

# **New Philadelphia Moravian Church**

## *Goal Setting 2002*



### ***God's Calling: Our Listening, Seeking, Trusting, Obeying***

*Acting together on Tuesday, July 23rd, our Joint Boards adopted 12 Goals that evolved from a Goal Setting Process which we actually started in the fall of 2001. These 12 Goals spanning four different areas of ministry have resulted in the need to establish five new committees, and will challenge existing committees to take up new tasks. We are excited about this Goal Setting Process. It has affirmed the progress of recent years, while assisting us to chart where we believe God is leading us in the immediate future. These goals represent a series of "next steps." Please read this document carefully, considering as you do the call that God extends to you as you seek to serve him as a member of the New Philadelphia Congregation. If we are to accomplish these goals---which have emerged from a congregation wide goal setting process, we must have congregation wide participation.*

# **Our Facilities and our Ministry**

**Goal # 1: During 2002-2005, New Philadelphia Moravian Church will conduct a feasibility study to determine the potential of providing school opportunities beyond the current Pre-school level.**

## **Objectives:**

1. By September 1, 2002 the Joint Boards will establish a Educational Study Committee consisting of the Director of Christian Education, the Director of the Pre-school, one Elder, one Trustee and two members at large from the congregation with background and expertise in education.
2. The study committee shall consider the potential for the following: -an all-day Pre-school -before/after school care -day care -a school for kindergarten through fifth grade.
3. The study committee will present its findings and recommendations to the Joint Boards for consideration by March 1, 2003.

**Goal # 2: New Philadelphia Moravian Church will work intentionally to create a master plan for an audio visual system throughout all of the church facilities.**

## **Objectives:**

1. By August, 2002 the Board of Elders will create an Audio Visual Committee.
2. The Audio Visual Committee will begin work immediately on improving the sound system in the sanctuary.
3. By December 1, 2002 the committee will explore the following audio visual needs: -sanctuary audio visual feed to the Fellowship Hall -providing visual equipment for the Fellowship Hall (i.e. large screen TV, video camera and screen, data show, etc.) -providing stage lighting.

4. By December 1, 2002 the committee will re-establish the congregational tape ministry.

5. Before Easter 2003, the committee will explore updating the graveyard sound system.

**Goal # 3: During 2002-2005, New Philadelphia Moravian Church will more intentionally utilize its staff and facilities to serve growing ministry needs and opportunities.**

**Objectives:**

1. During Fall, 2002 the Personnel Committee will explore adding the position of Food Service Coordinator in order to meet the fellowship and programming needs of the congregation. Findings of the committee will be reported to the Joint Boards by December 1, 2002.

2. By January 1, 2003 the Joint Boards will review the current by-laws of the congregation and update policies relating to facility usage and issues.

3. During January of each year (beginning in January, 2003) the Joint Boards and staff will have an annual review of programming, staff ministry responsibilities, and joint staff/board coordination to meet current and future needs.

4. By June 1, 2003 the Christian Education Committee will review and explore the Church Library and its resources (including the possibilities for establishing a technology/computer center and a reading/listening area), consider establishing a congregational archives, and explore the formation of a book club.

# Music and Worship

**Goal # 1: During the next three years the members of New Philadelphia Moravian Church will be more involved in the music ministry of the congregation.**

## **Objectives:**

1. During Fall, 2002 the Music Committee will explore and plan for the creation of a combined Middle School/Senior High Choir and a Youth Bell/Chime Choir.

-Recommendations will be made to the Board of Elders by January, 2003.-The committee will begin the choirs by September 1, 2003.

2. During Fall 2002/Winter 2003 the Music Committee, in consultation with the Band Director, shall establish a Beginners Band as well as take specific steps to expand the current church band to include all persons interested.

Evaluation of these steps shall be given to the Board of Elders by January, 2004.

**Goal #2: New Philadelphia Moravian Church will strive for an order of worship that encompasses: P - Prayer R - Reflection A - Adoration I - Intentionality S - Singing E - Enthusiasm**

## **Objectives:**

1. Beginning in Fall, 2002 the Board of Elders and pastoral staff will implement broader lay participation in worship leadership (i.e. scripture reading, liturgy, children's sermons, special prayers, lay witnessing, etc.). Evaluation and sharing about this leadership shall be done by the Board of Elders at least annually.

2. By January, 2003 the Board of Elders, in consultation with the Music Committee, will review the order of worship to consider a variety of musical presentations in worship and extended use of

congregational musical resources. Evaluation and implementation will be on-going.

## **Discipleship and Spiritual Growth**

**Goal # 1: New Philadelphia Moravian Church will develop an organized small group ministry in order to meet the congregation's needs (i.e. Bible study, fellowship, study of special topics, enrichment classes, support groups, discipleship training and spiritual growth, etc.).**

### **Objectives:**

1. By February 1, 2003 the Board of Elders will appoint a new Small Group Ministry Committee to provide initial planning and organization to this effort.
2. By April 30, 2003 the committee will survey the congregation for small group needs and interests.
3. By June 30, 2003 the committee will choose topical needs to be dealt with by the first groups and establish a schedule for recruiting and training group leaders.
4. Groups will begin in Fall 2003/Winter 2004 with an on-going schedule. Evaluation by the committee and the Board of Elders will be an on-going part of this ministry.

**Goal # 2: New Philadelphia Moravian Church will continue to have an intentional, year-round program of stewardship education and emphasis.**

### **Objectives:**

1. The Board of Elders will begin immediately to see that the congregational Stewardship Committee will be comprised of 2 Elders, 2 Trustees, 2 members at large from the congregation, and at least one of the pastors.

2. By February, 2003 the term of membership on the Stewardship Committee will be established at two or three years so that a rotation system is set up and continuity will be provided from year to year.

3. By May 1, 2003, and continuing yearly thereafter, the committee shall develop a narrative budget for the congregation.

4. Beginning Fall, 2002 the committee shall plan and provide for educational, participatory, and worship opportunities for all ages in the congregation in the stewardship of individual and congregational time, financial resources, spiritual gifts and facilities. - Possibilities include: sermons topical group studies on stewardship "Temple Talk" (Lay Testimonies) Sunday School visits "God's Calling" - spiritual gifts new member assimilation and follow through using people in ministry committees and groups.

5. The Stewardship Committee's work will be year-round and include the development of an annual financial stewardship education emphasis for the entire congregation.

**Goal # 3: New Philadelphia Moravian Church will provide a program of "mid-week ministry" for the involvement and spiritual growth of members and visitors of all ages.**

**Objectives:**

1. By September 1, 2002 the Christian Education Committee, in consultation with the staff, Youth Committee, and other committees as needed, shall plan and begin a specific schedule of mid-week ministry programming. These sessions may include: a meal, fellowship, study topics, lay witness opportunities, special times of worship, etc.

2. The 2002-2003 schedule (Fall - Spring) may include a meal and up to 3 program/study/fellowship options depending upon available leadership, etc.

3. The 2003-2004 schedule may include 3 program/study options and an expanded meal offering of up to 20-30 weeks if desired.
4. The 2004-2005 schedule may include 30-40 weeks of meals plus a fourth program option as determined by evaluation.
5. Special attention will be given to involving visitors and new members. New members and their families will be offered free meal tickets for their first one to two months of membership. - Tickets may go into church visitor packets as well.
6. The Christian Education Committee shall do regular evaluation of mid-week ministry through feedback from participating members, committees, etc.

**Goal # 4: During 2002-2005, New Philadelphia Moravian Church will provide expanded opportunities in worship, fellowship and spiritual growth for our senior members.**

**Objectives:**

1. By February, 2003 the Board of Elders, in consultation with the staff, will appoint a Senior Ministry Committee to organize and plan for activities, etc.
2. By May, 2003 the committee will carry out an evaluation of senior needs and interests. (This evaluation may include transportation needs, scheduling, meals, physical limitations/needs, etc.)
3. During Spring/Summer 2003 specific steps will be taken by the Senior Ministry Committee to encourage seniors from outside our congregation to also participate in worship and other activities.
4. By Spring, 2004 the Senior Ministry Committee and the Youth Committee will work together to plan specific intergenerational activities with the youth and seniors ( i.e. fellowship opportunities, service projects, mentoring, etc.).

**Goal # 5: New Philadelphia Moravian Church will provide a children's, Bible-based curriculum that gives the foundation for individual spiritual growth and the tools to strengthen our children's spiritual journeys.**

**Objectives:**

1. During Fall 2002/Winter 2003 the Christian Education Committee will: -review and evaluate existing curriculum and consider any changes needed. (Make any changes by Fall, 2003.) -emphasize Bible stories in teaching settings -consider developing a Bible Memory Book for children. (Parents could be involved and sign off on children's accomplishments.) -educate parents on the need to have children participate in Sunday School and worship. Ideas: have an Open House/Promotion Sunday annually (with handouts) have each teacher establish a mailing list of students use phone calls, letters, e mails for increased parent contact design incentive program/model for affirming parent participation.

2. By Fall, 2003 the Christian Education Committee will evaluate steps taken, report the results to the Board of Elders, and utilize them in planning for on-going needs.

## **Outreach to our Community and World**

**Goal # 1: By 2005 the congregation of New Philadelphia Moravian Church will be a more "mission-minded" community of faith.**

**Objectives:**

1. Beginning in Summer, 2002 specific efforts will be taken to ensure that members of the congregation are well informed about all opportunities to engage in outreach and mission.

By Fall, 2002 the staff and representatives from various church organizations will improve the use of the church newsletter and website as means for more effective "missions communication" (i.e. articles, stories, pictures, etc.).

By Fall, 2002 the Missions Committee will utilize a "missions bulletin board" to communicate information, pictures, testimonies, and opportunities for mission support to members (update at least quarterly). -By January, 2003 an updated missions brochure will be produced by the staff, Missions Committee, and volunteers for distribution and use among members and various church groups.

2. The Board of Elders, staff, and Missions Committee will work together to create new opportunities for mission study and work for members.

Beginning in Fall, 2002 the mid-week ministry programs may include a periodic mission emphasis; short-term Sunday School classes can be offered on mission themes; visiting missionaries can be given opportunities to speak; and the pastor(s) will lead a class in "faith sharing". -

Beginning in Fall, 2002 the Board of Elders will facilitate the construction of a house with Habitat for Humanity. -During Winter/Spring 2003 the Board of Elders, in consultation with the Missions Committee, will take steps to recruit congregational mission teams for outreach and service beyond the church (i.e. Camp Hope).

**Goal # 2: During 2002-2005 New Philadelphia Moravian Church will be a congregation that possesses an intentional and dynamic spirit of hospitality.**

**Objectives:**

1. The Board of Elders, staff and needed volunteers will work together to assimilate and retain new members.

By October 1, 2002 the Board of Elders will appoint a Hospitality Committee to give specific attention to our congregational hospitality needs, etc. The committee will work to: provide sponsors for new members for one year hold regular new member gatherings provide hosts/hostesses for Sunday mornings invite new members to participate in the total life of the congregation (Sunday School,

Mid-week Ministry, musical programs, seasonal celebrations and events, etc.).

2. By Fall, 2003 the Board of Elders will take specific steps to go beyond our walls to reach people for Christ and attract new members to our community of faith.

The Board of Elders will appoint an Evangelism and Church Growth Committee to lead the congregation in new methods of faith outreach. -During 2002-2003 a specific course in faith sharing will be offered to members of the congregation.



