

Detailed Guidance • MPUMC Strategic Plan

As of November 30th, 2021

Contact Douglas A Evans with questions

Introduction

This document is a bridge between the strategy set by Church Council and the work we as a congregation need to complete to realize that strategy.

Mission

We are disciples of Jesus Christ in an accepting community of faith compassionately serving others in God's name.

Vision

At Mill Plain United Methodist Church, we help people connect with God, get spiritually fed, and become disciples of Jesus Christ. By 2026, with God's help we will achieve the following milestones and much more.

Worship

- We will have a service or services that are both in-person and live online worship.
- We will have a visible and active connection between the Preschool and the church.
- We will expand our music program beyond a choir and a praise band.

Social Justice

- As a congregation, we will be actively advocating for the marginalized. We will have a social justice statement on our website.
- We will be an official Reconciling congregation, which openly accepts and affirms people of all gender identities, gender expressions, and sexual orientations.
- We will be a multi-generational and multi-ethnic congregation with programs, classes, and events that appeal to all age groups and that allow everyone to grow on their Christian journey.

Mission and Outreach

- We will expand our outreach into the community to bring help, comfort, and spiritual guidance to our neighbors in our community.
- **Mission:** We will be practicing asset-based outreach to the community, offering tailored assistance to those who come to us for help.
- **Pastoral Care:** We will continue with existing and expanding small shepherding groups led by lay people.
- **Preschool:** We will have a full slate of morning and afternoon classes, as well as additional enrichment activities.
- **Youth and Education:** The number of children, youth, young adult, and adult education programs will increase. Attendance and spiritual depth will grow. Programs will be available both in-person and online.

The next several pages provide details for how to get from where we are today (2021) to where we want to be by 2026.

Worship

Our definition of 'worship' at Mill Plain UMC

The coming together of the gathered community for the glory of God and the spiritual growth of God's people.

How we'll recognize success in realizing this portion of the vision (measurement)

- We will have a system to form disciples of Jesus Christ.
- We will have found a way to track attendance of live-streamers and a way to incorporate them into the life of the church.
- We will track in-person attendance at Sunday worship services and a way to incorporate them into the life of the church.
- Worship will be passionate and life-transforming.
- *Consider an annual survey asking attendees about each of these points.*
 - *Examples: is worship at MPUMC passionate and life-transforming? How so?*

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
We will have a service or services that are both in-person and live online worship. <ul style="list-style-type: none">• Decide: will we have one or two worship services (contemporary and traditional)• Decide: if two, will we live-stream both? If not, which will be live-streamed online?• Recruit technology team members as needed• Learn how to adapt worship for both in-person and live-stream	The Pastor and the Worship Team With additional help from <ul style="list-style-type: none">• The Choir, the Praise Band, and any other performance ensembles• Technology Staff Person and the Tech Team• The Reopening Team	Worship service <ul style="list-style-type: none">• Reopening Team will determine subsequent phases of reopening as warranted.• On July 14, Worship Team will discuss if and when we will return to two services• Worship Team will continue to learn how to adapt worship services for in-person and live-stream• The Strategy Team will evaluate the success of worship service development by January 13, 2022

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
<p>We will have a visible and active connection between the Preschool and the church.</p> <ul style="list-style-type: none"> • Advertise the Preschool's activities via TV, bulletin board in the church • Share Preschool videos during the present-day live-stream • Create a Preschool section in the newsletter and Notes & News • Create and advertise opportunities for MPUMC attendees to participate in Preschool activities 	<p>Preschool Director and the Pastor</p> <p>With additional help from</p> <ul style="list-style-type: none"> • The Preschool Board 	<p>Preschool-congregation connection</p> <ul style="list-style-type: none"> • Enough detail provided above • If/when the Preschool develops their own website, ensure that it connects (technologically and content-wise) to MPUMC • Create a (stronger) connection (technologically) between the Preschool Facebook page and the MPUMC Facebook page
<p>We will expand our music program beyond a choir and a praise band</p> <ul style="list-style-type: none"> • Hire new Choral and Tone Chime Director (tone chimes, children's choir, etc.) • Develop an expanded music program for MPUMC • Determine how to present copyrighted music on live-stream 	<p>SPR and Worship Team</p> <p>With additional help from</p> <ul style="list-style-type: none"> • (Once hired) the Choral and Tone Chime Director 	<p>Music Program</p> <ul style="list-style-type: none"> • Enough detail provided above

The changes this will require in our operations, administration, and finance

1. Finance
 - a. Expanded budget to accommodate Choral and Tone Chime Director
 - b. Expanded budget to accommodate a Technology Staff Person
 - c. Budget for live-stream training
 - i. training of Technology Staff Person
 - ii. on-site training for Tech Team
 - iii. how to do social media during a live-stream
2. Operations / Administration
 - a. Job description for Technology Staff Person
 - b. Technology Staff Person available on Sundays for live-stream
 - c. Support for a Preschool website (creation and maintenance)

How we are involving the congregation

1. Identify our partners
2. Identify ways to share this information with the congregation via ...
 - a. Notes & News
 - b. Sunday morning services
 - c. Website
 - d. Information sessions for the congregation prior to implementation
 - e. Charge Conference
 - f. Video messages available via link ("The Future at Mill Plain")
 - g. Zoom sessions
 - h. Others?

How we are relying on God

God is as present in the preparation as in the inspiration.
How do we speak to this in the videos?

Social Justice

Our definition of 'social justice' at Mill Plain UMC

Equal opportunity for everybody to grow to achieve their fullest potential through society's balance related to

- systems of power
- access to and distribution of resources
- personal liberties

How we'll recognize success in realizing this portion of the vision (measurement)

- Number and strength of connections built with community partners
- Number of educational opportunities provided around social justice issues (book studies, presentations, etc.)
 - Reconciling ministries
 - Racism
- Number of advocacy efforts engaged in by our congregation
 - Reconciling Ministries
 - Racism
- Participation in events that exemplify social justice

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
As a congregation, we will be actively advocating for the marginalized. We will have a social justice statement on our website. <ul style="list-style-type: none">• Name a standing social justice team• Develop action steps and dates for implementing our social justice thrust• Secure approval from Church Council for the social justice statement (Done!)• Place the statement on the website (Done!)	Social Justice Team and Missions Team With additional help from <ul style="list-style-type: none">• Winter Hospitality Overflow• Friends of the Carpenter• Share• Evergreen School District & Hearthwood Elementary School• Clark County Food Bank• Babies in Need	Once the Social Justice Team is in place, LeAnne will share this strategic plan with them. <ul style="list-style-type: none">• LeAnne will update the MPUMC website to make it easier to find the Social Justice Statement• Pastor Sue will work with the Worship Team to incorporate Social Justice themes into worship planning

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
<p>We will be an official Reconciling congregation, which openly accepts and affirms people of all gender identities, gender expressions, and sexual orientations.</p> <ul style="list-style-type: none"> • Church Council to make a recommendation to Charge Conference to become a Reconciling congregation • Seek out and engage with partner organizations within the community on LGBTQ issues • Connect with peer Reconciling Ministries Network congregations within the area 	<p>Church Council</p> <p>With additional help from</p> <ul style="list-style-type: none"> • Reconciling Ministries Network • Peer congregations within RMN within Clark County 	<p>Wanda will communicate to Church Council the need for a group to coordinate Reconciling Ministries-related work</p> <ul style="list-style-type: none"> • For Church Council: will the current Reconciling Ministries Team carry on with this work when January arrives, or will the Social Justice Team take over the Reconciling Ministries-related work? • Kathy will reach out to one of her contacts in Portland to identify potential partner organizations in Vancouver (will send that information to Douglas)
<p>We will be a multi-generational and multi-ethnic congregation with programs, classes, and events that appeal to all age groups and that allow everyone to grow on their Christian journey.</p> <ul style="list-style-type: none"> • Develop an understanding of what it would mean to become a multi-ethnic congregation, and define success for this topic. • Create a strategy/plan for how we might become more multi-ethnic. • Continue to develop, support, and enhance youth and children's programming. 	<p>Church Council</p> <p>With additional help from</p> <ul style="list-style-type: none"> • Greater Northwest Episcopal Area staff • Education Team • Worship Team 	<p>Pastor Sue will reach out to DS Kathleen Weber to find out what resources the conference staff can offer</p>

The changes this will require in our operations, administration, and finance

1. Social Justice Team will need a budget
 - a. Consider financial support to the Reconciling Ministries Network
2. (None)
3. Consider budget for honoraria for speakers to come to MPUMC
 - a. Use the Church Council budget for this

How we are involving the congregation

1. Book studies on racial justice
2. Taking a vote on becoming a Reconciling Congregation
3. Identify ways to share this information with the congregation via ...
 - a. Notes & News
 - b. Sunday morning services
 - c. Website
 - d. Information sessions for the congregation prior to implementation
 - e. Charge Conference
 - f. Video messages available via link ("The Future at Mill Plain")
 - g. Zoom sessions
 - h. Others?

How we are relying on God

Prayer
Scripture study
Tradition
Experience
Reason

Mission and Outreach

Our definition of 'mission and outreach' at Mill Plain UMC

Having a positive impact on the lives of residents near the church, in our community, our city, our state, our world

How we'll recognize success in realizing this portion of the vision (measurement)

- The Preschool is thriving with additional extracurricular activities for all students.
- Youth include mission activities in their program.
 - More mission trips
 - Involvement in congregation-wide mission activities
- Multiple facets of our congregation are in mission. (Percentage of the congregation participating in mission activities; number of people in the community are impacted by the mission work we do)
 - Congregation-wide mission trip
 - Continuing to build and strengthen our relationships with community partners (such as Hearthwood, Winter Hospitality Overflow, Share, Babies in Need, Clark County Food Bank, Reading Explorers, etc.).
 - Engage in a county-wide (other UMCs) mission activity.
- Continuing to explore for more missional and outreach activities.

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
We will expand our outreach into the community to bring help, comfort, and spiritual guidance to our neighbors in our community. <ul style="list-style-type: none"> • Develop a plan for expanding our community outreach. 	Missions Team and Pastor With additional help from <ul style="list-style-type: none"> • Social Justice Team (when appropriate) • Winter Hospitality Overflow • Friends of the Carpenter • Share • Evergreen School District & Hearthwood Elementary School • Clark County Food Bank • Babies in Need • East Mill Plain Neighborhood Association 	Pastor Sue will connect the Missions Team with this work, asking them to identify the needs within our communities <ul style="list-style-type: none"> • Evaluate effectiveness of existing programs (Determine how we will do this on an ongoing basis) • Communicate with ESD and East Mill Plain Neighborhood Association regarding what needs they would identify in this part of town which we can help to address

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
Mission: We will be practicing asset-based outreach to the community, offering tailored assistance to those who come to us for help. <ul style="list-style-type: none"> • [What is Asset-based Outreach?] • Identify members of the congregation who can participate in this • Prepare those congregants for this work • Foster relationships with those who come to us for help. • Develop strategies for helping people to identify their own gifts and for getting people involved in the community. 	Office Staff	Debi and Pastor Sue will review the conference training resource (video) on Asset-based Outreach
Pastoral Care: We will continue with existing and expand small shepherding groups led by lay people. <ul style="list-style-type: none"> • Build on the phone shepherding program to create lay-led small groups. • Organize and carry out a resource list for needs such as transportation, meals, etc. 	Phone Shepherds and Pastor	Ev will identify a leader/coordinator within the current group, reporting to the Pastor and receiving assistance from Debi
Preschool: We will have a full slate of morning and afternoon classes, as well as additional enrichment activities. <ul style="list-style-type: none"> • Develop a marketing plan to assure full enrollment. • Continue to explore the possibility of expanding the number of classes offered. • Develop a Preschool website. • Increase enrichment activities, including dance, art, and music. 	Preschool Staff and Preschool Board With additional help from <ul style="list-style-type: none"> • Tech Assistant 	All of these points are already in motion

How we'll realize this portion of the vision	Primary partners for this portion of the vision	Specific actions to take to realize this plan
Youth and Education: The number of children, youth, young adult, and adult education programs will increase. Attendance and spiritual depth will grow. Programs will be available both in-person and online. <ul style="list-style-type: none"> • Develop more leaders for Christian education. • Identify class topics. • Develop a marketing plan for the classes with attention to drawing new people into the church. 	Education Team, Youth Directors, and Sunday School Coordinator With additional help from <ul style="list-style-type: none"> • Pastor 	Wanda will ensure that our educational offerings are visible on the MPUMC website (Debi is a resource for this) <ul style="list-style-type: none"> • Wanda will explore the development of a marketing plan as described above

The changes this will require in our operations, administration, and finance

1. Missions Team needs a source of funding (recall that they have access to \$5k from the investment portfolio)
2. (no changes needed)
3. (no changes needed)
4. Tech Assistant in place
5. Add \$??? for marketing; someone to help develop the marketing plan (not suggesting that we hire)

How we are involving the congregation

Presentation of the Strategic Plan to the Charge Conference (Douglas to organize this presentation)

How we are relying on God

Prayer
Scripture study
Tradition
Experience
Reason