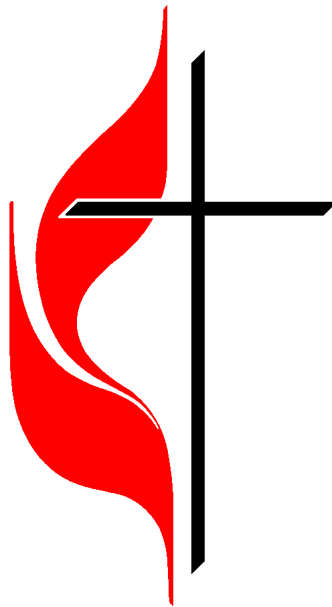


**Strategic Ministry Plan**  
**First United Methodist Church**  
**Manhattan, KS**



**Connecting** to Christ,

**Growing** in love,

**Serving** with compassion

**August 18, 2010**

## **Welcome to our Strategic Ministry Plan!**

***For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.***

- Jeremiah 29:11

***I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God - what is good and acceptable and perfect.***

- Roman 12:1-2

Contained within these pages is the compilation of the thoughtful and prayerful work of many persons in our church - committees, councils, and teams – who have sought God’s plans for our congregation and developed this plan to serve as a road map for our future.

This Strategic Ministry Plan will be used as a guiding document for setting priorities and goals, for allocating resources, and for improving facilities. The plan will be reviewed annually, and progress will be monitored regularly. As a living document – always seeking God’s will, adjustments to the actions included here may become necessary; thus, as our work continues, some actions may be deleted, and others added, as we accomplish God’s purpose.

This plan includes five key ministry areas in which we will focus our energies:

Worship

Small Groups

Hands-on Mission

Children and Family

Youth

As we begin this journey, we join once again in prayer:

*Holy God, we are humbled before you as we continue to learn of your wondrous plan for our church and our world. Thank you for challenging and encouraging us to share your Word not only with those already inside our walls but also with those still outside our walls. Pour out your Spirit on this place and our people so that we may always do your work and be part of what you are blessing. Transform us by your love, and keep us from being conformed to our world. In the name of Jesus Christ, we pray. Amen*

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## Background

This Strategic Ministry Plan is the outcome of a process that began in June 2009 when we engaged the services of Horizons Stewardship Company to assist us with a possible capital campaign for deferred maintenance. As a first step, Horizon's consultant John Laster conducted a *Discovering Tomorrow* study. He presented his preliminary findings at congregational meetings in September 2009 and delivered his written report in October 2009. A major element of Laster's work called for the appointment of an Action Team to facilitate the planning and implementation of recommendations from the report.

The Action Team presented four key points from Laster's report to our annual Church Conference on November 17, 2009 and received feedback from breakout groups. The four action points were:

1. Care/Connectedness/Encouragement/Spiritual Development
2. Worship—Revitalization and Refocus
3. Leadership/Staffing Issues
4. Assimilation/Mobilization

In January 2010, Horizons Stewardship Company assigned Joe Park to continue the consulting work started by John Laster. Park suggested the development of both a Strategic Ministry Plan and a Master Site Plan. The Action Team, working with Park and soliciting input from staff and lay leaders, produced a draft Strategic Ministry Plan and presented it to Church Council on May 26, 2010 and to members of the Congregation at open meetings on June 2 and 3, 2010. The draft contained an overview of the entire process as well as the beginning of detailed plans for five strategic ministries areas.

Paralleling the work of the Action Team is the effort of the Facilities Planning Committee. This committee was appointed by Church Council on January 27, 2010 and charged with the responsibility of developing a Master Site Plan. Toward that end, the committee interviewed several architectural firms and on May 12, 2010 recommended to Church Council the hiring of Howard + Helmer, a Wichita firm, to prepare the plan. The Master Site Plan will always be guided by the facility needs of the Strategic Ministry Plan.

# FIRST UNITED METHODIST CHURCH STRATEGIC MINISTRY PLAN

August 18, 2010

## Mission Statement

*First United Methodist Church ... connecting to Christ, growing in love, serving with compassion*

## Process

**Connect** persons to God and the church

**Grow** church members in small groups

**Serve** in hands-on mission through the church, community and world  
(in order to connect more persons... and continue process)

## Strategic Ministries

(all vitally important to mission/process)

- Worship
- Small Groups
- Hands-on Mission
- Children
- Youth

## Assumptions

- Role of pastors/staff is to lead the congregation by equipping congregational leaders.
- Lay responsibility for congregational care will increase through small groups.
- Members will live out the vows of prayers, presence, gifts, service and witness as we participate in worship + small groups + hands-on mission.
- Leaders will sign a covenant (equal to UMC membership vows).
- Communication will improve and be open.

## Strategic Staff Roles

(working together with congregational leaders to accomplish mission)

- Senior Pastor Leader
- Worship Design Leader
- Connecting Ministry Leader
- Growing Ministry Leader
- Hands-on Mission Leader
- Children and Family Ministry Leader
- Youth Student Ministry Leader

## CONNECTING: WORSHIP

### **Worship Design Leader**

Worship services  
Music: Choirs, Bells, etc.  
Details: Ushers, Banners, etc

### **Connecting Ministry Leader**

Communications/Outside Marketing  
Hospitality/Welcoming/Greeting: Coffee-  
Connection, Explore (new members)  
Evangelism/Visitor Follow-up  
Congregational Care (non-small group)

**Mission for Worship:** Creating excellent, relevant worship in order to connect people to God (and move them into small groups).

**Mission for Connecting:** Offering radical hospitality to the world to connect people to God and each other.

## GROWING: SMALL GROUPS

### **Growing Ministry Leader**

Small groups – gatherings of people who meet to experience

- Discipleship through exploring of God's word
- Care for each other
- Open Community fellowship
- Mobilization of persons to hands-on mission/ministry involvement

**Mission for Small Groups:** Providing an environment for growing in love through study, care, fellowship and service.

## SERVING: HANDS-ON MISSION

### **Hands-On Mission Leader**

Hands-on Mission – work of people with an intentional commitment to be active in the process of mission/ministry  
Coordination with places of service inside church (e.g., Stephen Ministry)

**Mission for Hands-on Mission:** Encouraging members to committed, compassionate service to those who are outside the church.

## CONNECTING, GROWING, SERVING: CHILDREN AND YOUTH

### **Children and Family Ministry Leader**

All areas of this ministries

### **Youth Ministry Leader**

All areas of this ministry

**Mission for Children and Family Ministry:** Connecting children and their families to God, growing them in the knowledge of Christ, serving them with compassion.

**Mission for Youth Ministry:** Helping *all* youth further their spiritual walk so that they may become deeply committed Christians.

## **Biblical/theological Foundation**

Jesus' words in Matthew provide the Church with our mission:

*Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you" (28:19-20).*

*You shall love the Lord your God with all your heart, and with all your soul, and with all your mind... and you shall love your neighbor as yourself (22:37, 39).*

To put this mission into words for our church, we have chosen the phrase:

*connecting to Christ, growing in love, and serving with compassion.*

### **Connect**

God's grace is available to everyone, but not everyone is aware of this gift or their need for it. Our role is thus to seek, welcome, and gather persons so that they can connect to Christ and receive that grace – just as we have already done with such joy and thanks in our hearts!

Worship is one key way to make that connection as we praise God together. Of course, getting people to come and then return is a challenge, and thus communication, evangelism, hospitality and other connecting ministries are also key to this part of our mission. We must go and reach the people so that they will come and worship!

### **Grow**

Love is the key to our relationship with God and each other. The Bible is filled with verses describing love and encouraging us to live and grow in that love.

John Wesley, a founder of Methodism, established a system for Christians to grow in love by moving persons from larger worshiping groups to smaller learning groups, where persons could more intimately understand and express their faith. In these small groups, persons met weekly to study the Bible, pray, and care for each other. They also shared their struggles in living a Christian life – admitting their sinful behaviors and nagging temptations – and set goals for changing their ways. They held each other accountable to these goals, and through this fellowship, they grew in love.

### **Serve**

As we grow in love, we gain new perspective on the needs of others and on our role in offering hearts and hands as Christ's extension in the world. We come to understand that we are all persons who need Christ and thus that we do not minister to others but "suffer with" (meaning of compassion) each other as we all strive to follow Christ.

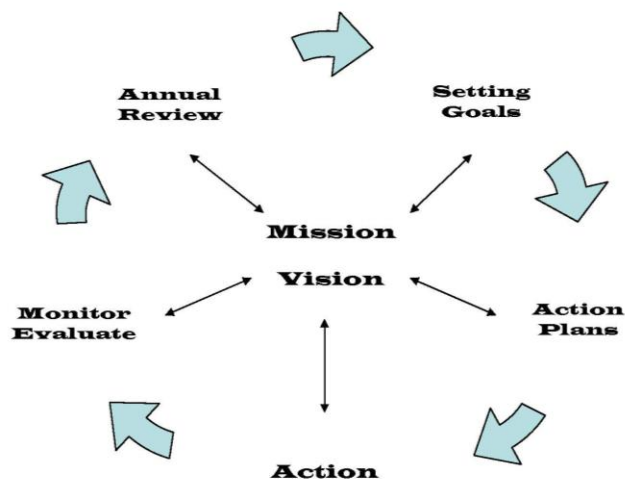
The United Methodist Church is currently “rethinking” what it means to be church ... challenging those beyond the church to envision church as a movement of people engaging the spiritual and physical needs of the world rather than a static institution ... and simultaneously asking the people of the UMC to see ourselves more broadly as not tied solely to Sunday morning worship, but as making a difference in people’s lives, locally and globally on a daily basis. Jesus gave the Great Commission, telling us to “go into the world” and do the things that he did: teach, heal, feed hungry people, speak out about injustice, and call people to faithful living. Jesus sent the Holy Spirit to empower the disciples to begin a movement. The early Christians did not see themselves as a "church" but as people of “the way”. In too many places, we have lost the sense of being a movement, convincing ourselves it is enough to gather in our buildings and wait for people to come and find us. Jesus sends us out to meet the world at its points of greatest need, as he sent the disciples.

By going into the world, we encounter people in their places of emptiness and hurt, and we are able to share Christ with them – and connect them... and repeat the process...

## Implementation

- 1) Commitment to the plan will be confirmed through ongoing review of progress, along with annual review and goal-setting.
  - 2) Communication of the plan will ensure that all members of the church are included in understanding the mission and progress of FUMC's work.
  - 3) Implementation of the Strategic Ministry Plan is significant for molding the mission of FUMC with a plan to integrate the work of committees and councils to meet short-term and long-term goals.
- Leadership will be oriented to use the Strategic Ministry Plan as a guide for the actions of FUMC. (Fall)
  - Leadership will use the Strategic Ministry Plan in preparation for annual goal-setting.
  - Leadership will commit resources to meet goals of the Strategic Ministry Plan at a level that is within our capabilities, from the standpoint of budget, long-range planning, staffing, and congregational support. (Fall)
  - Leadership will use the Strategic Ministry Plan as the benchmark for decision-making and progress.
  - Leadership will communicate progress of the Strategic Ministry Plan through ongoing reviews, annual goal-setting, and updates to the congregation.
  - Leadership will communicate annual goals with Church Council and congregation members at Church Conference each year. (Fall)

The Strategic Ministry Plan is a guide for continuous progress as FUMC works toward the mission of Connecting to Christ, Growing in love, and Serving with compassion. Throughout the process staff members, Church Council, Action Team, lay leaders and congregation members will experience implementation of the Plan, with continued clarification to follow God's plan for FUMC.



## Monitoring Progress

- 1) Monitoring progress toward the mission statement of FUMC's Strategic Ministry Plan will allow us to see our success throughout the next five years.
  - 2) Monitoring progress will allow focused action relative to identified strategic actions.
  - 3) Monitoring progress is a critical link between the Strategic Ministry Plan as written with the ongoing actions of FUMC.
- Leadership from the strategic ministry areas will oversee updates for the newsletter on a regular basis, to communicate progress of the Strategic Ministry Plan with members of FUMC. The timeline and format for this communication will be determined by the Senior Pastor and Communications Committee.
  - Leadership from the strategic ministry areas will oversee quarterly reviews to Church Council, communicating progress on annual goals, barriers, celebrations, unexpected needs, and reason for adjustment. (quarterly)
  - Leadership from the strategic ministry areas will oversee annual reviews to Church Council, providing a summative report of progress on annual goals, barriers, celebrations, and reason for adjustment.

Change is sometimes necessary, with plans for addressing the changes. The following options may be necessary as corrective actions, with clear communication justifying the need for change.

- Adjustment in the schedule of reporting and setting goals
- Adjustment in actions used to meet goals
- Adjustment in goals
- Adjustment in the structure of the Strategic Ministry Plan

Reports presented to Church Council will include answers to the following questions:

- Are goals and strategies being achieved or not?
- Will goals be achieved according to the timeline specified in the plan?
- Are adequate resources available to accomplish goals?
- Are goals and strategies still realistic?
- What actions are needed to continue work toward goals?
- Are there noticeable trends regarding the progress toward goals?
- What can be learned to improve future planning activities?