

## Peace United Church of Christ's Long-Range Plan (2019-2022)

**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.

<b>Criteria</b>	<b>Objectives</b>
<p style="text-align: center;"><b><i>I. Proactive Staff Support and Transition Planning</i></b></p> <p>Proactively plan for turnover of ministerial staff so the vibrant spirit of Peace UCC continues to thrive.</p> <p>Continue to develop and mentor strong lay leadership</p>	<p>I.A. Review and update non-minister staff structure that will best support the long range plan (objectives and goals) adopted by the church</p> <p>Identify salaries and benefits appropriate for current and future positions that are consistent with Peace Church needs and abilities.</p> <p>I.B. Prepare for future lead pastor transition. Depending on a timeline being developed, work with council and search committee to provide information on salary, benefits and any other HR required data.</p> <p>I.C. Capture current minister's knowledge and history of the church and its administration and spiritual development</p> <p>I.D. Plan for celebrations at transition time for current and new ministerial staff.</p> <p>I.E. In addition, Plan for transitions of all staff with knowledge capture and acknowledgement of service.</p> <p>I.F. Build upon an already strong lay leadership structure, provide leadership development and mentoring for key council, committee chairs and other lay ministerial roles.</p>

<b>Criteria</b>	<b>Objectives</b>
<p data-bbox="138 282 478 360"><b>II. Focus on Peace and Justice Issues</b></p> <p data-bbox="138 409 478 896">Integrate peace and social justice into the entire life and community of Peace UCC, to act on Jesus’ challenge to love God and neighbor and prophets’ demands to “do justice, love kindness and walk humbly with our God.”</p>	<p data-bbox="512 282 1822 393">II.A. Reflect, learn, pray and act on community and national issues of peace and justice, specifically: Sanctuary and Immigration Issues, Dismantling Racism, Global Partnerships, Sustainability and Global Climate Change, (determined presently by existing teams).</p>
<p data-bbox="180 977 420 1055"><b>III. Courageous Stewardship</b></p> <p data-bbox="117 1104 487 1367">Use the financial and personal time and talents of the congregation to support the church and its missions.</p>	<p data-bbox="512 977 1856 1052">III.A. 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="512 1094 1705 1130">III.B. Increase participation and use of the time and talents by members of the congregation.</p> <p data-bbox="512 1172 1734 1247">III.C. Improve our facilities to be more environmentally and financially sustainable to serve the congregation and the wider community.</p>

<b>Criteria</b>	<b>Objectives</b>
<p data-bbox="128 282 443 358"><b>IV. Building the Beloved Community</b></p> <p data-bbox="113 423 485 867">As a faith community of ministry and mission, Peace will exemplify genuine hospitality to all, actively reflect God’s love to one another, and nurture one another through story, music, practice, service, and play.</p>	<p data-bbox="512 310 1843 380">IV.A Celebrate the cycle of the liturgical year and the important rituals and milestones of our individual lives, our family lives, and our Peace community.</p> <p data-bbox="512 412 1241 444">IV.B Deepen our culture of storytelling and faith sharing.</p> <p data-bbox="512 477 1535 509">IV.C Continue to re-envision faith formation in our children’s ministry program.</p> <p data-bbox="512 542 1881 612">IV.D Continue to create and sustain small groups that deepen the congregation’s and individuals’ ongoing adult faith formation.</p>