

**WESTWOOD PRESBYTERIAN CHURCH**  
**THE 2013-2016 VISION & PLAN... July 1, 2013-June 30, 2016/Adopted by Session on June 18, 2013**

**Mission Statement –**

Westwood Presbyterian Church journeys as a welcoming and inclusive community, seeking to model the grace of God through Jesus Christ by

*doing justice*

*loving kindness and*

*walking humbly with our God.* —Micah 6:8

**The Plan –**

WPC Essential Practices/Goals (the shaded items at the beginning of each section) shape the broad vision of our desired future. The numbered items following each Essential Practice/Goal reflect only the new initiatives we feel we are being called to undertake over the coming three years. Ongoing, well-established ministries are highlighted in each year's annual report.

**Guiding principle –**

As ever-reforming Presbyterians, we are committed to the ongoing transformation of our faith community, seeking ever-more faithful and effective forms of ministry and mission.

I. Walking humbly with God through...	Who Leads?	1 yr/13-14	2 yr/14-15	3 yr/15-16	Progress Update
<b>A. Inspired worship</b> – <i>We join together in joyful worship of God, a holy conversation in which we proclaim God's love in Christ, bring the Biblical story into our experience, and celebrate the sacraments of baptism and communion. We respond to God's grace through the singing of hymns and the beauty of sacred music; in prayer, as we listen for God's voice; in self-giving as we bring our offerings and our lives to God before moving out to serve.</i>					
1. Plan and implement a Mission Sunday (themed worship service and mission fair)	M&O Worship	→			
2. Explore the feasibility of a weekly minute for mission in worship	M&O Worship		→		
3. Provide periodic worship services for a local convalescent home	Deacons			→	
4. Share outcomes of Deacon ministry in worship (4 <sup>th</sup> Sunday?)	Deacons	→			
5. Plan and implement a Deacon Sunday (themed worship service)	Deacons		→		
6. Explore additional ways for students to serve in worship (liturgist, music, offering, greeter)	Student Min Worship	→			
7. Provide communion to our homebound each quarter	Deacons	→			
8. Develop a ministry of visual and dramatic arts to enhance the experience of worship	Worship				
9. Contemplative worship					
9a. Explore the possibility of adding a Taizé type worship service	Sp. Form Worship	→			
9b. Plan and implement a monthly or quarterly Taizé type worship service	Sp. Form Worship		→		
10. Determine leadership and re-institute a bell choir	Worship	→			
11. Explore the possibility of holding a Music at Westwood event someplace other than the sanctuary for community outreach (e.g. Hammer Courtyard)	Worship		→		
12. Obtain a professional evaluation of the current sound system and upgrade to meet current needs	Worship Property Development	→			
13. Study the possibility of adding audio-visual capability to the sanctuary for non-music/singing purposes	Worship Property Development	→			
14. Review the new Presbyterian hymnal (published in 2013) and consider its suitability for our needs	Worship	→			

	Who?	1 yr/13-14	2 yr/14-15	3 yr/15-16	Progress Update
<b>B. Intentional Discipleship</b> – <i>As followers of Jesus Christ we prepare ourselves to live faithfully in an ethically complex society. We are diligent in the spiritual formation of our children, youth and adults through studying Scripture and contemporary culture and by devoting ourselves to spiritual practices.</i>					
1. Plan and implement additional small group opportunities (beyond Lenten Small Groups), including family-related Bible Study and/or opportunity for small group discussion	Adult Ed Children <b>Sp. Form</b>	→			
2. Collaborate and coordinate joint programming with other committees	<b>Adult Ed</b> all	→			
3. Develop tracks to guide Adult Education programming decisions, ensuring multiple opportunities for faith development	<b>Adult Ed</b>	→			
4. Explore and expand opportunities to deepen our practice and experience of prayer, meditation, journaling, etc.	<b>Sp. Form</b>				
5. Address Worship Schedule issues					
5a. Create task force of appropriate committee representatives to evaluate potential alternatives to Sunday morning schedule to better coordinate worship services and Education programming	<b>Session</b>	→			
5b. Test alternate Sunday morning schedule in trial period	<b>Session</b>		→		
5c. Implement improved worship and education Sunday schedule	<b>Session</b>			→	
6. Implement monthly post-worship fellowship/discussion opportunity for high school students	<b>Student Min</b>	→			
7. Develop and maintain high school mentor program, with each student having an adult mentor	<b>Student Min</b>	→			
8. Develop and maintain an informal middle school mentoring program	<b>Student Min</b>		→		
9. Partner with students from another faith community to expose students to other views and backgrounds	<b>Student Min</b>		→		
10. Conduct annual student/parent feedback opportunity in order to assess effectiveness of student ministries program	<b>Student Min</b>	→			
11. Secure additional adult lay volunteer staff for Student Ministries programs	<b>Student Min</b>	→			
12. Explore avenues for using the website for spiritual growth (devotionals, prayers, scripture readings, quote of the day, etc.)	Comm <b>Spir Form</b>	→			
13. Establish family-related Bible Study and/or opportunity for small group discussion.	<b>Children</b>		→		
<b>C. Shared Ministry</b> – <i>As we are all ministers, each of us is called to use our God-given gifts in some aspect of the church's mission and ministry.</i>					
1. Create a "mission opportunities" brochure for sanctuary pews and narthex and improve mission component of the WPC website	<b>M&amp;O</b> Comm.	→			
2. Survey congregation about mission passions/interests	<b>M&amp;O</b> <b>Membership</b>	→			
3. Invite WPC youth to serve on select committees for flexible terms	<b>Nominating</b>		→		
4. Learn and utilize new Servant Keeper software to better manage church membership information for purposes of engaging every member in ministry.	<b>Membership</b> Nominating	→			
5. Explore additional opportunities for children and families to engage in age-appropriate mission	Children <b>M&amp;O</b>		→		
6. Develop more formal plan for including non-deacon volunteers in deacon duties (flower delivery, providing meals, etc.)	<b>Deacons</b>	→			
7. Explore/create a process/system for connecting with each church member to ensure a positive connection with their church community.	<b>Membership</b>		→		
8. Create a process by which pastors, elders, staff and Nominating Committee can discern when and how to address burn-out.	<b>Membership</b> Nominating		→		
9. Plan and implement annual recognition of volunteers	<b>Membership</b>		→		

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<b>D. Generous Stewardship</b> – <i>As all that we have belongs to God, we seek to live lives of gratitude and generosity, wisely tending all that God has entrusted to our care – our lives, money, time, church and earth.</i>					
1. Adopt environmental best-practices; become a green-certified church	M&O Property Development			→	
2. Develop an intentional program for helping parents instill a “stewardship ethic” in our children and youth.	Stewardship Children Students	→			
3. Explore all avenues for increasing the number of our members increasing their annual pledge and making the commitment to percentage giving.	Stewardship	→			
4. Explore and potentially implement an annual course on faith & money management through the Adult Education program.	Stewardship Adult Ed		→		
5. Increase efforts to raise awareness of the opportunities for legacy giving, encouraging members and friends of the congregation to remember the church in their estate planning.	Stewardship	→			
6. Property Development					
6a. Determine space needs for the future of WPC ministries	Property Development	→			
6b. Identify developer who will partner with WPC to maximize the potential of our site for both for ministry and as an ongoing income stream.	Property Development	→			
6c. Define plan, secure architect, settle on design for site development, to include a new WPC Child Center.	Property Development		→		
6d. Identify contractor, secure permits, break ground on WPC Child Center	Property Development			→	
7. Finalize financial policies and procedures for Session approval and implementation	Finance		→		
8. Create annual calendar of requests for money in order to understand our “asking” patterns and prevent donor/compassion fatigue	Stewardship Finance	→			
9. Compare WPC budget allocations/salaries with those of similar churches	Finance Personnel	→			
10. Explore additional avenues for communicating our financial situation with the congregation	Finance	→			
11. Review and adapt investment policy annually in order to maximize investment income with tolerable risk.	Finance	→	→	→	
12. Develop individualized plan with each full-time employee for their continued education/development	Personnel	→			
13. Review Personnel Policies and Procedures annually to ensure adequacy and compliance	Personnel	→	→	→	
14. Initiate one fundraiser each year to raise funds for a children’s mission effort or a children’s ministry educational project	Children	→			
15. Explore the possibility of offering opportunities in which music lessons can be given by qualified music teachers to children and youth	Worship		→		
<b>II. Loving kindness through...</b>					
<b>A. Gracious Hospitality</b> – <i>We celebrate our diversity and affirm the God-given dignity and worth of all persons, extending a warm welcome to everyone, without exception.</i>					
1. Develop a sister-church relationship/partnership	M&O			→	
2. Open sanctuary front door on Sunday mornings until worship begins or post sign inviting entry from the side door.	Deacons Worship	→			
3. Create an intentional plan for reaching out to new children and families through follow-up emails, letters and phone calls to invite them into the life and ministry of the WPC community.	Children Membership	→			
4. Create an intentional plan for maximizing the side porch in order to welcome visitors and create connections between newcomers and members.	Membership	→			
5. Explore “best practices” for welcoming churches by visiting other faith communities in order to experience what it is like to be a visitor and to identify what “welcoming” feels like from the visitor’s perspective.	Membership	→			

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<b>B. Compassionate Service</b> – <i>We strive to bring the love of God to bear on human need. Whether the call is to house those without homes, feed the hungry or be present with another in a difficult time, we seek to make a real difference in the lives of the suffering.</i>					
1. Develop plan to ensure that all age groups are engaged in mission, both in discrete age-appropriate and all-church mission endeavors	M&O Children's Student Min	→			
2. Identify and develop an international mission opportunity	M&O			→	
3. Adopt the family of a deployed serviceman/woman	M&O		→		
4. Adopt a homeless individual or family and transition to housing	M&O		→		
5. Adopt a school (material support and hands-on work)	M&O			→	
6. Increase percentage of pledge income given to mission/justice efforts by ½% each year.	Finance		→	→	
7. Undertake annual student identified mission trip	Student Min M&O		→		
8. Explore the feasibility of sending birthday cards to PATH residents.	M&O	→			
9. Evaluate the effectiveness of our relationship with ChildSHARE	M&O	→			
<b>C. Caring Fellowship</b> – <i>We aspire to create a place of belonging in the midst of our disconnected society. We serve as an extended family in which the grace and forgiveness of God can be experienced, no matter one's age or stage in life. We break bread together, discuss our beliefs and doubts, share joys and sorrows, and support one another in times of need. We celebrate often.</i>					
1. Create a plan for engaging with members who are becoming inactive	Membership Deacons		→		
2. Add photo directory (password protected) to the website	Membership Comm	→			
3. Evaluate and strengthen cluster ministry (monthly/quarterly contact, birthdays)	Deacons	→			
4. Plan and implement networking event for those needing work and those needing workers	Deacons			→	
5. Explore and implement opportunities to bridge the divide between younger WPC families and more senior members of the WPC community	Children Cong. Life		→		
6. Explore additional fellowship interests and avenues by partnering with other WPC committees to create relevant, more focused/targeted events.	Cong. Life	→			
7. Study the fellowship ministries/programs of similar sized churches in our area for ideas and potential events/programs.	Cong. Life	→			
8. Explore possible fellowship events that targets college age	Cong. Life	→			
9. Develop a theology of fellowship that guides all of our fellowship events.	Cong. Life	→			
10. Develop plan for more effective advertising and recruiting for special events in order to reach a broader audience.	Cong. Life Comm	→			
<b>III. Doing justice through...</b> <i>Desiring to live out the biblical vision of justice, we work to make God's intentions for the human family real. We endeavor to live fair and honest lives, seek rights for those who have no power to claim rights for themselves, bear witness against political oppression and exploitation, seek to overcome the disparity between rich and poor, and work for fair laws and just administration of those laws, so that "God's kingdom might come, on earth as it is in heaven."</i>					
1. Provide an annual mission/justice awareness series through the Adult Ed program	M&O Adult Ed		→		
2. Identify and implement an appropriate justice effort for WPC involvement	M&O			→	
3. Annually review equity of salary structure and diversity of staff.	Personnel	→			

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<b>IV. Ever-Reforming</b> <i>As Presbyterians, we are committed to the ongoing transformation of our faith community, seeking ever-more faithful and effective forms of ministry and mission.</i>						
1. Create process for annual (May/June) internal ministry review to be used by Session and committees for evaluating effectiveness, progress on goals, necessary redirection	Session <b>V&amp;P</b>			→		
2. Complete a Session policy manual outlining mission/best practices/policies & procedures for all ministries	<b>Session</b>			→		
3. Regularly support ministries as they progress toward meeting long-range goals.	<b>V &amp; P</b>		→			
4. Develop social media strategy for marketing all programs	<b>Comm.</b> all		→			
5. Better utilize WPC website for registrations/reservations, donations, marketing of programs	<b>Comm.</b> all		→			
6. Develop marketing training and strategy (beyond reliance solely on News & Concerns) that can be utilized by all program committees to increase participation in programs.	<b>Comm.</b> all		→			
7. Vigilant review of website content and effectiveness as a tool both for out reach and for internal communication	<b>Comm.</b> all		→			
8. Create an evaluation process that allows us to retire events when they no longer effectively meet the needs of our congregation.	<b>Cong. Life</b> All		→			
9. Explore the nature and make-up of the Session to ensure best governance structure and optimal committee/ministry organization.	<b>Session</b>		→			