



## 2021 Annual Mission Plan

**First Church: *An inclusive, deeply relational community inviting all people to experience God's presence today.***

**Discover God's Love**

***Inspire Hope - Grow in Faith - Serve with Joy***

The Annual Mission Plan provides focus on those goals in the Long-Range Plan which should be accomplished this year. Considering the challenges caused by the pandemic during 2020, our goals for 2021 have been, where possible, designed to anticipate some options for dealing with unknowns that we may face.

Together we will work toward faithfully fulfilling our responsibilities as stewards entrusted with Christian ministry in this time and place.

We will continue to enhance the depth and quality of our ministries, remaining focused on the priorities reflected in the S.M.A.R.T. Goals contained herein.

### 2021 S.M.A.R.T. Goals

**Specific Measurable Achievable Results Oriented Time Frame**

**Church Council** As the leadership of First Church, each member of Church Council will make an extra effort to support and assist our clergy and staff and encourage one another and our members during this challenging time. As a Council, we will continue to evaluate all programs for relevancy and feasibility. We will apply fiscal responsibility recognizing the possible financial limitations of some members during this crisis. We will strive to find ways to support our ministry within guidelines set forward by our state and local governments and our Church Conference. We will support decisions made by the Restart Team for opening the building for various activities as it is deemed safe. Each member of Church Council will work to develop his/her leadership skills and in-turn develop leadership within our committees to ensure a strong future for our church. We will build on our past successes, identify new opportunities, and leverage best practices.

**Staff Parish Relations** SPRC's mission will be to fulfill job needs within 90 days of notice with integrity and a high-quality process. SPRC will work to refine and document all processes for recruiting, training, development, empowerment and growth of staff in order to operate within budget and promote a positive relationship between Clergy, Staff and Lay persons.

<b>Nominations</b>	The Nominations Team will intentionally recruit dedicated, diverse, and new people in order to broaden our base of leaders and to increase their understanding of the mission and vision of our church. We will seek individuals who desire to share their gifts and grow stronger in their faith as Disciples of Jesus Christ. We will provide resources and connections for incoming committee members so that they will feel as comfortable and knowledgeable as possible when they begin a new term on a committee. We will support our long-time leaders and utilize them whenever possible.
<b>Finance</b>	The Finance Committee will manage the church budget and expenditures for fiscal year 2020-2021 so that we have a surplus at the end of the fiscal year that will contribute to a cushion of reserves in the church checking account balance.
<b>Trustees</b>	The Trustees will continue to maintain our facilities so that when conditions permit, they are ready to reopen as a welcoming, inclusive house of worship in a secure and safe environment. As funding becomes available, we will resume the planned security improvements, including a video surveillance system, for which design and contract proposals are already in hand.
<b>Umbrella-Administrative Resources</b>	Maintain stewardship and engagement through promoting the following: 1. Continued promotion of the importance of generosity to Christian discipleship, through year-round stewardship. 2. Updating and improving technology usage to keep the congregation informed and connected. 3. Maintaining improving and promoting information about our historical archive. 4. Foster broader and deeper engagements in church activities (online or in-person) through promotions and announcements.
<b>Umbrella-Welcoming, Hospitality, Discipleship</b>	WHD will have a fully staffed, enthusiastic and trained Welcoming Team including greeters, navigators, ushers, and Welcome Desk volunteers on duty at in-person Sunday services. The Welcoming Team will also research and identify ways to welcome and integrate on-line congregants into our church family.
<b>Umbrella-Faith Formation</b>	Committees under the FFU will create, implement, and promote inclusive, diverse faith-building opportunities to reach all age groups throughout 2020 and 2021. Opportunities will be extended to the congregation and the greater community. Events will be tracked and include attendance and feedback from participants. Committee leaders will provide monthly feedback to FFU Co-leaders. This goal will be achieved through growth of small groups, outreach to previously unserved age groups, and hosting monthly church-wide/community events. The goal will be aided by collaborating with other church ministries.
<b>Umbrella-Congregational Care</b>	Congregational care will strive to provide different ministry updates to the congregation at least quarterly via current First Church communication methods; continue with ministry services online, over the phone, as well as in-person if appropriate; update or create informational brochures that can be provided to congregants either electronically or as hard copy.
<b>Umbrella-Missions</b>	Expand the ¼ acre organic garden project from 2020 to include all phases of farming an annual crop from harvest through delivery to the Food Bank of Larimer County using more younger people than in 2020 from the church and from CSU. If the First Church Youth Director is agreeable, involve the Confirmation Class of 2021 as a community project.