

2017 MISSION PLAN
First United Methodist Church of Fort Collins
Goals and objectives for progressive implementation of the Long Range Plan

The purpose of the 2017 Mission Plan (2017 AMP) is to identify certain tasks for the Church Council and church committees to undertake in the coming calendar year. The selection of initiatives and projects is designed to set us on a course to achieve our denominational and congregational missions. The mission plan will assist in allocating the resources of our congregation toward attaining our long range vision.

AMP 2017 is intended to be complementary to the Long Range Plan for 2017 (LRP 2017) which takes the “long view” of ten years for planning purposes. An annual mission plan provides for shorter term implementation in manageable steps.

Each committee of the Church Council, which has a directly identified task in AMP 2017, is asked to participate directly in implementation of those tasks. Simultaneously, each committee is asked to consider the initiatives and challenges defined in LRP 2017 and coordinate the work of that committee to participate in achieving some task identified in the Long Range Plan.

1. Marketing and Communications. The Church Council will receive the audit of the Marketing and Communications Advisory Team (MCAT) and based upon the findings:

- (a) develop a comprehensive marketing plan with MCAT for better communication between lay leadership and the congregation to build trust;
- (b) develop marketing policies with brand and operating guidelines to provide consistency in imaging and messaging;
- (c) publicize internally as well as externally all the ways we as a church help in the community;
- (d) target the households matching our target demographic profiles; and
- (e) determine how the church should budget for marketing.

MCAT will review and suggest updates to focus areas related to marketing in future editions of the Long-Range Plan.

*Responsibility: MCAT, Church Council, Senior Council, Finance, Long Range Planning and Staff.
(LRP 2017. Commitments 3C, 4B and 11; Areas of Focus 4B, 5A.2.d, C.4)*

2. Stewardship. The Stewardship and Generosity Committee (SGC) shall continue to work with all elements of the Church Council and all congregants to promote year-round stewardship and generosity. In 2017, the SGC shall continue to develop, implement, and monitor the progress of the new two-year ministry plan for FCFUMC, *Into A New Era*. Based on the information developed in the Horizons Stewardship Discovery Report (9-7-16) and the steps recommended in the report to increase stewardship and discipleship, *Into A New Era* will be led and advised by the Horizons Ministry Strategist, Rev. Franklin “Zip” Long. The program will emphasize the importance of all aspects of stewardship, the

giving of our time, our talents, and our service, as well as our monetary gifts, and establish expectations for members of the church. Periodic progress reports, based on benchmark goals, shall be provided to the Church council as one tool for evaluating the effectiveness of the *Into A New Era* program, including whether any goals for increased financial giving have been met.

Responsibility: Stewardship and Generosity, Welcoming and Engagement, MCAT, and Finance committees and Church Council members. (LRP 2017, Commitment 10, Areas of Focus Section 5.D.2)

3. Oversight and Development of New Committees. The Church Council will provide needed oversight and support for the committees formed in 2016. Each committee will be asked to provide a report describing its progress, as well as its support needs, no later than June 30, 2017. The following identify other specific actions each committee is asked to address.

A. **MCAT** (See Initiative 1)

B. **Congregational Care Committee (CCC)** – Train co-chairs for the committee. Develop and implement leadership and team methodologies and techniques for each of the Care Teams under its umbrella, which define the specific mission of that care area and how the work is to be accomplished, measure the results attained. The Care Teams should provide at least semi-annual reports to the whole committee reflecting the work and results achieved for each care area, and the CCC shall then report to Church Council.

C. **Emergency Assistance Fund Committee (E AFC)** – Establish methodologies which will measure and evaluate the sufficiency of funding. The E AFC shall report to the Church Council annually in January in conformance with the reporting requirements of Paragraph V. E of the new EAF Policy and Procedures adopted August 23, 2016, and provide additional reporting when requested by Church Council.

D. **Church and Society Committee (CSC)** – Finalize the committee mission statement and recommend changes to committee structure needed to enlarge the committee and help it to be more effective. Define other areas of work, and develop long term plans and strategies that lead FCFUMC to be active in offering new initiatives in Fort Collins, and otherwise monitor its stated functions in its chartering resolution. (See also Addendum, 2016 AMP Carryover.)

The Church Council will also explore forming two new committees: (1) Witness and Evangelism and (2) an Events or Hospitality Committee. (LRP 2017, Area of Focus 2A, 3.B.1). With regard to evangelism, there is exciting interest in reaching out in new ways in the Fort Collins community as exemplified by the recent initiatives undertaken by the Wesley Foundation and the Youth and encouraged by the Rocky Mountain Annual Conference in the “Fresh Expressions” movement. (LRP 2017 Commitments 2.C, 3.A, 5.B, 6.A, 8.B. & 9.A). The events committee will be closely tied in with the revitalization of the Welcoming and Engagement program in Initiative 5 below.

Responsibility: Church Council leadership team; committee chairs and the care teams of the named committees).

4. New Mission Initiatives. The Church Council will oversee development of action plans for two new church mission efforts:

A. *Expand Inter-Generational Activities:* The Chairs of the Senior Council, Children and Family Council, Youth Council and Wesley Foundation will be asked to organize themselves to cooperatively develop effective plans that create and carry out special programs and activities which promote intergenerational activities throughout FCFUMC. The Chairs will present the recommended plan of action no later than June 30, 2017. (LRP 2017, Area of Focus 3. B. 4)

B. *Revenue Generation from outside sources.* A task force will be appointed to explore ways to generate revenue from other sources than just the generosity of our congregation, such as crowdfunding or applying for third-party non-profit grants for mission and from sponsoring events that make use of the church facilities and bring people into our church.

Responsibility. Church Council leadership and the chairs of the Finance and Stewardship committees and the Board of Trustees, will create a suitable plan and submit to the Church Council by April 30, 2017. (LRP 2017, Area of Focus 4)

5. Hospitality, Welcoming and Engagement Initiatives. The Church Council will:

A. Develop a formal program for hospitality and welcoming, providing documentation that can be used for years to come to strengthen the welcoming efforts of volunteers. Special attention shall be paid to integrating ideas from the Church Council July 2016 Planning session, such as “ask me” vests, ribbons or buttons, follow through with visitors, and having more meals which include the community. (CC Minutes 7-19-16).

B. Develop a well-organized strategy and detailed plan which utilizes specific techniques to attract new members from our church outreach programs such as Adult Faith Formation or TIR events hosted at FCFUMC and Pre-School and Mothers’ Day Out (parents).

C. Develop and implement a “New Member” integration program.

D. Enhance how we promote and support volunteerism in FCFUMC:

1. Implement the Volunteer Education Initiative begun in late-2016.

2. Request the design and implementation of a volunteer recognition program.

3. Search for and adopt other productive programs and processes which encourage congregant participation.

4. Upgrade and expand the Servant Keeper (or other church software system) to provide a complete data base of member information.

Responsibility: Church Council leadership, Clergy Team, Welcoming and Engagement Committee and Director, and any new events committee. (LRP 2017, Commitments 2, 3.C & 6, Areas of Focus 2A, 4A, 4D, 5.A.1)

6. Small group development. The Church Council will place an emphasis on development of affinity and spiritual-growth related small groups within the church. (Efforts will be undertaken early in 2017 to define and develop effective strategies and tactics for small group formation and continued operations within FCFUMC. Providing small groups for young adults who are single and not in college should be of high priority.

The Adult Faith Formation Committee (AFFC) will research and consider best practices used by successful small group sponsors, including where meetings are best held, the common theme around which a group may be built, possible age groupings or other life phase considerations, etc. AFFC will determine how best to utilize those best practices within our church membership and cultural/theological environment.

AFFC should provide a report to Church Council by March 28, 2017, reflecting the challenges that FCFUMC may expect in the formation of small groups, recommendations for suitable next steps, and the needs for various types of support and/or funding. Based on those recommendations and the response of the Church Council, efforts will continue the remainder of 2017 and extend into 2018 and beyond as outcomes suggest.

Responsibility: Adult Faith Formation Committee, Church Council leadership, and Welcoming and Engagement Committee. (LRP 2017, Commitment 5, Area of Focus 4G)

7. Rethinking Church Council, Phase 2. (LRP 2017, Area of Focus 2.C, 4.B, 5.A.1 & 2)

- A. Define Church Council structure and responsibilities and revise meeting format for more effectiveness by undertaking the following:
 - 1. Promote more committee intercommunication by identifying and grouping committees with mission affinities. Consider periodic affinity-group committee gatherings to discuss and develop topics of common interest and responsibility.
 - 2. Considering possible changes in Church Council meeting format, i.e. periodic time scheduled to discuss strategic issues, separately from the routine reporting format usually followed.
 - 3. Establishing a calendar and a reporting schedule for program ministry committees as well as for administrative committees.
 - 4. Celebratory and social gatherings.
 - 5. Provide training, conducted by ATRC, which enables committees to utilize the church server effectively for committee files and records, etc.
 - 6. Investigate Church Council and other church governance models successfully used at other United Methodist Churches starting within the Rocky Mountain Annual Conference.

Responsibility: Church Council Leadership Team

- B. Formalize Church Council policies, legal standing, and committee mission statements:

1. Develop a handbook of FCFUMC Policies and Procedures – to be passed on in future years to new leadership. Complete no later than September 30, 2017. First, update policies on fundraising and special offerings, the Large Undesignated Donation Policy, and the Financial Policy and Procedures.
2. Review and update of Corporate Bylaws as needed. Complete no later than April 30, 2017.
3. Ensure each committee has an up-to-date Mission Statement and active plans for attaining that mission. Complete no later than June 30, 2017.
4. Led by Board of Trustees and the Committee on Finance, develop a formal resolution and policy which defines the organizational and financial inter-relationships among FCFUMC, the Preschool, and Mothers' Day Out. Complete no later than May 31, 2017.

Responsibility: Church Council Leadership Team + each Committee Chair

8. Facilities Improvements. (*LRP 2017 Commitment 4A, Area of Focus 5B*). The Church Council has delegated to the Long-Range Planning Committee (LRPC) the responsibility to coordinate and oversee implementation of the Site Facility Master Plan (SFMP). The Board of Trustees (BOT) is ultimately responsible for the management of our facilities. Projecting beyond actions initiated under the 2016 AMP, the Trustees will continue to develop plans to execute the segments of the SFMP funded by the Makinen Bequest and the four identified elements of the SFMP specified in the 2016 AMP. Items 8c. & d. below are inherently part of the SFMP, and the work undertaken and completed during 2017 are continued evidence of the usefulness of the SFMP to guide the church in improving its physical facilities.

Specifically, the BOT in coordination with the LRPC will:

- a. Continue with planning and execution of the Makinen Bequest Work Group (MBWG) recommendations to convert the Fellowship Hall stage area to a storage area.
- b. Develop a plan for renovating priority components of the main kitchen in line with the MBWG recommended direction and available funding.
- c. Initiate development of construction plans and cost estimates for the Garage/Storage Building.
- d. Continue the work of the Safety and Security Working Group (SSWG) to identify and execute improvements to these areas including both procedural and physical approaches. Emphasis should be placed on the Church's child care areas.
- e. The BOT will provide a quarterly report to the Church Council during the last month of each calendar quarter. The report will provide the status of each program, the prognosis for completion, and a description of any needs or other support required.

Responsibility: Board of Trustees, Long Range Planning Committee

ADDENDUM: Status and carry over from the 2016 Annual Mission Plan.

2016 Initiative 1. Rethinking Church Council – Ongoing -see new Initiatives 3 & 7 above

2016 Initiative 2. Stewardship- Completed - see new Initiative 2 above

2016 Initiative 3. Membership and Volunteer Systems – Ongoing - see new Initiative 5 above

2016 Initiative 4. Children’s Ministries. Ongoing. Because of the changeover in the person filling the position of Director of Children’s Ministries a progress report about “A Time for Children” has not yet been submitted. The new Director will submit a progress report to Church Council by June 30, 2017 specifically evaluating “A Time for Children” as put into practice in our Children’s ministries, including the status and effectiveness of staffing, training and implementation. Recommend additions, if any, to the LRP and AMP for 2018.

2016 Initiative 5. Wesley Foundation. Completeness not applicable. Church Council to continue to monitor and support the church’s efforts to minister to college age adults.

2016 Initiative 6. Focus on Young Adults. Ongoing. A report of findings and recommendations requested by AMP 2016 was not submitted to Church Council, although Supper and the Spirit and more child care availability were introduced. The study report shall be submitted no later than June 30, 2017, identifying the barriers to full participation by young adults in Sunday worship services, adult education classes, and other small group activities, recommending effective structures and curriculum, and evaluating any activities that were tried in 2016 and 2017. Also, the study of what to do about Crosswalk should continue – **see also new Initiative 6 above**, as circumstances significantly changed during 2016. Emphasis should be on promoting and phasing in more contemporary or casual alternative services with the goal of sustaining a strong alternative worship service within two years. *(LRP 2017, Commitments 5, 7.B, 8 & 11, Area of Focus 1C)*

The 21st Century Worship task force, appointed partially in consideration of this Initiative, shall remain in effect, until a report and recommendations are presented and considered by Church Council. *(LRP 2017, Commitment 7).*

2016 Initiative 7. Reconciling Ministries. Completed, but much more to do. A Reconciling Action Plan for 2016-2017 was adopted on March 29, 2016. The Church and Society Committee through its subcommittee, WARM, should continue to implement and monitor this plan. An updated action plan should also be submitted to Church Council no later than June 30, 2017, to build upon and extend the Reconciling Action Plan with activities at least into 2018. Church and Society should report from time to time during 2017, about the results of the Bishops’ Way Forward established at General Conference 2016. *(LRP 2017 Commitment 2.D.)*

2016 Initiative 8. Site Facilities Master Plan. – see new Initiative 8 above.