



## 2014-2019 STRATEGIC PLAN

### MISSION STATEMENT

The mission of Redmond United Methodist Church is to **Love. Serve. Grow.** We believe that God loves us even before we recognize it and we respond to this unconditional love by loving each other. We serve others, in our community and around the world, as an expression of our love for God. We grow in our understanding of God's love as we experience community, service, and through regular prayer, study, and worship.

### VISION

We, the people of Redmond United Methodist Church, are striving to create and participate in the following:

- A church where all people are welcomed as family and within minutes decide to become part of our shared experience and expression of God's Love.
- A church where doing justice and taking risks in order to build the Kingdom of God are frequent outward signs of our Christian faith.
- A church where God's image is sought in all, regardless of ethnicity, ability, gender, age, opinion, theology, and sexual orientation.
- A church that peaks the interest and curiosity of others because of the way members foolishly put others' needs in front of their own wants.
- A church that holds honesty, personal integrity, confession, and a growing faith as highly valued qualities of a Christian.
- A church where being good stewards of all our resources (time, talents, money, bodies, environment, etc) is considered a spiritual practice.
- A church whose love of neighbors calls them to actively participate and partner with the local community and organizations around the world.

### STRATEGIC INITIATIVES

We believe the strategic initiatives outlined below are essential to fully realizing the potential for Redmond United Methodist Church. In the following section you will see outlined specific activities which should be planned and executed to support these strategic initiatives immediately, within three years, and within a five year timeline.

1. **The Love Initiative**
2. **The Serve Initiative**
3. **The Grow Initiative**
4. **Stabilizing Initiative**

## THE LOVE INITIATIVE

### Reinforcing and Expanding Programs

This initiative is focused on *reinforcing* the current worship and fellowship programs and *expanding* these efforts with additional programs and activities specifically aimed at deeper engagement for all program participants.

#### IMMEDIATE ACTIONS:

CONGREGATION SIZE: 122W /147M

1. Continue to increase worship attendance by 10-20% each year.
2. Enhance internal and external communication plans.
3. Continue to focus on hospitality of visitors through signage, greeters & ushers, and follow up.
4. Update projector system in sanctuary.

#### ONE TO THREE YEAR ACTIONS:

CONGREGATION SIZE: 134-200W /155-225M

1. Continue to increase worship attendance and membership by 10-20%.
2. Create a Connectional Team (welcomes & matches new visitors with ministries of the church)
3. Increase Young Adult activities beyond Game Night
4. Increase the number of affinity groups (Young Adult, Young Families, Families with Teenagers, Seniors)
5. Increase Support Groups (caregivers, grieving, etc)
6. Research, plan, & start a new worship service
7. Transition part-time office administrator to full-time
8. Hire a full-time person for Family Ministries (Children, Youth, & Young Adults)
9. Increase diversity represented in the faith community.

#### THREE TO FIVE YEAR ACTIONS:

CONGREGATION SIZE: 162-220W /205-250M

1. Continue to increase worship attendance and membership by 10-20% each year.
2. Continue to create new affinity groups.
3. Hire an associate pastor and/or Deacon.
4. Hire a full-time music person to coordinate music in both services.

## THE SERVE INITIATIVE

### Recruitment and Development of Servant Leaders

This initiative will continue to build faithful members who are dedicated to serving their community and their world through the community partners and ministries of the Redmond United Methodist Church.

#### IMMEDIATE ACTIONS:

CONGREGATION SIZE: 122W/147M

1. Increase the number of people who actively participate in missional activities.
2. Continue to discuss through multiple communication methods what the church is involved in.
3. One Youth & Adult mission trip in 2014.
4. Continue to focus missions on hunger and homeless.

#### ONE TO THREE YEAR ACTIONS:

CONGREGATION SIZE: 134-200W /155-225M

1. Increase the number of people who actively participate in missional activities by 20%
2. Offer 1-2 mission trips each year.
3. 1-2 Acts of Justice completed.
4. Continue to reach out to diverse populations within in the greater Redmond community.
5. Increase our partnerships to other organizations working to end hunger and homelessness.
6. Open Kitchen serves 3 days a week.

#### THREE TO FIVE YEAR ACTIONS:

CONGREGATION SIZE: 162-220W /205-250M

1. 80% of membership actively participating in mission opportunities
2. Increase Acts of Justice to 2-3 per year
3. Plan and execute an international mission trip
4. Support a United Methodist missionary
5. Open kitchen serves 5 days a week.
6. Be the go to resource for the greater community in terms of hunger and homeless ministries.

## THE GROW INITIATIVE

### Growing in our Faith

This initiative will continue to strengthen the faith of the growing faith community at Redmond UMC through educational programs

#### IMMEDIATE ACTIONS:

CONGREGATION SIZE: 122W /147M

1. Reestablish small groups in the Fall of 2014.
2. Research, develop, & execute an educational/discipleship plan
3. Recruit and train 2-4 additional small group leaders for the year
4. Increase the variety and number of adult education opportunities (i.e. bible & book studies, novel theology, world religions, visiting speakers).
5. Integrate mission and the educational program
6. Increase number of volunteers to help with youth group and Christian Education program
7. Offer membership classes twice a year or more as needed.
8. Increase youth group gatherings to weekly.
9. Education and increase broader awareness of Safe Sanctuary Policy.

#### ONE TO THREE YEAR ACTIONS:

CONGREGATION SIZE: 134-200W /155-225M

1. Increase number of small groups active to 3-5.
2. Recruit and train 2-4 additional small group leaders for the year
3. Increase the number of adults participating in education programming by 10% each year.
4. Offer age appropriate educational classes
5. Hire part-time Christian Education Coordinator.
6. Build a youth council to work with youth director in creating and developing youth programming.
7. Separate junior and senior high youth group.
8. Create, develop, and offer justice related educational programming once or twice a year.
9. Offer membership classes quarterly.

#### THREE TO FIVE YEAR ACTIONS:

CONGREGATION SIZE: 162-220W /205-250M

1. Continue to increase number of small groups active to 6-8.
2. Recruit and train 2-4 additional small group leaders for the year
3. 70% of membership participate in at least 1 education program each year
4. Develop partnerships with other denominations and faith communities in and around Redmond.
5. Offer membership classes quarterly and monthly "get to know" the pastor gatherings.
6. Increase number of justice issues examined to 3-4 per year.

## THE STABILIZING INITIATIVE

### Stabilizing structure and finances

This initiative will work to continue to stabilize and strengthen the current organizational structure and the finances of the faith community.

#### IMMEDIATE ACTIONS:

CONGREGATION SIZE: 122W /147M

1. Increase marketing efforts (online & in paper)
2. Increase education of the church's budgeting process
3. Increase giving units by 10%
4. Research and evaluate organizational structure redesign by December 31, 2014.
5. Increase fundraising events to 1-2 per year.

#### ONE TO THREE YEAR ACTIONS:

CONGREGATION SIZE: 134-200W /155-225M

1. Increase marketing (i.e. mailers, online)
2. Continue education of budget making (personal and communal) & other financial planning
3. Create a self-sustaining stewardship committee that works all year long on a variety of stewardship initiatives (i.e. environmental, bodies, time, talent, etc.)
4. Increase giving units by 10% each year.
5. Budget is fully funded by giving units.
6. Begin implementing organizational structure redesign.
7. Small Capital Campaign successfully completed.
8. Increase fundraising events to 3-4 per year.

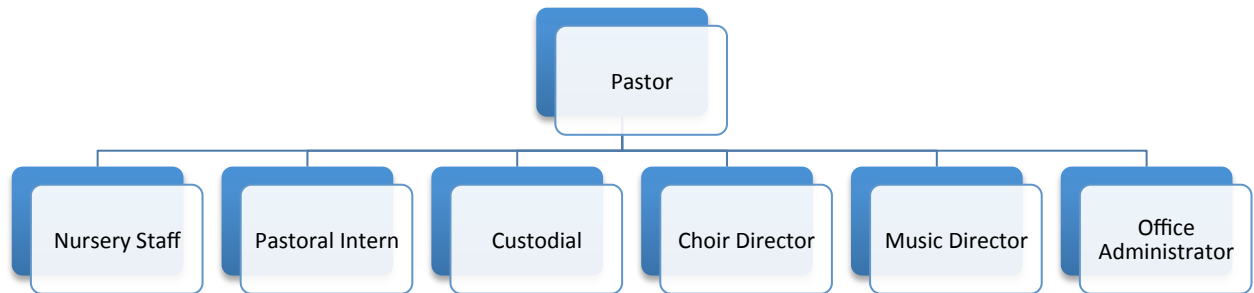
#### THREE TO FIVE YEAR ACTIONS:

CONGREGATION SIZE: 162-220W /205-250M

1. Complete organizational structural goal redesign.
2. Capital & missional funds are established for the next 10 years.
3. Large capital campaign successfully completed.
4. Establish a culture of fundraising for specific events.

## STAFFING CHARTS

### 2014 STAFFING ORGANIZATIONAL CHART



### 2019 STAFFING ORGANIZATIONAL CHART

