

Peace United Church of Christ's Long-Range Plan (2016 - 2018)

Peace Church Mission Statement: *Praising God; Living the Way of Jesus; and Building the Beloved Community of God.*

Peace Church Vision Statement: Our vision is to be an accessible, open and affirming community growing in Christian faith, committed to peace and justice, and reaching out in healing love to all of creation, including all people, respecting and valuing the diversity of people's sexual orientation, race, culture, gender identity, age, opinions, and physical and mental abilities.

Criteria	Objectives	Strategies
<p>Proactive Transition Planning</p> <ul style="list-style-type: none"> Proactively plan for potential turnover of ministerial staff in the near-mid term so that the vibrant spirit of Peace UCC lives on. Plan and mentor lay leadership to build upon the strong breadth and depth of lay leaders. 	Identify staff structure that will best support the long range plan (objectives, strategies) adopted by the church.	<ul style="list-style-type: none"> Complete a needs assessment of Faith Formation and Children/Youth ministry positions. Draft new job descriptions that fit our congregation's current needs.
	Target the financial needs and develop a budget and fundraising goal needed to competitively attract, fund recruit replacement of ministerial staff.	<ul style="list-style-type: none"> Complete a total benefits assessment to assure competitive with state-wide survey. Update health and other benefit package for part time staff that best balances objectives of fairness between staff, competitiveness, and affordability by church.
	Develop process(es) that document some of the institutional memories of key histories, issues, etc. to allow a smooth transition and orientation of new staff.	<ul style="list-style-type: none"> Develop plan for recruitment such that at least some time for overlap/mentoring of new staff is feasible. Develop a means of capturing and preserving institutional memory about members and key events to aide future staff.
	Build upon an already strong lay leadership structure, focusing on mentoring key council and chairs among a diverse group of lay leaders.	<ul style="list-style-type: none"> Intentionally nurture and seek skills in areas of expected staff turnover to enrich ability to rely on lay leaders periodically (especially in gaps in staff upon turnover?).
	Evaluate and adopt any improvements in technology, with a goal of having at least one key staff member with ability to be coordinator of staff technical needs (continue to be supported by expert volunteers).	<ul style="list-style-type: none"> Expand position of one or other office support staff to include ability to provide some technology support "in house".

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<p>Focus on Peace and Justice Issues</p> <p>*Integrating Social Justice into the entire life and community of Peace UCC.</p> <p>*Doing Church, not just talking about our faith, but acting on Jesus’ challenge to love God and neighbor, all neighbors, and the prophets’ demands to do justice, love kindness and walk humbly with our God.</p>	<p>Our focus revolves around what role Peace Church can be by reflecting, learning and praying on community and national issues of peace and justice, specifically:</p> <ul style="list-style-type: none"> • Raising the awareness of homelessness and ways Peace Church can support increasing housing options. • Prayer, action and reflection on dismantling racism, adhering to the Biblical model of “Reparation”. • Develop Faithful responses to a culture that produces endless violence and wars. • Strengthen our global connections through our church Partnerships. • Develop and participate in programs and initiatives that bring our building and members toward a more sustainable life. 	<ul style="list-style-type: none"> • Deepen our partnerships with and support the actions of CHUM, Center City Housing, One Roof and other agencies working to end homelessness, including potential use of resources to support “tiny house” option for homeless; improvements in city housing code to expand options for homelessness and use of church property to support homeless. Specific actions will include: <ul style="list-style-type: none"> ○ Community solar garden ○ Implementation of our Green Building Plan ○ Building awareness for our community to be responsible consumers ○ Bring back Peace Re-cycling ○ Develop a Peace UCC resource center where equipment can be shared. ○ Build shower and bathroom facilities in our space and then develop a policy and approach for access • Strengthen our education and awareness to dismantle racism by continued support of “Cracking the Shell” study series, including: Jennifer Harvey/ Melanie Harris lecture at Peace; book studies of “Dear White Christians”. • Strengthen our Partnerships with People of Color: All Nations, St. Mark AME and others. • Increase opportunities for the congregation to be aware of and exercise options to decrease violence locally and globally, including: Lecture series such as Jim Bailey’s on Israel/Palestine; participation with Vets for Peace; participation in the Faith Summit on Gun Violence; continue supporting efforts to prevent gun violence. • We will strengthen our connections to worldwide mission action: <ul style="list-style-type: none"> ○ Continue our financial, prayerful and active support for the Liddle’s work in East Timor; ○ Begin a feasibility evaluation of a group mission and work trip to East Timor that would further support that mission; ○ Continue support of Amena Cristovao, missionary from East Timor; ○ Re-engage with our Philippine Partners in the Mindanao through the Minnesota Conference of the UCC and our connections with Rev. Eleazar Fernandez, President of Union Seminary in the Philippines; ○ Continue support for Witness for Peace, and strengthen solidarity with our partners in Latin America.

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<p data-bbox="142 250 340 334"><i>Courageous Stewardship</i></p> <p data-bbox="142 375 485 509">The use of the financial and personal time and talents of the congregation to support the church and its missions.</p>	<p data-bbox="535 250 898 492">Build a long term financial foundation based on our biblical understanding of God’s generosity and our own abundance to address building needs and peace and justice issues.</p> <p data-bbox="535 570 898 670">Increase participation and use of the time and talents by members of the congregation.</p> <p data-bbox="535 748 898 883">Maintain safe and accessible building and grounds to serve the congregation and the wider community.</p>	<p data-bbox="928 250 1843 350">Establish two endowments through giving, memorials, wills, trust and estate planning to address separately (1) building needs and (2) financial support of peace and justice issues.</p> <ul data-bbox="928 358 1911 605" style="list-style-type: none"> <li data-bbox="928 358 1843 459">• Education through adult forums, Peace Bell, web page and face-to-face meetings with individuals as to how endowments work and why they are important. <li data-bbox="928 467 1911 532">• Continuation of year-round stewardship team to work on long term needs and annual giving to support the church and its ministries. <li data-bbox="928 540 1885 605">• Investigation and recommendation by technology and stewardship teams of emerging and alternative means for giving. <p data-bbox="928 683 1713 711">Encourage engagement and giving of personal time to the church.</p> <ul data-bbox="928 719 1911 862" style="list-style-type: none"> <li data-bbox="928 719 1896 747">• Donation of items from members and friends that can be used by the church. <li data-bbox="928 755 1911 820">• Personnel counseling/guidance with individuals of the congregation to identify and employ their gifts and talents. <li data-bbox="928 828 1751 855">• Increased use of electronic surveys to supplement paper surveys. <p data-bbox="928 933 1877 998">Identify long term repair and maintenance issues for our church building, which supports our worship, education, and serves as a place of outreach.</p> <ul data-bbox="928 1006 1860 1066" style="list-style-type: none"> <li data-bbox="928 1006 1860 1066">• Identify and implement new energy and other efficiencies as they become viable for our building.

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<p data-bbox="142 212 468 293"><i>Building the Beloved Community</i></p> <p data-bbox="142 354 478 451">As a faith community of ministry and mission, Peace will seek:</p> <ul data-bbox="142 464 516 841" style="list-style-type: none"> <li data-bbox="142 464 516 570">• to claim all are beloved because all are made in the image of God; <li data-bbox="142 578 516 683">• to actively reflect God’s love to one another through trusted relationships; <li data-bbox="142 691 516 841">• to nurture one another in a faith that is formed and lived out through worship, story, practice, service, and play. 	<ul data-bbox="550 175 1094 829" style="list-style-type: none"> <li data-bbox="550 175 1094 440">• We gratefully welcome guests as participants in the Peace Church Community. We will receive them with the genuine hospitality that invites them to feel at home among us, and experience the inclusive love of God that neither overwhelms nor excludes. <li data-bbox="550 448 1094 829">• Our Peace Community members: <ul data-bbox="592 488 1094 829" style="list-style-type: none"> <li data-bbox="592 488 1094 594">• will continue to support and create dynamic regular worship time together. <li data-bbox="592 602 1094 748">• will celebrate important rituals and milestones of our individual lives, our family lives, and our Peace community; <li data-bbox="592 756 1094 829">• will deepen and grow in our life of prayer and spiritual experience; 	<ul data-bbox="1123 175 1913 456" style="list-style-type: none"> <li data-bbox="1123 175 1913 383">• Continue to improve the database and reporting that connects service, talents, and gifts offered by Peace community participants in the Shared Ministry form, at the Shared Ministry Fair in April, and through personal invitations with the teams, committees, and service opportunities that can use them. <li data-bbox="1123 391 1913 456">• Continue and improve the sponsorship program that connects current members with new members. <p data-bbox="1123 496 1797 529">We will complete specific steps that nurture our faith by:</p> <ul data-bbox="1123 537 1913 789" style="list-style-type: none"> <li data-bbox="1123 537 1913 643">• Expanding our invitation and outreach to members and friends to become involved in small groups and events of the church. <li data-bbox="1123 651 1913 716">• Expanding our efforts in the ways in which we mark life’s milestones. <li data-bbox="1123 724 1913 789">• Providing tools to help members and friends have a devotional life outside of church.