

# **Brownson Memorial Presbyterian Church**



***Hearing God's Call, Shaping Our Future***

**Long Range Plan  
December 2006**

*Brownson Memorial Presbyterian Church  
Long Range Plan  
Table of Contents*

Introduction ..... i

Vision Guideposts ..... 1

Appendix A: Action Plan Matrix.....Tab A

Appendix B: List of Current Facilities and Requested  
Space.....Tab B

Appendix C: List of Staff and Volunteer  
Needs.....Tab C

Appendix D: Individual Action  
Plans.....Tab D

Appendix E: Projects Suggested by Congregation at All-Church  
Conference.. ..... Tab E

**Note to Website viewers:**

**Appendices A through E shown here in the Table of Contents are available for inspection by any interested Brownson member in the Church offices during normal business hours.**



In October 2005, Brownson Memorial Presbyterian Church (BMPC or Brownson herein), held an All-Church Visioning and Planning Conference in order to:

1. Listen to the voices and the experiences of a cross-section of the membership of the congregation, and
2. Engage these members in reflecting together on the history of the congregation, the challenges and opportunities of the present and the possibilities of the future.

At least 37 projects were identified by members of the congregation at the All-Church Conference. Those projects are listed on Appendix E.

At their Leadership Retreat following the All-Church Conference, the Session adopted the following:

### ***Strategic Vision for 2015***

***2015 finds Brownson Memorial Presbyterian Church (BMPC) as a "Church Alive." It is an ever growing church, expanding in its reach into the minds and hearts of its family of members, widening its impact on the local and global communities, and deepening its development of faith among its members. Members of all ages and stages of life look to the church for encouragement and support.***

***Brownson's members are generous through the work of the church, they are active participants in the life of the church, and they are committed to individual and collective pursuits of Christian understanding. Worship remains the cornerstone of Brownson existence. It is steadfast in its reformed traditions and roots, and is continuously reinventing itself in form and delivery to meet the changes of the times and members.***

The input from the congregation that was obtained at the All-Church Conference, along with the input from the various Divisions, has culminated in the development of this Long Range Plan for Brownson Memorial Presbyterian Church. This plan has been formulated in an effort to guide the Session as it makes decisions about the programming, staffing, facilities, and finances of the congregation.



In November 2005, the Session adopted eight (8) Vision Guideposts and subsequently added an additional Guidepost for a total of nine (9) Guideposts. These Guideposts were developed to help define what the congregation and Session want Brownson to look like in the year 2015. They are intended to offer guidance to the Divisions as they develop and provide programs or services that are consistent with the Actionable Vision Statement that was adopted by the Session. To that end, each Division has developed specific action plans (see Appendix D) through the year 2015. The action plans formulated by the Divisions are associated with a specific Guidepost and listed below. These action plans include both new and energized programs as well as those programs that require continued emphasis.

The Vision Guideposts, as Adopted:

***1. Brownson Church challenges its members to develop a deeper personal faith.***

We provide many learning settings for members to be challenged and to grow in their understanding of the biblical and theological foundations of Christian belief. We encourage members to talk about their faith with one another, to join with and support fellow church members in examining issues of faith.

Yet the church recognizes that it is not enough to challenge its members; thus, as a community of believers, we support one another in our faith journeys. We provide an organized structure of small groups for faithsharing, prayer and spiritual formation.

**New and Re-Energized Programs**

- Offers to adults and youth members outreach volunteer opportunities that match their interests and skill.
- Offers a more holistic approach to youth ministry by including elements of worship, mission, spirituality, education and fellowship.
- Expands our stewardship message to emphasize stewardship as an important component of personal faith.

**Continued Emphasis**

- Encourages and fosters small prayer and study groups.



- Provides special learning opportunities with outside leaders to bring new perspectives to personal faith and study.

***2. Brownson Church members act on a strong commitment to lead, support and participate in Christian outreach and mission locally and worldwide.***

The church dedicates a large percentage of its budget to outreach. But our financial support is matched by a commitment of every able member to work actively on at least one Brownson outreach team in some capacity, participating on one of the ongoing outreach efforts that BMPC has adopted locally or directly in national or international mission work. That commitment of time and talent begins at Brownson with our children, who are given opportunities to be involved hands-on in outreach projects locally and beyond. Brownson focuses its efforts on a selected group of projects and programs.

The church has an ongoing process to identify needs within our local community and to decide whether Brownson should directly address that need. Further, this process serves to determine what actions are required to meet specific needs, to identify and recruit partners in the effort and to act boldly with human and financial resources to initiate and continue those acts of support. The process also includes a periodic review of all existing outreach and mission programs.

Brownson's facilities are an important resource in local outreach and mission; the buildings are alive every day with church and community programs. Nationally and internationally, various Brownson groups travel each year for mission work, and the church supports a handful of missionaries in field service.

**New and Re-Energized Programs**

- Identifies and categorizes outreach volunteer activities. Gives proactive advice and counsel to members that match their skills and passions with available outreach opportunities.
- Offers to adult and youth members thoughtfully selected domestic and international mission trips.
- Has a comprehensive outreach communications plan that educates and calls to action the congregation with respect to outreach programs, ministry teams and volunteer opportunities.
- Proactively supports, nurtures, evaluates and advises our Partners in Mission, including identifying new areas of outreach focus.



- Maintains an annual allocation for outreach and mission equal to 25% of our annual operating budget.
- Reaches our 2015 goal of having a large measurable and growing percentage of able members involved in hands-on outreach ministry teams.

### Continued Emphasis

- Supports financially and spiritually Brownson sponsored missionaries abroad.
- Offers use of our facilities to community groups, including interdenominational social service providers.

### ***3. Brownson Church believes that raising our children and youth as children of God is the responsibility of every member of the congregation.***

Church members take their baptismal vows and congregational promises seriously. The passing on of fundamental beliefs, biblical understanding and values of our Christian faith and heritage to children and youth is of the highest priority and quality.

Brownson parents commit to the participation of their children and youth in Brownson's Christian Education program and to regular attendance as a family in worship. Brownson offers children and youth a loving environment in which to form their personal and shared faith; a large and active group of caring adults as teachers and leaders; a well executed curriculum for learning; and living examples of how they can put their faith into action in worship, prayer and service.

Parents see daily the congregation's dedication to making their children and youth full participants in the active life of the church, being nurtured as a human expression of God's love for them. Children and youth see the church as a second home, and the church has a full schedule of programs and activities throughout every week designed to attract and enrich church members and non-members alike.

### New and Re-Energized Programs

- Offers a more holistic approach to youth ministry by including elements of worship, mission, spirituality, education and fellowship.
- Offers to youth members and families thoughtfully selected domestic and international mission trips.



- Continues to implement and support through staff and volunteer involvement an exciting, vibrant and faith-based Church School education program for all age groups of members and visitors.
- Evaluates and, if desired, acts on the need and opportunity to operate a preschool/adult day care program at Brownson.
- Has a Youth Council to develop, plan and implement Brownson's youth ministry program.

#### **Continued Emphasis**

- Sponsors and provides leadership to active Boy Scouts, Girl Scouts and Cub Scouts units.
- Provides a positive, engaging, exciting and fun Youth Group Program and activities with dedicated staff and volunteer involvement.
- Offers an annual Vacation Bible School week each summer, presenting a faith-based curriculum and interesting and innovative activities for Brownson children and others from the community.
- Offers a God's Kids Program monthly, focused on fun, fellowship and community service that is based on the teachings found in the Bible.

#### ***4. Brownson Church engages all members, at every age and stage, in active and meaningful education, with a high level of membership participation.***

Brownson recognizes that members have varied interests and different needs for spiritual and intellectual nourishment. Brownson offers numerous weekly learning settings. Leaders from staff and laity are very well trained. Teaching and curriculum are sequenced and integrated. There is a strong sense of continuity of teaching, but also openness to having seekers join group study in progress. There is an organized and effective system in place to help guide all members to learning opportunities that will be most meaningful to them, especially for new members or for members who are returning, with encouragement to renewed participation.

Brownson recognizes that learning happens at many times and in many settings, in varied styles of presentation and participation. Study groups are designed to be available to as many members as possible in spite of other time constraints and commitments. Non-members are welcomed and encouraged to participate. Our programs are an important part of both outreach and membership development.



### New and Re-Energized Programs

- Offers a variety of educational programs, such as small group Bible studies.
- Offers an established older adult program that provides social, spiritual and physical enrichment.
- Continues to implement and support through staff and volunteer involvement an exciting, vibrant and faith-based Church School education program for all age groups of members and visitors.

### Continued Emphasis

- Brings in outside speakers to offer a diversity of perspectives on issues of faith for both adults and youth.

### ***5. Brownson Church embraces membership growth and supports and encourages active participation by members.***

Brownson has an active and successful process for inviting non-members to attend worship and learning programs. Brownson members are serious but enthusiastic in their role in welcoming visitors and new members, and the welcoming atmosphere is apparent and genuine. The staff and congregation have organization in place to introduce new members into smaller group settings so that they can quickly build new friendships within the congregation and develop the strong sense of belonging that Brownson members feel so deeply. Every Brownson member can identify at least one small group within the church of which they are a part and with whose members they feel a strong sense of mutual and shared support. This effort extends to members who have not been active in church life. Welcoming them takes a different, more personalized form.

As part of an overall communications plan, prospective members, new members and returning members are given information on learning groups and roles for service in worship, teaching and outreach; they are each invited and encouraged to take a role and mentors act to support and guide their activity.

### New and Re-Energized Programs

- Offers opportunities for new members to meet socially as a group and to be stewards to incoming members.



- Offers Fellowship Night Gatherings that appeal to all ages.
- Uses the model progression of welcoming to nurturing to empowering to serving to engage all members in active membership.
- Uses neighborhood groups to organize members in smaller groups for fellowship.
- Provides visitors with a welcoming time to socialize with members Sunday mornings around worship and Church School.

#### **Continued Emphasis**

- Provides all church members opportunity to attend annual congregational retreats.
- Encourages members to be involved in Women of the Church and other organized groups.

#### ***6. Brownson Church preserves, educates and shares its Reformed tradition and identity while honoring openness in our expression.***

Brownson acts on the belief that there is a level of understanding of the Reformed tradition that all members should share. Brownson members participate in an educational program that explores Reformed Presbyterian belief and tradition, including history, theology, worship, witness and outreach. Members are encouraged to examine and challenge doctrine and practice. Brownson recognizes that confession, prayer, thanksgiving and scripture are fundamental elements of worship, and that there are different styles of worship that are meaningful to different worshipers. The church offers worship services at a variety of times and in varying styles to be convenient and appealing to members.

#### **New and Re-Energized Programs**

- Offers worship services at a variety of times and locations and in a variety of styles to be appealing and convenient to all members.
- Offers a variety of educational programs, with special emphasis on Bible studies.
- Provides information to the congregation on a continuing basis from time to time on current issues affecting the Presbyterian Church (USA), the General Assembly, the Mid-Atlantic Synod, the Coastal Presbytery and the Brownson Session.

#### **Continued Emphasis**



- Conducts confirmation classes annually for eligible youth.

***7. Brownson fosters ministry through music and the arts as an integral and important expression of faith.***

Adults, children and youth participate actively in choirs and regularly offer music, drama and dance as an expression of their faith and witness. Brownson provides an environment where members of all ages are encouraged to develop their artistic skills and are given opportunities to celebrate their faith through artistic expression. Members share their knowledge and teach enthusiastically.

**New and Re-Energized Programs**

- Emphasizes enrollment in music and worship arts programs for youth, children and adults.
- Offers expanded schedule of community concerts and musical events.
- Responds to continuing need for additional adults in Chancel Choir and Handbell Ringers.
- Expands musical activities for children and youth.
- Conducts a worship arts program for children and youth.
- Presents music and drama programs with participation by children, youth and adults.

***8. Brownson Church is a spiritually nurturing and caring congregation.***

Brownson members are involved in groups within the church that provide many opportunities to share personal faith experiences. Members reach out to one another in times of joy, sadness, worry and expectation. While providing nurture to one another is a personal commitment of Brownson members, there are groups and systems in place to make sure that the church community is aware of member needs and to act in a caring way to help members. Special effort is made to bring new members into the active community of faith, helping them progress through stages of being welcomed, nurtured, and empowered to the stage of service that is at the heart of our commitment to Christ, church and community.

**New and Re-Energized Programs**

- Conducts Caregivers program which ensures that all members homebound and in assisted living facilities receive regular visits.



- Offers groups of members with common interests programs of classes, service projects, mission trips and other group activities that nurture a vital relationship with Christ, each other and the church community.
- Uses small groups as a setting for members to tell others about individual needs and concerns.
- Offers audio and video delivery of worship services to those who cannot attend and provides home communion.

#### **Continued Emphasis**

- Supports homebound members with prayer and flower ministry.

#### ***9. Brownson Church embraces the need for fiscal integrity in all of its operations.***

The call from God to be “cheerful givers” is embraced as a personal and corporate foundation of belief and action at Brownson Church.

Brownson recognizes that maintaining a fully-funded, balanced operating budget supports a vibrant program, dedicated staff and growing, active congregation. Stewardship campaigns are enthusiastically supported, including the active involvement of adults, youth and children. New members understand their responsibility to contribute, not only financially toward the church’s work, but also with their time. Conscientious attention and care are given to prudent investment of God’s monies entrusted to the church for God’s work.

#### **New and Re-Energized Programs**

- Develops a balanced operating budget each year covering normal operating expenses and a revised cash flow projection based on recent financial results and developments.
- Maintains an optimal investment allocation for church funds at all times.
- Executes enthusiastically and successfully capital campaigns as necessary to provide facilities needed to support fully Brownson’s programs and services.
- Emphasizes stewardship throughout the year.



**Note to Website viewers:**

**Appendices A through E shown in the Table of Contents are available for inspection by any interested Brownson member in the Church offices during normal business hours.**