

Brownson Memorial Presbyterian Church



Hearing God's Call, Shaping Our Future

**Long Range Plan
December 2006**

Appendix A & E



Brownson Memorial Presbyterian Church
Long Range Plan – Action Plan (Appendix A)

Guidepost #1: Brownson Church challenges its members to develop a deeper personal faith.					
	2007	2009	2011	2013	2015
Program/Initiative					
1. We will offer several mid-week student led (Senior High) small groups that gather together on a weekly basis at the home of two adult “encouragers” designed to foster and develop a deeper spiritual life and faith.	We will begin researching and ordering curriculum/group materials and making preparations for student leader training and identifying qualified student leaders (to begin in Spring 2008)	We will offer at least one mid-week student led small group, meeting in a church members home on a weekly or bi-monthly basis beginning in the fall.	We will evaluate the ministry and expand the student-led small groups to have 2-3 groups if warranted.	We will evaluate ministry and expand student-led small groups as needed and warranted (3-4 groups).	We will evaluate ministry and expand student-led small groups as needed and warranted (4-5 groups or more).
2. We will offer a holistic approach to youth ministry at Brownson including elements of worship, mission, spirituality, education and fellowship.	We will implement a process in which youth take an active and ongoing participation in weekly worship service by having young people read scripture in worship at least once and month and by having youth ushering teams that serve two months a year. We will begin attending the Massanetta Middle School Conference on a yearly basis. We will offer an annual Middle School Mission Trip.	We will have an ongoing youth council to develop, plan and implement the youth ministry program of Brownson Church. We will initiate the first of many student-led small groups (6-10 youth) that gather together on a weekly basis at the home of two adult “encouragers” for study and spiritual reflection. We will offer a mid-week adult led Bible study and recreation time for Middle School youth.	We will have dedicated youth space, meaning space that was designed primarily for the youth ministry purposes of Brownson.	We will have a youth ministry that engages young people on every level to deepen their personal and corporate relationship with Jesus Christ through worship, mission, spirituality and education. Each of these elements will be incorporated into regular Sunday night youth fellowship as well as special events, trips and programs.	



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	2007	2009	2011	2013	2015
Program/Initiative (Cont.)					
3. We will expand the our stewardship message through written materials and oral presentations during worship services to increase the congregation's awareness of stewardship's importance as a component of developing deeper personal faith and the need for increased personal giving annually.					
Resources Needed:					
Staff	Youth staff person	Director of Youth Ministries			
Facilities			Dedicated youth space, including large gathering space and two adjacent classrooms. Access to Fellowship Hall and kitchen.		



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Guidepost #2: Brownson Church members act on a strong commitment to lead, support, and participate in Christian outreach and mission locally and worldwide.					
Program/Initiative	2007	2009	2011	2013	2015
<p>1. We will identify and categorize outreach volunteer opportunities so that a high percentage of our able members, including children, are involved in hands-on outreach programs. We give proactive advice and counsel to all members that matches their skills and passions to available outreach opportunities.</p>	<p>We will develop the necessary processes to identify, prioritize and categorize the volunteer opportunities in Outreach. We will develop a volunteering tracking system to measure volunteering by able members and the processes to form and maintain ministry teams.</p>	<p>We will have an Outreach trained volunteer corp with 25% of Brownson's able members, including children, involved in hands-on Outreach ministry teams.</p>	<p>We will have an Outreach-trained volunteer corp, with 40% of Brownson's able members, including children, involved in hands-on Outreach ministry teams.</p>	<p>We will have an Outreach-trained volunteer corp, with 60% of Brownson's able members, including children, involved in hands-on Outreach ministry teams.</p>	<p>We will have an Outreach-trained volunteer corp, with 75% of Brownson's able members, including children, involved in hands-on Outreach ministry teams.</p>
<p>2. We will offer to adult and youth members thoughtfully selected mission trips, both domestic and international</p>	<p>We will have three different domestic mission trips for members to participate in, one for adults only, two for youth.</p>	<p>We will have four different mission trips for members to participate in, one for adults, two for youth and one intergenerational. Three will be domestic and adult trip will be international.</p>	<p>We will have five different mission trips for members to participate in, two for adults, two for youth and one intergenerational. Three will be domestic and one adult and one intergenerational will be international.</p>	<p>We will have six different mission trip for members to participate in, two for adults, two for youth and two intergenerational. Four will be domestic and two will be international.</p>	<p>We will have six different mission trip for members to participate in, two for adults, two for youth and two intergenerational. Three will be domestic and three will be international.</p>
<p>3. We will have a comprehensive outreach communications plan operational that educates and calls to action the congregation with respect to outreach programs, ministry teams and volunteer opportunities.</p>	<p>We will have a comprehensive outreach communications plan operational that educates and calls to action the congregation with respect to outreach programs, ministry teams and volunteer opportunities</p>	<p>We will have a comprehensive outreach communications plan operational that educates and calls to action the congregation with respect to outreach programs, ministry teams and volunteer opportunities.</p>			



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	2007	2009	2011	2013	2015
Program/Initiative (Cont.)					
4. We will proactively continue to support, nurture evaluate and advise our Partners in Mission and to identify new outreach areas needing focus. This is through defined processes of evaluation (prioritization and accountability of our fiscal resources and facilities) and tracking of the Brownson Outreach Partners, sponsorships and endorsements.	We will develop and enhance our: -processes for assignment of each partner to an Outreach Division member -use of Partner Profile Forms and database for Partner information collection and volunteer needs identification -processes to identify new areas of Outreach focus, local, national and worldwide -guidelines for prioritizing support and financial giving -yearly review and evaluation criteria for continued Brownson support -nurturing and cross-pollination processes with Partners				
5. We will maintain an annual allocation for outreach and mission equal to 25% of the annual operating budget.					
Resources Needed:					
Staff	Volunteer Assistant Director of Youth Ministries Volunteer Coordinator	Director of Outreach Director of Youth Ministries			
Facilities	Outreach Center for Members. Meeting & storage space for files	Dir of Outreach office. Work space for 2-4 Coordinators. Meeting & storage space.			Work space for 3-5 Outreach Coordinators



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Guidepost #3: Brownson Church believes that raising our children and youth as children of God is the responsibility of every member of the congregation.					
	2007	2009	2011	2013	2015
Program/Initiative					
<p>1. We will determine the need and opportunity for having a preschool in operation at Brownson, the specific steps necessary to develop and open a preschool and the staff, financial resources and facilities needed to open and operate a preschool. We will act on our determinations.</p> <p>2. We will continue to offer a God's Kids Program once a month. Brownson's God's Kids program will focus on fun, fellowship and community service that is based in the teachings found in the bible</p> <p>3. We will continue to offer a Vacation Bible School week each summer. Brownson's Vacation Bible School will present a faith-based curriculum, along with interesting and innovative activities to ensure an enjoyable experience for the members and others from the community.</p>	We will create a task force to study all aspects of opening and operating a preschool.	Brownson Pre-School (proposed)			
Resources Needed:					
Staff		10 for proposed pre-school			
Facilities		4 classrooms 2 offices			



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Guidepost #4: Brownson Church engages all members, at every age and stage, in active and meaningful education, with a high level of membership participation.					
Program/Initiative	2007	2009	2011	2013	2015
1. We will offer a variety of educational programs and opportunities, such as small group Bible studies (i.e. Disciple class)	We will offer the following Disciple classes: 2 Disciple I 2 Disciple II 2 Disciple III 2 short term classes per season	We will offer the following Disciple classes: 2 Disciple I classes 2 Disciple II classes 2 Disciple III classes 2 Disciple IV classes 2 short term classes per season 1 Disciple youth class	We will offer the following Disciple classes: 2 Disciple I 2 Disciple II 2 Disciple III 2 Disciple IV 2 short term classes per season	We will offer the following Disciple classes: 2 Disciple I 2 Disciple II 2 Disciple III 2 Disciple IV 2 short term classes per season	We will offer the following Disciple classes: 3 Disciple I 2 Disciple II 2 Disciple III 2 Disciple IV Disciple V (if developed) 2 short term classes per season 1 Disciple youth class
2. We will have an ongoing youth council to develop, plan and implement the youth ministry program of Brownson church.	We will begin the process of creating a youth council by developing the role and structure of the future youth council (including numbers, process of electing members to serve) to be implemented in 2008.	We will youth council in place.			
3. We will have an established older adult program that provides social, spiritual and physical enrichment.	We will offer several meaningful programs for the 60+ age group during the year.	We will offer additional programs for older adults, including at least one out-of-town day trip.	We will continue to develop and offer programs, including attendance at the Montreat Older Adult Conference in October and grandparent/grandchild events.	We will offer a permanent daytime meeting time and place at least once a month for older adults, summertime activities; grandparent/grandchild activities; overnight trips; Montreat Conference.	We will have a developed, organized regular schedule of activities for our older adult fellowship group, with needs and interests dictating programs to be added.



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	2007	2009	2011	2013	2015
Program/Initiative (Cont.)					
4. We will continue to implement and support through staff and volunteer involvement, an exciting, vibrant and faith based Sunday School education program at Brownson for all age groups of our membership and visitors					
Resources Needed:					
Staff	Two paid staff for Disciples	Four paid staff for Disciples	Three paid staff for Disciples	Three paid staff for Disciples	Four paid staff for Disciples Full-time church hostess for Older Adults Half to full time professional staff for Older Adults
Facilities	Two classrooms for Disciples	Three classrooms for Disciples	Three classrooms for Disciples	Three classrooms for Disciples Activity space for Older Adults	Three classrooms for Disciples Activity space for Older Adults, with dining space



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Guidepost #5: Brownson Church embraces membership growth and supports and encourages active participation by members.					
	2007	2009	2011	2013	2015
Program/Initiative					
1. We will expand the newcomers experience beyond the initial class by offering opportunities for new members to get together socially as a group and to be stewards to incoming new members.	We will increase number of new member class volunteers and we will change focus of New Member Teams by having previous new members as mentors for incoming new members in the following quarter. Average class size 20-25.	We will restructure new member class, with 1-2 classes during Sunday School hour and final class prior to session meeting. Average class size 25-30.	We will have average class size 25-35.	We will have average class size 30-35.	We will have five new members teams in place and average class size 30-35.
2. We will increase the emphasis on Fellowship Night Gatherings, with programs and meals that appeal to all ages and a new emphasis on programs for children and youth.	We will focus one or two Fellowship Night Gatherings on child oriented programs. Attendance averaging 100-120 per gathering.	We will increase average attendance to 15-160 members and prospective members.	We will increase attendance to an average of 175 per gathering.	We will have an average of 200 people attending each gathering.	We will have at least three annual programs targeted at families with young children and teens and average 200+ people attending each gathering.
Resources Needed:					
Staff	2 hired kitchen crew		3 rd hired kitchen crew Church Hostess for new member luncheons. Additional custodial help.		4 th hired kitchen crew
Facilities					



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Guidepost #6: Brownson Church preserves, educations and shares its Reformed tradition and identity while honoring openness in our expression.					
	2007	2009	2011	2013	2015
Program/Initiative					
1. We will offer worship services at a variety of times and locations and in varying styles to be convenient and appealing to all members.	<p>We will offer an alternative worship service each month in addition to our traditional services. The service will be informal and geared for both the “seeker” and the “saint”. We will experiment with different times for the service in order to find the most convenient time for the largest number of people and expand the number of such services as demand, facilities, and staff availability warrant.</p> <p>We will begin having a worship component at each Fellowship Night Gathering.</p>	<p>We will continue to offer alternative worship services weekly in addition to our traditional services.</p> <p>We will continue to have a worship component in each Fellowship Night Gathering.</p>	<p>We will continue to offer alternative worship services weekly in addition to our traditional services. We will continue to have a worship component in each Fellowship Night Gathering. We will begin more experimental worship in our traditional services incorporating more of the arts.</p>	<p>We will continue to offer an alternative worship service weekly in addition to our traditional services. We will continue to have a worship component at each Fellowship Nigh Gathering. We will continue more experimental worship in our traditional services.</p>	<p>We will continue to offer an alternative worship service weekly in addition to our traditional services. We will continue more experimental worship in our traditional services. We will continue to have a worship component in each Fellowship Night Gathering.</p>
Resources Needed:					
Staff					
Facilities					



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Guidepost #7: Brownson fosters ministry through music and the arts as an integral and important expression of faith.					
	2007	2009	2011	2013	2015
Program/Initiative					
1. We will increase our emphasis on and enrollment in music programs for both children and adults. We will expand community concerts and musical events. We will respond to the particular emphasis needed for additional adult enrollment in the Chancel Choir and Handbell Ringers. We will expand programs for enrollment of children and youth in musical activities.					
2. We will develop a worship arts program for children and youth.					
Resources Needed:					
Staff	Volunteers (2)				
Facilities	Storage for musical instruments, etc...	Large multi-use room, carpeted, cubby holes for storage. Lg. Closet for robes. Bathrooms. Wall of mirrors, small office			



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Guidepost #8: Brownson Church is a spiritually nurturing and caring congregation.					
	2007	2009	2011	2013	2015
Program/Initiative					
1. We will build our “Caregivers” program to see that all members who are homebound or in assisted care facilities receive visits on a pre-planned basis.	We will make Caregivers Deacons with specific responsibilities in caregiving, set up a committee of “Contacters” to keep in touch by cards, baked goods, etc., and enlarge Caregivers group, including me of the congregation.	We will hold recruitment meetings to educate members who are interested in becoming Caregivers. We will involve youth groups in caregiving, meet with the Executive Presbyter to involve presbytery, and increase publicity of Caregivers’ activities.	We will begin formal training program for Caregivers, begin contacting new members to inform and enlist them as Caregivers. We will audit visits to make certain guidelines are followed and we will work with other churches to enlist them in this program.	We will contact inactive members and attempt to interest them in specific Brownson programs. We will conduct a review of the entire program to determine its effectiveness.	We will have in place 20-hour teaching classes to make sure Caregivers are well trained. We will consider offering training and service to other churches in our region and we will consider extending Caregivers services outside the Brownson congregation.
2. We will offer a program of classes, service projects, mission trips and other group activities that engage single adults in a vital relationship with Christ, each other and the church community.	We will offer single adults classes, one for young singles and one for older singles, including widows and widowers.				
Resources Needed:					
Staff		One part-time paid staff for singles ministry	Ordained Professional Caregiver		
Facilities		Private classroom for 30		Private classroom for 35	Private classroom for 50+



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Guidepost #9: Brownson Church embraces the need for fiscal integrity in all of its operations, including construction and maintenance of all facilities needed to support its mission, with meaningful membership support thereof.					
Program/Initiative	2007	2009	2011	2013	2015
<p>1. We will develop a balanced operating budget each fiscal year covering normal operating expenses. We will include capital campaign pledge payments, debt repayments incurred for capital improvements and additional operating expenses flowing from such improvements and new programs. We will prepare each year a revised cash flow projection based on most recent financial results and developments.</p> <p>2. We will maintain an optimal investment allocation for Church funds at all times, including endowment funds, reserve funds and operating cash, consistent with safety, preservation of principal and income needs.</p>					
Resources Needed:					
Staff					
Facilities					



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Long Range Plan – Projects Suggested by Congregation at All-Church Conference (Appendix E)

- Leadership development
- Communications plan
- Pre-school/daycare
- Before school and after school activities
- Playground
- Mothers Morning Out
- Youth house
- Spanish/English classes
- Training programs
- Adult bible study
- Focus groups
- Task force to identify needs
- Fundraising initiatives
- Technology Center – equipment, internet, webcasts
- Outstanding facilities that fully support the programs and mission of the church
- Landscaping
- Culture Center
- Musicals
- Family Life Center
- Education building/flex space
- Fellowship
- Common meeting area
- Wednesday night suppers
- Homecoming
- Recreation center/gymnasium
- Boy/Girl Scouts room
- Volunteer coordinator
- Inventory/database of gifts/skills/talents
- Survey of membership
- Leverage skills of members/getting them involved
- Soup kitchen
- Church van
- Habitat houses
- Missions trips
- Interfaith council
- Interdenominational gatherings
- Brownson is a church whose programs and ministries attract new members