

# **Holy Covenant United Methodist Church Vision 2020 Long Range Ministry Plan**

## **2020 Ministry Vision**

- We envision Holy Covenant United Methodist Church as joyfully celebrating and creating a spectrum of opportunities, both worship and service, for interconnections between Christ and our congregation; where members lend their gifts willingly and faithfully, putting their needs and desires aside.
- We seek to challenge and connect members, of all age levels, to become involved in ministries on the local, regional, national or international level.
- We seek to connect to our changing worship community, including those that have not traditionally connected with the church, with whom we seek to learn what the Holy Spirit is calling us to do and to be.
- We aspire to grow to the point where we are fully utilizing our resources.
- We aspire to reach a level of stability and sustainability, such that we are positioned to expand into the community.

The 2010 Long Range Ministry Plan is the initial year of what will be an annual ministry planning process. For the initial year, the team focused on what they felt was four of the important ministries for Holy Covenant:

- Worship
- Music
- Outreach
- Discipleship

It is anticipated that each year a new planning team will focus on formulating the vision for additional ministries and revisiting the above ministries in 3-4 years.

### **2010 Long Range Ministry Team Members**

Chairperson	Randy Williams
Assistant Lay Leader	Jill Herrington
Church Council Vice-Chairperson	Mike Callahan
Council on Ministries Vice-Chairperson	Warren Taake
Staff Parish Relations Vice-Chairperson	Bill Bradford
Trustee Vice-Chairperson	Hendrix Rowell
Finance Vice-Chairperson	Chuck Ware
Music Director	Taylor Davis
At-Large	Brad Nugent
At-Large	Jim Wilkins
At-Large	Kim Sheehan
At-Large	Ann Ogelsby

## **Worship Ministry Mission**

To offer a High Quality, Dynamic, Transformative Worship that leads to Faithfulness and Fruitfulness to those who worship at Holy Covenant UMC.

## **Worship Ministry 2020 Vision**

- Our Primary Worship Opportunities will continue to honor our Traditional/Contemporary Blended Style
- Special Worship Opportunities will be developed to Expand and Broaden our Outreach to Engage Our Community while not Overtaxing our Resources or Detracting from Our Primary Worship Services
- All Involved in Worship will Lend their Gifts willingly and faithfully to the Benefit of the Worshipping Congregation putting their needs and desires aside
- Children, Youth, and Adults of all ages will be Active Participants in Worship

## **Worship Ministry Strategies to Achieve 2020 Vision**

- Advance Planning Process for Worship (presently 6 month plans developed twice a year)
- Recruitment of High Quality, Faithful Servants, both Staff and Volunteer, to Develop, Plan, and Lead Worship
- Focused Coordination of Worship for Excellence
- Development and Expansion of Gifts within the Congregation to Participate in Worship
- Meaningful Self-Evaluation (including Spiritual Formation Retreats for Worship Team and Music Groups) and Periodic Surveys to Avoid Complacency
- Participation in Workshops and other forms of Continuing Education to Strengthen and Broaden Our Worship

## **Worship Ministry Actions**

- Hiring of Fulltime Director of Music and Worship Ministry (Taylor Davis) – January 2010
- Increased Commitment to Worship Coordination Process (Tuesday Joint Meeting with Staff and Laity in Worship Coordination) – Ongoing
- Advance Worship Planning Retreats (First One June 2010) – Ongoing
- Addition of Youth Choir and Augmentation of Existing Praise Band – September 2010

- Evaluation and Start-Up of New Contemporary Worship Service – September 15, 2010
- Upgrade of Audio/Visual Technology – EOY 2011
- Development of New and Additional Worship Opportunities – EOY 2011
- Exploration of Hispanic or Bilingual Worship Service – EOY 2012
- Addition of Pastor to Staff (Assist in Expansion of Worship Opportunities) – EOY 2012

## **Music Ministry Mission**

To have a dynamic, well rounded music program that infuses worship, leads people to Christ, and changes the church and the surrounding community.

## **Music Ministry 2020 Vision**

- Offer music, by all groups, that is of the highest quality, while maintaining a commitment to nurturing those volunteers and paid staff that make up the music department.
- Greater partnership between all facets of the department: children, youth, adults, bands, bells, etc.
- New and innovative programming, offering individuals greater opportunity to share a broad range gifts and talents.
- Grow the department in participation by 50% by 2013 and by 100% in 2015.

## **Music Ministry Strategies to Achieve 2020 Vision**

- Continue to plan 6 months in advance for worship and special programming.
- Promote events and happenings well in advance
  - Treat the start of each season as an opportunity to recruit new members and re-engage old members.
  - Use each event to promote the next event, staying in front of them as a reminder that we are committed to excellence.
- Offer retreats that are multi-purposed:
  - To promote and maintain an environment of fellowship and community
  - To re-energize for upcoming Sundays, special events, etc.
- Offer continuing education to paid and volunteer staff, allowing them to hone their craft on at least a yearly basis.
- Educational opportunities for the congregation and the volunteers in the music department:
  - Utilize worship as an opportunity to teach music history, hymnody, etc.
  - Offer music theory classes to the church
  - Start a Fine Arts Academy at the church, allowing the community a safe place to learn from the area's best teachers at a reasonable cost.
- As different areas grow in size, offer engaging programming that will increase interest and productivity:
  - Dinner Theatres for the adults
  - Musicals for youth and children
  - Tours for adults and youth
- Empower the current volunteers to be leaders and teachers to newcomers.

- Bring in outside artists, lecturers and strategists to supplement worship, retreats, rehearsals, and to help us evaluate our programs and needs.

### **Music Ministry Actions**

- Recruit new volunteers to maintain freshness and enthusiasm
  - Morning Song, June 2010
- Use current volunteers to recruit and train new worship leaders
  - Praise Band, September 2010
- Addition of Song of Zoe
  - First annual Youth Choir retreat, September 2010
  - Commitment to sing in both services the last Sunday of each month
- New annual Christmas season programming, incorporating families, children, youth and adults, November/December 2010
- New annual Chancel Choir retreat and Praise Band retreat, January and April, 2011
- Start new senior adult choir, EOY 2011
- Start a Fine Arts Academy
  - Apply for grants 2011
  - Begin advertising and registering Spring 2012
  - Launch fall 2012
- Hire associate director to oversee children and senior adults, possibly Fine Arts Academy
  - Included in grant to start FAA - 2012
  - Hired to serve as music associate of children and senior adults – 2013
- Connect with a local high school for a joint performance at the church - 2013

## **Outreach Ministry Mission**

Holy Covenant UMC is purposely and actively engaged in Outreach "servolution" to manifest Christ's love in radically generous, utterly selfless actions for the benefit of people in need. We aim to significantly impact people's lives through Christ-centered actions, to enable God to use us in a purposeful manner and to grow and nurture the Kingdom of God.

## **Outreach Ministry 2020 Vision**

- Members of Holy Covenant are fully connected in Outreach ministry to local, regional, national and world-wide needs.
- Our church partners with the United Methodist Church through connectional Outreach and partners with other churches and organizations to purposely serve others less fortunate than ourselves.
- Holy Covenant UMC is a beacon for outreach within the Houston area and exemplifies radical and dynamic service to people in need.
- We serve with dedication and enthusiasm understanding that it is the Holy Spirit working within us and that our actions, service, caring and witness magnify God's presence in the world.

## **Outreach Ministry Strategies to Achieve 2020 Vision**

- Achieve effective, timely and ongoing communication with the congregation concerning outreach plans, activities, opportunities and challenges so that the congregation is informed and passionate about Outreach.
  - Shared responsibility of each team or Outreach ministry area
  - Via website, newsletter, bulletin, worship and Sunday School announcements, phone messages, newspaper articles, and selective advertising
- Identify key leaders for each Outreach ministry area so that effective leaders are in place at all times.
  - Provide training opportunities, as required
  - Actively identify future leaders and engage in succession planning
  - Empower leaders to be creative, passionate and dedicated to ministry
- Periodically evaluate and assess effectiveness and relevance of various Outreach programs so that we are focused on the most effective programs.
  - Replace and renew programs, as needed
  - Seek opportunities to improve the quality and/or breadth of the specific Outreach ministry area
- Coordinate Outreach ministry with other ministry areas in order to maximize impact and participation

- Celebrate and engage in a wide spectrum of opportunities to create interconnections between Christ, our congregation, and our community, especially those who are not connected with the church
- Actively seek opportunities to collaborate with other churches to maximize use of limited resources and to magnify and expand outreach in the local community
- Each Church member is challenged to participate in some form of Outreach ministry to connect Holy Covenant with our community and our world
- Encourage all age groups to actively participate in an Outreach ministry

### **Outreach Ministry Actions**

- Hold and chair annual meeting (half day) among Outreach, Discipleship and Fellowship teams to review current programs, evaluate focus areas, brainstorm new Outreach opportunities, modify goals, examine priorities and modify, if warranted, and ensure alignment for key Outreach focus areas and programs
  - Develop list and feedback from ongoing Outreach opportunities, identify specific programs to be engaged for the coming year, capture and use learnings from ongoing programs and initiatives in planning and implementing future Outreach programs or initiatives
  - Provide Feedback of Annual Meeting to Council on Ministries and seek approval/alignment for new initiatives and programs
- Identify accountable owner for directing the three major Outreach ministry areas
  - Local Outreach
  - Youth and Adult Summer Missions (Youth Director)
  - UMC Connectional National and International Outreach
- The Outreach team, pastors and other key church leaders actively encourage and empower small groups to "own" a specific Outreach ministry consistent with and part of the overall Holy Covenant Outreach ministry program
- Support and participate in at least one new Outreach opportunity each year

### ***Local Outreach Opportunities***

- Support Katy Christian Ministries
  - Food Pantry
  - School Supplies
  - Missions for Katy (MKT)
  - Santa's Sleigh (Adopt a child or senior for Christmas)
  - Assistance in retail store
  - Support coat and blanket drive
  - Attend and support fundraisers (Gala, Golf, etc.)
- Support Pregnancy Help Center
- Annual (AprilFest) Fundraiser for Outreach programs
- Tutoring at Golbow and/or other schools

- Sponsor and participate annually in a fun run to bolster awareness or generate funding for a specific outreach opportunity
- Provide Spanish bibles to the nearby community
- Provide Spanish bible studies at the church
- Provide ESL classes at WNL
- Support CDC
- Support Scouting
- Support Angel Tree (ministry to children of incarcerated parents)
- Support Samaritan's Purse (shoebox items for children)
- Support Relay for Life
- Support Vacation Bible School (VBS)
- Support Blood Drives
- Support UMM and UMW activities
- Provide and support a recreational ministry
- Encourage and engage in community groups (Lions, Kiwanis, United Way, Youth sports, etc.)
- Provide support to the jobless via resume help, counseling, employment placement activities
- Support 2nd Family Care and respite daytime care
- Provide a prison ministry
- Provide a ministry to widows
- Provide a ministry to the homeless
- Provide a ministry for troubled teens
- Support training in CPR and use of Defibrillators
- Provide snack items bags for adults and handmade stuffed animals for children to be distributed to local hospital waiting rooms
- Provide medical or other supplies to Christ Clinic
- Support elderly home Bingo or other game events

### ***Youth and Adult Summer Missions Opportunities***

- Support Youth Summer Missions (UM Army, Big House, Treasure Hunt, Mountain Top, etc.)
- Support Adult Summer Missions (Mountain Top, Mexico, Habitat for Humanity, etc.)
- Provide and support a recreational ministry

### ***UMC Connectional and/or National and International Outreach Opportunities***

- Annual International Missions Trip for Adults
- Team with UMCOR in providing support for Disaster Relief
- Consider starting a "Missions" church endowment fund in order to provide financial assistance and scholarships for participation in Mission opportunities
- Actively support the Children's Methodist Home in Waco
- Participate and support the Sargent Shriver Foundation to provide eyeglasses for school children
- Provide basic car service and light mechanical repair services to single Mom's and the elderly
- Adopt and support a refugee family working with Interfaith Ministries
- Support our troops with a caring card ministry

### Key Performance Indicators

Indicator	2012	2014	2016	2018	2020
# of Outreach participants					
# of volunteer/service hours for Outreach					
# of Key Leaders					
# of Youth going on Mission trips					
# of Adults going on Mission trips					
Funds Budgeted for Outreach					
Funds Raised for Outreach					

## **Discipleship Ministry Mission**

To encourage all adult members to seek knowledge and understanding of Christ's love and grace through education and fellowship with our Christian brothers and sisters.

Core Values:

- Biblical truths that provide the basis for our daily living as individuals and as a faith community thereby fostering a deepening relationship with God
- Community that is involved in serving those in need both within and beyond our church walls
- Relentless focus on sharing God's message of grace and love to those within our immediate community thereby building a solid foundation to sustain even greater outreach

## **Discipleship Ministry 2020 Vision**

To have all members of Holy Covenant attending Sunday school classes and/or Bible Studies to help develop a better understanding of what it truly means to be follower of Christ. This understanding will lead the member to:

- daily prayer,
- consistent presence,
- heartfelt giving of gifts/talents, and
- "outreaching" service.

Through increase in knowledge of Biblical truths and deepening relationship with God, individual and church focus moves from one that is inward directed to one that is directed toward others and expanding ministry. This process then becomes one that repeats through the lives of our members.

## **Discipleship Ministry Strategies to Achieve 2020 Vision**

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- Develop strategy for developing and sustaining pool of enthusiastic leaders in the Discipleship area:
  - Identify those with leadership/teaching gifts
  - Develop approach to avoid burnout and encourage shared responsibility (points to increased importance in recruiting talent in this area)
  - Promote the importance of Discipleship growth and serving through leadership in teaching/facilitating in order to engage potential leaders
  - Provide regular training for teachers/facilitators (e.g., dynamics of small groups, creating an inviting atmosphere for church or class visitors)
  - Use "language" that encourages and empowers leaders (e.g., focus on needs for knowledgeable Spirit-led facilitators – one need not be a biblical authority to lead or facilitate a learning opportunity)

- Identify various methods of delivering learning opportunities aside from traditional classes
  - Online classes
  - Event-type classes (e.g., special speakers at Holy Covenant or other venues such as Women of Faith conferences)
  - Education kits with teaching provided via video (e.g., Beth Moore)
  - Simulcast feeds
- Address facility concerns associated with growing demand (e.g., second Sunday School hour, alternative small group meetings in place such as Starbucks or private homes)
  - Identify and address gaps in learning opportunities focused toward various demographics (e.g., age groups, marital status, religious background)
  - Identify and address gaps in learning opportunities associated with schedules (e.g., short term and long term studies, expand times offered beyond Wednesday and Sunday)
  - Encourage “learning” through “doing” (e.g., service through small groups)
  - Develop effective communication tools/messages to engage church members and the community
  - Partner with other local churches to provide learning opportunities and to share best practices.

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### **Discipleship Ministry Actions**

- At least annually, evaluate programs to determine gaps in education needs and demographic groups (e.g., interests in WNL classes, new Sunday School classes) and develop plans for improvement
- At least annually, determine logistical issues to be addressed to meet the needs of the growing church (e.g., second Sunday School hour, alternative Sunday School locations) and develop plans for improvement
- As needed, evaluate special needs within the community that Holy Covenant may be able to address (e.g., job fairs, wellness initiatives, suicide prevention)
- Make intentional effort to adequately publicize learning opportunities both within Holy Covenant and outside Holy Covenant within the local community (e.g., ensure that church website information is up to date, utilize neighborhood and local area print media)
- Train Sunday School teachers and leaders to structure classes in such a manner that creates and maintains a welcoming environment for new members and visitors (through periodic Sunday School leadership meetings)

### Key Performance Indicators

Indicator	2012	2014	2016	2018	2020
# of new SS classes formed					
# of SS classes merged/retired					
# attending SS					
# attending WNL					
# of special learning events targeted to local community					
# attending special learning events					
% of SS classes represented by SS leadership meetings					