



## Healthy Church Discernment Process Ministry Plan 2022-2024

The Planning Team is recommending the following  
three priorities for the next 2.5 ministry years  
(2022, 2022-2023, 2023-2024.)

### 1) Priority: Cultivate more authentic relationships

A) Plan: Spiritual Conversations: Council will lead the way in having more intentional, spiritual conversations within our church family.

Actions Steps (to begin immediately and continue for the next two ministry years)

1. Council, especially elders, will develop a greater focus on having intentional, spiritual conversations (shepherding) with church members
2. The elders will develop a new way to re-organize districts (not based on last name) to encourage new connections within the church.
3. Each district will have get-togethers at least annually to allow for more intentional interaction among elder/deacon teams and district members.
4. At least annually, Council will offer all members of the congregation an opportunity to meet personally with their district elders and/or deacons.
5. Church members will intentionally pursue having more spiritual conversations with each other

B) Plan: Intergenerational Connections: Faith will develop intentional intergenerational events and prayer partners. These events could be structured for a mix of care, discipling, and fellowship.

Action Steps (to begin either in January or August 2022)

1. Ministry teams and staff will continue to prioritize intergenerational gatherings such as Dine with Nine, Our Place, Summer Nights, and Sisters and Snacks. Teams will work toward including more demographic groups within these gatherings.
2. Implementation Team will find a group to structure and administer a prayer-partner program for four-month periods-January through April, and September through December-pairing Faith members to intentionally pray for each other.

## 2) Priority: Engage in deeper conversations<sup>0</sup>

*Plan:* Faith will create avenues to work through challenging and complex issues. Some avenues could focus on processing and praying through challenges together (conflict, fears, grief, loss.) Other avenues could focus on working through complex issues together (finance/stewardship, community outreach, family issues, human sexuality, justice and righteousness, men and women in the church.) These conversations could take place through guided, round-table discussion (like in the Healthy Church Discernment Process) or within our worship services.

Action Steps/Objectives (to begin in 2022-2023 ministry year)

1. The Implementation Team will assign responsibility to a new or existing team to discern which items we should focus on and develop and work out a program to work through those items in a biblical, caring, and in-depth way.
2. This team will plan at least quarterly events, perhaps two-three week sessions, possibly after the morning or during the evening worship services, led by experts or by Faith members using established curricula.
3. Pastor Matthew and the elders will consider potential ways to integrate these kinds of conversations into the Sunday evening worship services.

### **3) Priority: Develop broader ministry engagement**

*Plan:* Faith will actively engage members for ministry leadership and participation by identifying spiritual gifts/interests of its members and guiding members toward ministry involvement based on those gifts.

We hope to create greater involvement in our ministries and worship services, especially on the part of women and young people.

#### Action Steps:

1. Council will change the bylaws to allow for all congregation members to serve as committee chairs. Council members will continue to serve on committees as reporters (to be done in early 2022.)
2. The Implementation Team will develop a program to identify members' spiritual gifts and interests. At this point, we expect that this program will consist of creating a spiritual gifts/interest inventory and guiding members to participate in ministry based on those gifts (to begin exploration in early 2022. Hopefully have the program running by mid-2022 and continue for the next two ministry years.)
3. The Implementation Team will work with Council and existing ministry teams to create ways to communicate and promote ministry opportunities at Faith. This will especially focus on matching personal gift/interests with ministry opportunities and developing leaders for various ministries (to begin early 2022 and continue for next two ministry years.)

### **Potential Future Priorities:**

These items were consistently near the top of focus points expressed during the process, but in the end, they did not rise to the same level as our immediate three priorities above. However, we anticipate that the below items would become key priorities in the next couple years.

1. Community connections: While we feel we need to focus on some internal health issues first, we do consider it very important that we continue to work on how to become more outwardly focused.
2. Complex issues: continuing to wrestle with challenging issues in church and society and to reflect how Faith can best engage them. One broad, particular focus would be community connections, evangelism, justice concerns, outreach and service. Other issues could include human sexuality, men and women in church leadership, mental health, and so on.
3. Personal spiritual lives: drawing more connections between our Sunday worship and our everyday devotions and spiritual growth.

**Implementation Team**

We suggest appointing a Healthy Church Implementation Team for the 2022 calendar year, to be renewed beyond that if necessary. This team's mandate would be to encourage and guide Faith in executing the ministry plan. Suggested membership of six, including a member of Council, and 1-2 members of the Healthy Church Planning Team, several others from the congregation, and Pastor Matthew.

**Coaching**

If the Implementation Team feels coaching is needed, consider expanding or revising Pastor Dave Armstrong's job description to provide coaching. One particular area of focus could include developing a program for identifying spiritual gifts and matching members with areas of service.