

# Compass II

## Short Version

### 1. Caring Relationships Vision Statement:

*As the body of Christ, Millwood Presbyterian Church is a caring community, where all God's people are accepted, loved, nurtured and supported as part of an extended family.*

### Challenge:

#### Being a Caring Community in the midst of diversity.

##### ► Homosexuality Issue

- Educate the session about the dynamics of current conflict in the denomination and prepare them for possible outcomes of the June 2005 General Assembly.
- Provide several opportunities for dialogue in the congregation in anticipation of the General Assembly gathering in June 2006.

##### ► Life-Stage Issues

- Research young adult church programs in the Spokane region.
- Take intentional steps to bridge the gap between youth, young adults, and older adults. *See intergenerational church under youth and young adults.*

##### ► Nametags

- Intentional Greeters to reach out to youth and young adults before, during, and after worship

- Focus initial efforts in one primary program initiative in this area. Concern has been raised about spreading ourselves too thin.

##### ► Socio-Economic Issues:

- Initiate a process of getting to know our community. This may be informal groups of people walking the streets on Sundays after church,

paying careful attention to what they see and experience about our community. We need to somehow get face to face with our neighbors, and learn their needs, concerns, hopes, and dreams.

- Initiate a sponsoring relationship with Orchard Center Elementary.
- Initiate a homework helpers in the fall of 2006 whose partial mission will be to address the socio-economics of our Millwood Community.

► **Sharing Issues:**

**Camp White**

- Clarify use policies for Camp White before summer 2006. Keep in mind our vision as a caring, extended family. Specifically address policies regarding reserving and utilizing RV camping spaces.
- Change the “no trespassing” and “Private” signage before summer 2006. New signs should both reflect the dedicated use of the site, as well as the mission of the site.
- Educate the congregation about use policies ahead of summer 2006.
- Clarify shared use of Camp White. When is the whole site reserved and when is it available to be scheduled for multiple groups?
- Publish a new use policy brochure or booklet based on all of the above considerations by Spring 2006.

**Main Campus**

- Rename church rooms so they are not identified with one use group in the church.
- Clarify use policy of each room in the church. For example, certain rooms are not to be schedule concurrently with use of some other rooms in the church.
- Publish a new use policy brochure or booklet based on the above considerations by Spring 2006.
- Update wedding booklet by Spring of 2006 to clarify use policies, specifically what rooms are reserved by the wedding party.

## **General**

- Look into computerizing the church master calendar and phase out the hard copy version currently in use. An alternative to printing the year long calendar is to produce a weekly printout of the calendar and post it in the church building and distribute to staff.
- Train staff and elders on all room use policies and changes.
- Educate heavy use groups in the church about updated policies for room use.
- Include a feature article in the Monthly Millwood Press on the various groups that use the church facilities. These articles should include pictures and other details that help introduce the congregation to these people. These articles should also articulate the vision of the group and how that fits with the vision priorities of our congregation.

## **Challenge: Allocating resources and staffing to be a Caring Church**

Each vision area has issues regarding resources and staffing. In each area we will attempt to give guidance and direction in allocating these resources in the coming years.

- Hire part-time pastoral care help for January 2006. (Done)
- Initiate prayer cards in worship that can be put in the offering baskets, to make us more aware of how to care for and pray for the people of our church and community. (Done)
- Develop a program strategy. The original Compass Report called this “programs for everyone”. The AI process and session retreat helped us focus this instinct to be “all things to all people.” While several key program areas are introduced here, under the Caring vision statement, these programs should be guided and informed by the other vision statements, especially the Models of Faith/Spiritual Practices vision area. We feel called to embrace people with love and caring, and nurture them in a life of discipleship.

► **Small Group Ministry:** Over and over again the experiences people have had with small group bible studies stood out in the AI interviews. These reports of caring relationships of covenant community help us to see that this is an important program area for being a caring church. The question is not, “Should we do small groups?”, the question is, “What will small groups look like at MCPC?”

- Research what other churches in the Spokane area do in the area of small group ministry.
- Research the history of small groups at MCPC. Why was this well received program not sustainable over the long haul?
- Research up to three proven models of small group ministry and choose one for us to adopt by the Fall of 2006.
- Identify small group curriculum that we will provide to our groups.
- Estimate how much staff time will be needed to implement a small groups program and clarify if that will be possible with our current staff resources.

► **The Alpha Course:** Although we have only had two Alpha Courses at MCPC, it came up in the AI interviews frequently. Part of this is the newness of the experience, but the results and experiences of those involved highlight Alpha as a vital, core program for our future.

- Run at least two Alpha Courses every year.
- Mobilize the congregation around these two launch points for inviting friends and family to participate. Instead of this being seen as a niche program, develop a sense in the church that it is owned and celebrated by the entire church. As Logos has been in the past for children, Alpha can be for adults in the future.
- Sponsor a group of people to attend the April Alpha conference in Seattle.
- Focus advertising resources around the two launches of the Alpha Course each year.

- Launch new small groups out of each Alpha Course.

► **Young Adult Programs:** This life-stage group is most conspicuous in its absence missing from our church, along with most churches. It seems that churches are either all young adults, or no young adults. There is no magical program that will draw in droves of young adults or make those who are here feel cared for. Before we can start imagining programs we need to intentionally get to know the hopes, dreams, and concerns of young adults in the Valley.

## **2. Mission and Outreach Vision Statement**

*As the body of Christ, the people of Millwood Presbyterian Church express God's love and mercy with their resources and deeds to serve the Church, the neighborhood, and the greater community.*

### **Challenge: Grow in worship attendance.**

The Goal hinted at in the original Compass Report, and now clearly articulated, is that we seek to fill our two worship services with people praising God. This desire was expressed over and over again in the AI interviews. The common vision is a full sanctuary at both worship hours.

- Address parking issues on Sunday mornings. With both services back to back, it creates a hardship for people coming to worship at 11am.
  - Encourage staff, elders, and deacons to park on the street.
  - Clearly Mark adequate Visitor Parking Spaces for Sunday mornings.
  - Investigate future plans to move railroad tracks across from church. Could that potentially be future parking space for the church?
  - Take a count of total parking spaces available on-site.
  - Research how many parking spaces we need to support two full worship services on Sunday mornings.

- Raise the visibility of our worship services in the community.
  - Place sandwich boards on both sides of Argonne on Sunday mornings to raise the visibility of Sunday morning worship.
  - Schedule regular special events and performances during Sunday morning worship. This includes drama, special speakers, special music presentations, and children's programs. Consider having a monthly feature in worship. Past examples of this are the India Children's choir, Jews for Jesus, and the children's music presentation. These feature events should not be just for entertainment value but should fit with the vision expressed in this report. The goal is not to simply gather people, the goal is to gather them according to our vision of expressing God's love and mercy, to lead people to a commitment to Christ, to further a life in Christ.
- Raise the commitment level of the congregation to attend worship on a regular basis.
- Equip the congregation with a clear sense of why we worship every week.
- Develop our unique understanding and theology of worship at Millwood Presbyterian. Is our worship seeker-sensitive? Is our worship aimed at believers only? Do we follow the church calendar strictly?
- Assess how our current worship experiences fulfill the five vision areas articulated in this report.
  - How does our worship support and communicate caring, equipping, outreach, ministry to youth, fully utilizing facilities, connecting with children, youth, and young adults?
- Set benchmarks for past patterns of worship attendance and report to session each month on progress.

**Challenge: Growth in tithing and stewardship.**

- Set benchmarks for past patterns of giving and report to session regularly on progress.

- Maintain statistics on how our patterns of giving compare with other Presbyterian churches in the area and the nation.
- Include in the Monthly newsletter an article on stewardship. This will include an education component along with a progress report on giving to the church. This could be used to help people understand things like per-capita, the endowment trust, and special offerings. This will mean the Finance committee will be charged with managing an annual stewardship program, instead of the current 2 month stewardship program.
- Include in the newsletter articles on the mission organizations we support financially.
- Broaden the ownership of the Endowment Trust goal of reaching one million dollars in principal. Consider setting a date for reaching this goal, maybe 2010.
  - Offer Estate Planning seminars.

**Challenge: Prioritizing mission activities.**

- Note from Craig: I am inclined more and more to focus our mission and outreach efforts in the local Millwood community through things like Homework Helpers, Young Life, and maybe something along the lines of Westminster House.

**Challenge: Getting members involved in hands-on mission activities.**

- Consider a family mission trip to the Gulf Coast in the Fall of 2006.

**Challenge: Getting to know the hopes, dreams, and concerns of our immediate community.**

- Assign a Mission Action Team to carry out a study of our community. (Is this a job for Growth and Development?) This should go beyond a statistical report. It should focus on the narratives of the community we live in.

### **3. Models of Faith/Spiritual Practices Vision Statement:**

*Millwood Community Presbyterian Church is a community of spiritual mentors, leading people to a commitment to Jesus Christ and a life of discipleship through Bible study, corporate worship, adult education, opportunities for mission, stewardship, and connecting personally with others.*

Challenge: Creating a worship space that is most conducive to spiritual formation.

- Widen the gap between the pews front to back.
- Replace Carpet in the Sanctuary.
- Develop practices in planning worship that encourage creativity and vitality in the worship experience.
- Encourage congregational participation in worship through a variety of means.
- Emphasize the teaching aspect each week of what worship is and why we do it. Also give ongoing instruction of the different elements of the worship service.

**Challenge: Defining curriculum and schedule of events and activities for mentoring and spiritual formation.**

- Assign this ongoing work to the Christian Ed Committee.
- Develop our congregational understanding of what it means to “make disciples” and “form people as leaders.”

**Challenge: Recruiting, Training, and Equipping teachers & mentors.**

- Assign this ongoing work to the Christian Ed Committee.
- Look to other churches for models of mentoring and training of mentors.
- Explore the tension of our busy lives and our desire to be involved in more meaningful ways.

#### **4. Facilities as Centers of Outreach Vision Statement**

*All facilities at Millwood Community Presbyterian Church are used and maintained to their full and utmost potential to further a life in Christ.*

##### **Main Campus:**

##### **Challenge: Making full use of existing facilities.**

- Clarify bathroom access from the sanctuary through signage.
- Expand use of facilities by strategic partners in mission to the West Valley community. includes: Boy Scouts, Presbytery, Young Life, School District, SCOPE, social services in west valley.

##### **Challenge: Maintaining existing facilities.**

- Hire part time, on-site maintenance person. (Done)

##### **Challenge: Adapting existing facilities for current and future desired use.**

- Form a Facilities Master Plan committee that will explore possible options for adapting, expanding, and renovating our main campus.
  - Collect information on zoning regulations/restrictions.
  - Dream and imagine where our facilities could be years from now.
  - Take into consideration growth patterns.
  - Take into consideration staffing needs to sustain facilities.

##### **Camp White**

##### **Adaptive Challenge: Broaden the sense of ownership.**

- Form a Mission Action Team to explore expanding the use of the camp.
  - Take special consideration to include people who are not primary users.
  - Clarify the vision for Camp White, asking who can be blessed through the use of the camp.
  - Collect information on tax status and limits of camp use based on our non-profit status.

- Include on this MAT representatives from strategic partners including Presbytery, Liberty Park, Post Falls Presbyterian Church, Social Services (Jennifer Aley from Foster Care System),

**Challenge: Make full use of existing facilities.**

- Adapt existing facilities for current and future desired use.
  - Renovate the Dining Hall to accommodate retreat speakers, session retreats, etc.
  - Renovate the Bunk houses with insulation, heating, new plumbing, and new mattresses.
  - Do this with the goal of adding one month of use on either end of the program year.

**5. Youth & Young Adults Vision Statement:**

Millwood Community Presbyterian Church is *creating and providing an environment* and avenues to stimulate, grow, develop, nurture, and *lead the youth of our community to a life in Christ.*

**Challenge: Staff**

- Explore a young life partnership starting with Centennial Middle School in the Fall of 2006.
- Explore hiring a youth director in the Fall of 2006.
- Increase the Volunteer staff.
- The primary feedback is the desire for long tenured leadership. One way to think of this is having leadership that sees students from 6<sup>th</sup> to 8<sup>th</sup> Grade and 9<sup>th</sup> to 12<sup>th</sup> Grade.
- Strengthen ties with Whitworth students.

**Challenge: Getting more church member adults involved in youth ministry.**

- Set a goal of having 10 church members adults involved with the youth by the Fall of 2006.

- Create job descriptions for JH and SH ministry that will then be filled each year, much like we do with Lighthouse.

**Challenge: Growing the connections with the youth and children in the Valley.**

- Sports leagues like Upward Basketball and Soccer.
- Host children and youth interest events at the church.
- Deepen relationship with Scouting.
- Respond to the expressed need for more community wide events in West Valley.
- Respond to the apparent need for marriage/parenting issues help for the community of many non-traditional families.

**Challenge: Facilities.**

See above re: facilities master plan.

***Adaptive Challenge: Overcoming generational barriers. Being an intergenerational church.***

- Assigned to the Christian Education Committee.
- Facilitate more children, youth, and adult interaction in worship and on Wednesday evening programs.
  - Consider the model of Logos, where every table is a family.
  - Special service on Wednesday of Holy Week in line with Ash Wednesday service.
  - Get youth involves in ushering at the 9:30 service.
- Get to know the hopes, dreams, and concerns of the youth and families with children in our immediate vicinity.