

St James Church-Wide Goals – August 2014

The purpose of establishing and living out these goals is for us to more effectively be “a community of hope for every generation.” These goals will build off the faith built up over generations at St James, will build off the recent work done through the Healthy Church Initiative, and seek to help each person at St James find themselves as part of the work God is calling us to do.

1. **Cultivate more *loving relationships* in our Church and personal lives.** *Natural Church Development* material describes “loving relationships” as “the practical ways we express to others the love we have received from God.” Further “loving relationships” covers four main areas:

- Affirmation and Encouragement – “Do we encourage one another?”
- Atmosphere of Joy and Trust – “Is joy and trust present in your church on a weekly basis?”
- Deepening Relationships – “How interconnected are the people in the church?”
- Conflict Resolution – “Is conflict addressed or ignored?”

As such, patterns of conflict avoidance limit us in our personal, work, and church lives. Our lives personally and together will be better if we grow in our ability to establish loving relationships.

- a. Equip and empower everybody at St James to grow in healthy patterns of conflict and conflict resolution. To do this we will:
 - i. Review the “9 Expectations” material that was developed by the HCI team quarterly with the Single Board and Council on Ministries. It will also be utilized in leadership rallies. Our Lay Leader Christine Cappetta is responsible for this goal.
 - ii. Every HOPE Group will review the “9 Expectations” material each quarter along with revisiting the group’s purpose and covenant. The two Grow in Discipleship Council persons on Ministries and the team they cultivate are responsible for equipping every HOPE Group leader, who will be responsible for reviewing the material in the group. This will start September of 2014, and the Grow in Discipleship Team will report to the Council on Ministries regularly.
 - iii. We will have a yearly workshop on healthy communication skills and conflict resolution. This could be a part of the bi-annual leadership rally, yet our goal is to get as many people there as possible because “loving relationships” extends far beyond our life at St James. Our goal is to have attendance of 50% of our worship attendance (if our average worship attendance is 120, then we aim to have 60 people participate in the workshop). The Pastor, Field Outreach Minister, and Council on Ministries will be responsible for this, with the first workshop planned for early 2015.
 - iv. We will have a church-wide series (worship and HOPE Group discussion) once a year for the next three years. Our goal is to have 80% of worship attendance participating in HOPE groups (if our worship attendance is 120, our goal is 96 people). The pastor will work with the Council on Ministries with the first series named by September 1, 2014.

b. Have 4 “P-Free” activities a year for the next three years. The purpose of these “no pressure, no pocketbook” activities is to gather folks together as “a community of hope for every generation.” As best as we can, our goal will be to make these both all-church activities and open to guests, friends, and neighbors of St James folks. Our thought is for different ministry groups to plan these activities, and so the Council on Ministries will be responsible for developing a plan. Our goal is to have the first P-Free event by the 4th quarter of 2014.

c. Congregation Care Team... Implemented by Feb 1st.

2. **Continue to develop our discipleship plan with an emphasis on HOPE Groups being a pattern for small group ministry.** Given that the current size of our congregation and our intention to grow as a “community of hope for every generation,” we know that we must continue to be intentional about discipleship. Intentional discipleship means that will provide opportunities for people to take the first steps of faith or the next steps of faith as part of their lives at St James. We believe HOPE Groups will provide a primary method of cultivating loving relationships, building unity around mission and vision, and helping people grow in their faith.

a. By September 15, Pastor Ryan and our HCI Intentional Discipleship Team (Mary Miller, Ed Nagel, Christy Menke, and Dorothy Masters) will work together to build a team of people who will continue to develop and implement our discipleship process. Included in the work we ask this team to do is the following:

i. Continue to revise 101 and CREDO to provide entry-points into our discipleship process and foundational groups for a life of faith at St James.

ii. Clarify and communicate the definition of HOPE Groups, the purpose and place of HOPE Groups at St James, and the process through which each person at St James can be a part of a HOPE Group. Completed by October 15, 2014.

iii. Establish a plan for all existing groups and a clear process through which any existing group can adapt the best practices and standards of a HOPE Group. Completed by October 15, 2014.

iv. Develop a team of people to establish and maintain a database of information to support the mission, vision, and goals of St James. Our goal for this database to be operational by January 15, 2015.

v. Develop a clear process through which every leader can connect with and follow up with guests. This is building off and implementing our “3-visit rule” described in our HCI Discipleship Plan. This will be presented to leaders by January 15, 2015.

b. Plan church-wide studies to cultivate loving relationships and focus around or mission and vision. HOPE Groups will participate in a study utilizing provided materials that correspond with the worship/sermon theme. Our goal is to have three church-wide studies per year for the next three years. Pastor Ryan will work with the Council on Ministries to name develop and promote these studies. In order to plan, Pastor Ryan will name these church-wide studies by August 15 of each year. Our goal is to have 80% of worship attendance participating in each of these church-wide studies (if our worship attendance is 120, then our goal is 96 participants).

c. Reach a critical mass of people actively participating in the discipleship process to establish a culture of intentional discipleship and faith development at St James.

- i. As “spiritual leaders” the Pastor, members of the Single Board, and members of the Council on Ministries are expected to participate in 101, CREDO, and HOPE Groups. Lay Leadership and Development will consider a person’s active participation when asking people to be leaders. Our goal is to have 100% active participation by the pastor, SB members, and CoM members by January 1, 2016. The Pastor, Chairperson of the Single Board, and the Lay Leader will be responsible for promoting active participation.
- ii. Additionally, our goal is to have 80% of worship attendance regularly participating in HOPE Groups by June 1, 2017 (if our worship attendance is 120, our goal is 96 people). This will be measured as a weekly average of participants in HOPE Groups. The Grow in Discipleship Council on Ministry representatives are responsible for developing and implementing a plan.

3. **Align Our Resources to Support the Mission and Vision of our Church.** We are at our best when we work together to achieve the work that we have discerned that God is calling us to do. As such, these goals seek to focus our people (our greatest resource), our facilities, and our finances towards being “a community of hope for every generation.”

a. Leadership Development and Cultivating Empowering Leadership. Our Lay Leader and Pastor will continue leadership teachings at the Single Board and Council on Ministries plus utilize our Leadership Rallies to develop and equip leaders. Additionally:

- i. Every Single Board and Council on Ministries member will focus on empowering others to serve in their sphere of ministry. By September 15, 2014, each person will work with their coach to identify (1) ministries in their sphere in which people can serve and (2) a list of potential people to recruit to serve in those ministries.
- ii. Refine our job descriptions for Single Board and Council on Ministries positions. Our Lay Leader will develop and implement a plan to refine and clarify job descriptions to reflect our goals and current reality. These job descriptions will be completed by October 15, 2014.
- iii. Staff Parish will review the responsibilities and activities of our current paid staff and develop a plan to align our staff to best achieve our mission and vision. Included in the review is the responsibility of every staff member to recruit and equip people to serve in her or his sphere of ministry. Staff Parish will complete the audit by ***** and present a plan to the Single Board by *****.
- iv. Each person who participates in 101 will complete a spiritual gifts inventory and have a ministry consultation with another person about ways in which he or she may serve living out of the spiritual gifts. These gifts will be recorded and communicated through the database that the Grow in Discipleship team is developing by January 15, 2015.

b. Alignment and Development of Facilities and Finances. Our goal is to continue to cultivate collaborative and cooperative support of our mission and vision with regards to our facility and finances.

- i. Complete the work of our Fundraiser and Special Offerings Task Force. Final revisions of the plan, the Ministry Action Plan form, and the building usage form will all be completed by September 1, 2014. The existing Fundraiser and Special

Offerings Task Force is responsible for this (Jenny Jorgenson, Jessi Kunkel, Vern Yates, Doris Moss, and Kristi Christenson).

ii. Revise our existing Relationships in Finance Plan and present it to the Single Board and Council on Ministries by *****. Jenny Jorgenson will work with the people who helped develop the plan to form a task force to revise this plan. The plan will build on our existing work and address:

1. A 5-year facilities plan (including our current work with the building usage audit).
2. A 5-year financial plan that seeks to grow funding of our mission and vision through a collaborative budget process and utilization of our Ministry Action Plans to encourage alignment of finances. (We have discussed a 10% annual growth of funding, which would grow our budget from around \$155,000 in 2014 to about \$250,000 in 2019.)
3. A 5-year plan to promote and grow our endowment funds.

c. Utilizing available tools for communication and collaboration. Currently, significant time is spent in the attempt to effectively communicate information and documents that could be done more effectively in other ways. Our Communication and Connection team will consider different options for sharing and collaborating on information by October 15, 2014. (Examples of shared or collaborative information includes staff job descriptions, contact information for group leaders, worship documents, etc.)

4. Review and Revision of Goals

- a. Our goals will be reviewed and revised as necessary with an intentional review and revision happening each summer for the next three years.
- b. We will complete the Natural Church Development inventory in June of 2016 to see one measure of effectiveness of our common work (especially in the area of loving relationships).