

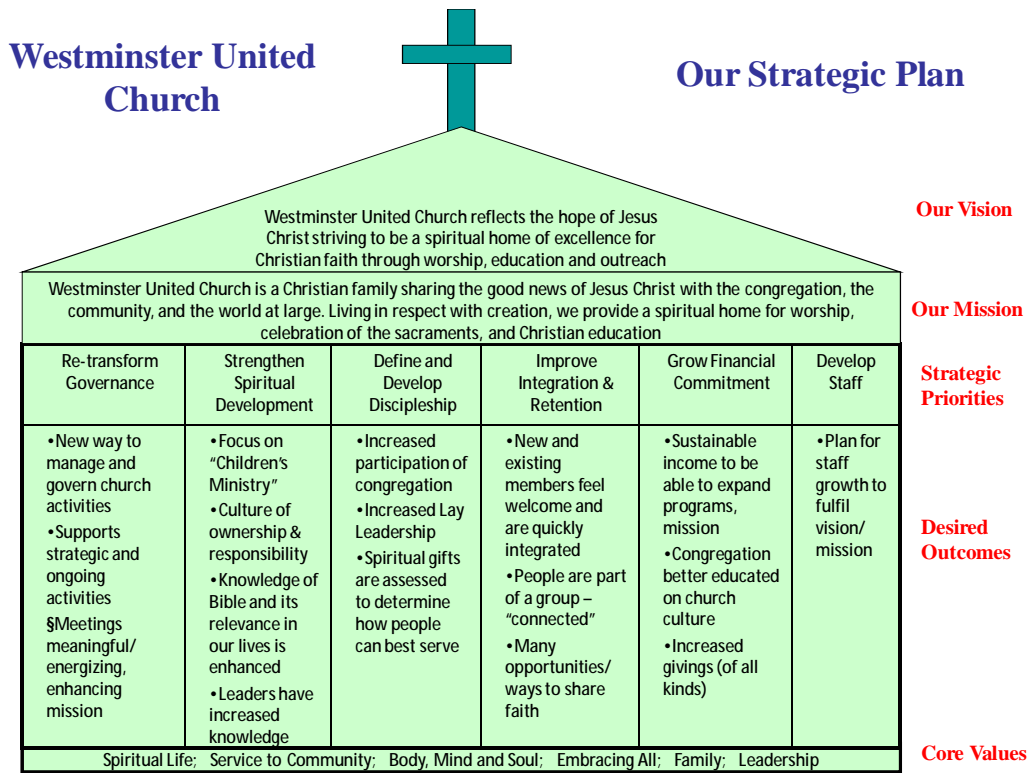
Westminster United Church Strategic Plan

Our Vision

Westminster United Church reflects the hope of Jesus Christ striving to be a spiritual home of excellence for Christian faith through worship, education and outreach

Our Mission

Westminster United Church is a Christian family sharing the good news of Jesus Christ with the congregation, the community, and the world at large. Living in respect with creation, we provide a spiritual home for worship, celebration of the sacraments, and Christian education.



September 2010

Our Core Values

Service to community

- Outreach
- Community outreach
- Helping others
- Safety
- Outreach to others
- Support to community and in community

Body, Mind and Soul

- Spiritual and physical health
- Physical and spiritual health
- Support systems
- Sharing and caring
- Balance
- Financial security

Embracing all

- Inclusion
- Community (friendship, belonging, inclusion)
- Sense of belonging
- Tolerance
- Safety
- Support Youth

Spiritual Life

- Positive worship
- Spiritual Growth
- Faith community
- Safety
- Fun, music, happiness

Family

- Sense of belonging
- Family

Leadership

- Leadership
- Innovation/responsiveness

Our Strategic Priorities

Retransform Governance – Priority A

Desired Outcomes:

- § New way to manage and govern church activities that engage a wider variety of the congregation
- § Mechanisms in place to monitor governance and ensure it is working
- § Supports strategic priorities as well as ongoing work of church
- § Supports discipleship i.e. starting out small, and eventually taking on greater responsibility
- § Meetings meaningful and energizing, enhancing mission

Next steps:

1. Create task force to review existing governance, determine pros and cons and make recommendations for change
2. Revised governance will include structure, as well as the operating and communication mechanisms to support it

Lead: Cathy Cherwinka/ Executive

Timing: begin review May 2009, roll out in coordination with Strategic Plan

Strengthen Spiritual Development - Priority A

Desired Outcomes:

- § Review of current Sunday school model and structure has been performed
- § Adult and youth Christian education offerings are enhanced
- § Spiritual needs are met, increasing our faith; Knowledge of Bible and its relevance in our lives is enhanced
- § Development initiatives align with United Church theology and needs identified by congregation
- § Lay leadership participation in spiritual development is increased
- § Focus on “Children’s Church/Ministry” rather than Sunday School
- § Current and upcoming leaders within the church have increased knowledge about the United Church and lay ministry, so they feel comfortable being leaders within the church
- § Culture of ownership and responsibility amongst all leaders within the church

September 2010

Next steps:

1. Create working group with CE committee, determine additional resources and outline the action plan to address above. Include review with Christopher. Includes new curriculum as well as developing leaders.

Lead: CE Committee

Timing: begin planning in May 2009

Leadership development

Next Steps:

1. Define learning objectives, key audiences and mechanisms that will be used for development
2. Lead: Sue Kurtz/Christopher
3. Timing: begin planning in May 2010, ensure budget in place for 2010/2011 season

Define and Develop Discipleship - Priority A

Desired Outcomes:

- § Discipleship within Westminster is defined – expand on concepts of:
 - Acting out our faith – being hands and feet, serving others, spread the word
- § Increased participation of congregation
- § Increased Lay Leadership (numbers and participation)
- § Spiritual gifts are assessed, to determine how people can best serve – this would include leadership identifying participants as well as providing opportunity for people to self-identify

Next steps:

1. Discipleship needs to be reviewed as we look at changes to Governance

Lead: Executive committee

Timing: Review as part of Governance activities

Spiritual Gifts:

Next Steps:

1. Create an overall framework/plan for what this would look like

Lead: Heather James

Timing: During internship (by August 2010)

Improve Integration and Retention – Priority A

Desired Outcomes:

- New and existing members/congregants feel welcome and are quickly integrated into church life
- People are part of a group which provides caring and forming of connections based on similar location or interests
- Find opportunities for people to share their faith by “starting small” and getting involved in easy ways (e.g. BBQs, get together for those in similar location or with similar interests)

Next steps:

1. Identify Interim Steps to immediately improve integration and retention
 - a. To include:
 - b. Have monthly meet and greet opportunity with Christopher and other leaders for anyone new to the church – 1st one planned for May 16th
 - c. Have formal welcoming of anyone new who has joined/transferred at a New Members Sunday, and/or wants to make Westminster their new church home, give plant – in June
 - d. BBQs held at various volunteers homes, by location
2. Define longer term plan and additional activities once new governance in place

Lead: Interim – Heather James

Long term – TBD, based on new governance structure

Timing: Interim – May 2010, Long term – will be defined in Fall 2010

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Grow Financial Commitment - Priority B

Desired Outcomes:

- Sustainable income to be able to expand programs, mission
- Congregation better educated on church culture
- Increased givings (of all kinds)
- Energizing congregation to make giving to Westminster a priority (vs. other competing priorities)
- Larger stewardship group

Next steps:

1. Re-energized approach to Stewardship within Stewardship Committee.
Continue to look for creative ways to raise more money.

Lead: Stewardship committee

Timing: Actions already occurring

Develop Staff – Priority B

Desired Outcomes:

- § Better able to support the congregation today and in the future
- § Defined plan for staff growth i.e. understand if we had the opportunity to add additional staff, what type of resource would we add first, second, etc. Understand the conditions under which we would be ready to take on additional staff (what is the trigger?)

Next steps:

1. Define Interim plan for next year, considering Heather's Internship ends in August
2. Define longer term plan in 2010/2011

Lead: Executive

Timing: May 2010 to begin interim Plan

September 2010

Westminster United Church – Desired State

In 3-5 years, I want to see Westminster:

Financial sustainability/financially secure
Increase diversity in worship
Grow outreach – local and M&S
Ensure vibrant and relevant theology
Another ministerial staff person
Lay leadership growth
Motivating and empowering governance structure, people that belong to board realize it is a privilege/honour to lead the church
Focus on senior care
Adjust to changing demographic

Leading united church
Strong place of worship where people want to come and continue to grow
Retain staff and grow staff
Financial security
Innovative where children receive leadership to grow to become community leaders
Respect in community for fulfilling the needs – relevant programmes
Innovative fundraising

Extension of welcoming
Mid-week service
Engagement of youth
Comfortable with financial situation
Ongoing Christian education (bible study)
Expand WHAM beyond the doors
Improve advocacy – social justice
Broader participation
More targeted marketing
More mission support and awareness – local and overseas

With available funds to facilitate expansion of ministry to our people and to the larger community
With additional ministry staff
With a change in governance – get more engagement through different model, governance structure that is Mission focused rather than maintaining.
Recognized throughout community
Recognized as part of history (within UC and Canada)
As a thriving vibrant community
With a greater number of regular, committed families
Offering regular, varied Christian programming
More interaction regarding theology
Modernize our church vocabulary (clear)
Viewed as an open, accepting place for all
Create a modern faith