.*

*3. STRATEGIC INTENTIONALITY: "If you fail to plan, you plan to fail." Success is not the result of luck, but the natural result of intentional planning. In a growing congregation systems are developed to ensure that our objectives are not only met, but become part of our congregational culture as we increase in number. All ministries will need to be aligned to these purposes.*

*4. INWARDLY STRENGTHENED TO BE OUTWARDLY FOCUSED: Ours is a dual purpose of making new disciples and to help existing disciples to grow to maturity. We must therefore intentionally strengthen every process of caring for and discipling existing members so that our focus as a congregation may be to make new disciples and welcome them into our fellowship.*

*5. UNITY, DIVERSITY, VARIETY: As stated throughout this plan of ministry, we shall continue to offer a variety of ways in which we worship, study, and serve that will allow us to connect with a greater diversity of people who are united in our common purpose as a congregation. Special emphasis shall be placed on ensuring our unity in the midst of increasing diversity and variety.*

6. *HEALTH AND GROWTH: We recognize that growth is always the result of increasing health. A lack of growth is a sign of a lack of health and must be addressed. Therefore we seek God's grace and commit ourselves to become more spiritually healthy as a congregation to allow God to reach a greater number of people with a life-changing gospel of Jesus Christ.*

7. *CONSTANT IMPROVEMENT: This plan of ministry envisions a congregation that never stands still, never accepts its condition as "good enough", and is therefore never finished. As we grow spiritually and in number, new systems and solutions will continue to be developed. An openness and flexibility to adapt, evolve, experiment, risk, and improve will be a hallmark of our congregation.*

8. *EVERY MEMBER A MINISTER: Ephesians 4:12 states that the role of leaders in the Church is to "equip the saints for the work of ministry". Our leadership, both paid and volunteer staff, exists to equip others for every kind of ministry, not merely to perform ministry on behalf of the congregation. A measure of our effectiveness as leaders will be the number of people equipped for increasing levels of responsibility and varieties of new ministries within each work area.*

*The Plan sets forth a vision and suggests numerous mission objectives to help our movement toward the vision. It challenges us to evaluate the effectiveness of every ministry, to make changes, and to develop new ministries as we respond to our congregation and our community.*

*This Plan's purpose is to initiate and guide our church fellowship and our church leaders through an ongoing process that will continue for years to come.*

*It is to be continually revisited and revised as we seek faithfully to share the good news of Jesus Christ in a changing world.*

## MISSION OBJECTIVES

### WORSHIP

1. Provide a variety of worship experiences to glorify God, make new disciples, nurture disciples, strengthen fellowship, and energize disciples for ministry.
2. Optimize our worship experiences and schedules to meet the changing needs of the community making the best use of our facilities.
3. Increase attendance at weekly worship services by at least 10% per year.
4. Evaluate annually the need to offer additional worship services using the 80% rule as a guide. (Whenever 80% of any space is full, it's time to look for more space to facilitate growth.)
5. Explore technological advances and how they may help us to embrace the community with God's love. (Ex. video, CCTV, satellite, website, email, social media)
6. Develop hospitality guidelines for all worship services and other First Church activities to include; greeters inside and outside, giving directions, i.e.: seating, giving directions, etc., ushers helping with seating, offerings, etc.

## MINISTRY

1. Develop a Leadership Covenant that encourages our church leaders to pursue regular worship attendance, spiritual growth, and movement towards tithing. This is intended for our leaders to set an example.
2. Help persons identify their spiritual gifts through Disciple Bible study, and spiritual gifts inventory. The pastors and other program staff will coordinate efforts to place people in ministry according to their spiritual gifts, abilities, experience, and interests.
3. Identify the needs of Young Adults (age 18-35) in our church and community and develop appropriate ministries for them.
4. Promote the emergence of new ministries and ensure that existing ministries are consistent with the church's vision and in response to identified needs.
5. Promote our Living History through publications, technologies, and studies. Learn from the past to support the present and develop the future.

## OUTREACH

1. Provide ministries in response to needs of before and after school care for children.
2. Continue Joyful Noise and look toward future expansion.
3. Continue to expand youth ministries under the leadership of the Director of Youth Ministry.
4. Continue to identify needs and capabilities of older adults in our community and develop a network of mutual support and service through such programs as *Christ's Hands In Ministry*.
5. Develop at least one new program per year which is specifically planned to extend hospitality to those who live in our neighborhood, such as *Divorce Care*, *Grief Care*, *New year's eve program*, *festivals*, *5<sup>th</sup> Sunday Youth Gathering*, etc.
6. Be intentional about communicating and funding the ministries of our church in various forms of media, and technology such as *web page*, *social media*, *theatres*, and *sports advertising*.
7. Continue to create an atmosphere of hospitality to all from the parking lot to the pew. Be intentional in extending a warm greeting to everyone. Assign greeters at the entrance doors and the sanctuary doors.

8. Form an Outreach Work Area team to expand the Evangelism and Hospitality Ministries under the leadership of the Pastor of Outreach.
  
9. Increase the number of (VIM) Volunteers-In-Mission teams in His name to serve locally, nationally and throughout the world to help others, give them hope and share Christ's name.



## FELLOWSHIP

1. Intentionally introduce new persons into our church through a new member orientation process that is appropriate to the life and faith situation of each new member.
2. Connect all new members by incorporating them into at least one small group for discipleship and /or ministry, such as mentoring programs, women's and men's sharing groups, etc.
3. See every meeting, study group, rehearsal, and other activity in the church as an opportunity for developing meaningful relationships among those who participate.
4. Provide opportunities to fellowship with our church family in activities, such as family nights, meals, dinner and a movie, men's sharing group, women's sharing group, and *Young At Heart*.
5. Develop an intentional culture of Congregational care that combines members caring for one another with a system of care strategies and established ministries to ensure no one is uncared for, ignored or forgotten.

## DISCIPLESHIP

1. Strengthen and support the life of the church with prayer. Pray together in worship services and all meetings.
2. Facilitate prayer partner ministries. Encourage everyone to commit to pray daily.
3. Provide additional Church School classes consistent with worship schedules and in response to the 80% rule.
4. Continuously promote covenant group involvement by challenging persons to be intentional about their spiritual growth. Create new covenant groups as needed.
5. Offer *Alpha* as an introduction to the Christian Faith.
6. Encourage participation in spiritual programs such as *Walk to Emmaus* and *Chrysalis*.
7. Continue discipleship programs and other long-term/high-commitment Bible studies, such as: *Disciple*, *Christian Believer*, and *Jesus In the Gospels* as a means of building a strong biblical foundation for the church. Challenge the congregation to participate on an annual basis.
8. Offer leadership training and development opportunities, such as Leadership Summits, satellite conferences, UMC resources, training offered by the Susquehanna Conference and other agencies, etc.

9. Throughout the year encourage stewardship development through preaching, stewardship testimonials, moments for missions, and education in new member classes. Continue the Stewardship Commitment Weekend for promoting regular, proportionate giving. Communicate tithing as the standard for Christian stewardship and encourage persons to tithe or to take steps toward tithing at a minimum of 2 percent per year, as a commitment for membership in the church.
10. Increase personal participation and support of mission ministries. Encourage increased giving to missions in proportion to growth in contributions to current expenses.
11. Create a "discipleship" covenant for all members of First Church. The covenant will be created and updated by the Church Council.

## FACILITIES

Recognizing that new opportunities exist for optimizing the use of both 200 Frederick Street and 200 Middle Street campuses, the following vision is proposed.

1. Continue the work of the Property Study Committee, purchasing Centennial Avenue properties as they become available. Evaluate nearby properties available for rent as offices and other use.
2. Establish a Facilities Study Committee to study facility needs, prepare a funding proposal and then send recommendations to the District Superintendent. Then report to a Church Conference with recommendations addressing but not limited to:
  - a. Building a new structure, modifying existing structures (for example add second floor to MPR) and modifying a purchased structure that would:
    - i. Multi-functional classrooms for weekday and church school programs
    - ii. A multi-purpose room for contemporary worship, dining space, kitchen facilities and storage for tables, chairs, etc.
    - iii. Music rooms for bell ringers, choir, and music storage
    - iv. Office, library and storage space
    - v. Outside playground with secure fencing, lights, grass area and an area for recreational activities (Volleyball, etc.)

- b. Handicap accessibility of any future structure for ADA compliance
  - c. Parking with a goal of one space for every two people who attend worship at any given hour
3. Keep all facilities technologically current.
  4. First Church will continue the Building and Growth long-range building fund to support architectural studies, other expenses, and a financial foundation for the next expansion.
  5. If needed, establish a Building Committee to implement the recommendations of the Facilities Study Committee approved at Church Conference.

If needed, have Church Conference approve a strategy for implementing the Facility Study Committee's recommendation by June 30, 2013.

## STAFFING

1. Staff for growth using the rule of one full-time (or equivalent) paid program staff for every 100 persons in worship. Hire support staff as needed to facilitate the church's ministry.
2. Continue communication to our church community about staff responsibilities.
3. Conduct periodic staffing audits to keep up with our continued church growth and to review new and existing ministry opportunities such as:
  - a. Church Business Manager - day to day operations & schedules
  - b. Parish Nurse
  - c. Custodial Staff
  - d. Placement Coordinator (new member initiatives)
  - e. Older Adult Coordinator
  - f. Young Adult Coordinator
  - g. Associate Pastoral Leadership
  - h. Ministries Coordinator
  - i. Communications Coordinator
  - j. Counseling Coordinator
  - k. Youth Choir Director
  - l. Praise Team Leader
  - m. Technology & Social Media Facilitator

All actions taken within this vision document are subject to the authority of the most current United Methodist Book of Discipline.