

Numerical growth

- 2007 – 1,088 members
- 2012 – 1,500 or 1,088 involved members
- 750 in worship
 - 3 services (seating for 450)
 - Parking and service times
- Double amount of space-time for Sunday School
 - High school classes for each grade
- Increase staff – 2+ full time, 1+ office admin.

Discussion – staffing. Need one full-time equivalent program staff person for every 100 people who attend an event. Kirk has 600 people in that category. We need 6.25 for growth; 6 for maintenance; 5.75 for decline. We are at 4+. Today over 50% of our budget goes to staffing.

Small group expansion

- Double the number of people participating in some small group¹ by 12/09
- Expand the chancel choir to at least 60 regular, active members by 12/11
- Schedule 4 outwardly focused musical events by 12/09

Assimilation of new members

- Establish new member sponsors
- Quarterly fun fellowships
- System to track new members and interview inactive members
- Require all new member to attend 6 introductory sessions of a K-group
- Have the Kirk become a covenant church
- Develop interview teams to determine new members' gifts, interests, potential involvement
- Develop function on website to lead people

Sunday Morning Schedules

- First service begins at 8:45 – 45 minute service
- Sunday School at 9:45
- Second service 11:00
- Start on time
- Signaling start of service – quiet in the Narthex
- Explore Glenaire van schedule

¹ Determine the definition and number of people in today's small groups

New Weekly Worship Opportunities

- Create a worship opportunity for Spanish speaking people
- Use blues / country / jazz / funky music
- Use non-sanctuary venues (like Great Hall or off campus)
- Create an international Christian worship opportunity
- Create a Taizé worship opportunity
- Emergent worship / energizing church / explore / create
- Create a worshipping community not just a worshipping church
- Create a 5:00 pm Sunday evening
- Therefore, the Goal:
 - Create a weekly emergent worship service that includes flexibilities and music variety at 5:00 pm on Sunday

Support for offsite campus

- Establish one satellite campus in SW Wake County by 12/31/09.
 - Programs: Worship, small groups, CE and mission outreach
- Assumptions
 - Need a new church in SW Wake
 - Accelerate the process by using existing leadership, staff and programs

Evangelistic Outreach

- Establish a seeker ministry focused on basic Christianity
- Each small group and area of activity has evangelism component
- Need churchwide evangelism effort – invite, invite, invite
- Maximize visibility of our programs and ministries
 - Identify our spaces as Christian spaces
 - Messaging on our programs
 - Calendar of events

Roy's comments -- 10% of members are naturally evangelists. Identify and support them.

Discussion

- Do we need to make the small group output available to those who did not attend?
 - LRP will digest and make available
- Need to develop goals for the period of discernment that address all the input
- No goal on
- Additional Goals
 - Money
 - Mission
 - Differentiate between small groups and music

- Provide for youth who don't find a place in our programs today, like spirituality
- 20-35 year olds (single and married)
- Sunday school opportunities for adult education
 - Ask kids to invite friends (reward for most)
- Staffing (connected to other goals)
- Spiritual growth from any stage on the faith journey
- Space / facility / campus / time

Post processing with Roy in the afternoon

Goals

- Small churches – higher levels of participation relative to membership. Some larger churches have had instances with not enough participation to even hold an event. Hence, our level of participation was very good.
- Task list
 - Community leaders
 - Goal creation
 - Sustaining energy – recommendation – come to final list in May
 - Plan on 50 to 60 in final discernment
 - extended invitations to leadership and to those who are deemed to be special leaders, influential members
- Schedule
 - Have goal options ready for mid May mailing to congregation
- How do we get goal options?
 - If we have a goal, we need to think about steps toward that goal. The actions, however, do not have to be identified. Still, we will only share the top level goal option.
 - Let the Session appoint a special task group for each goal chosen. This group will develop the strategies to implement the goal.
 - The goal should have some notion of the resource required
 - E.g., a new worship service requires new staff money, new music expenses, ushers, liturgists ...

Polarities

- Nurture vs. transformation
 - Tension between guilt response vs. joy response
- Making Disciples: Easy vs. challenging
 - Easy – 3 lessons
 - Challenging – year long catechumen

Making Disciples

Easy +

Get them in
Safe, easy, non-confrontational
More Inviting

Challenging+

Form bonds
Committed members
Greater understanding (what's the BOO?)
More generous

Easy –

Low commitment
Easy on staff
Easier to run
Biblically illiteracy
Low stewardship

Challenging-

Fewer members
Insult to those life-long, active Christians
Need leaders – lots of work
Not welcoming
Not gracefilled, cult-like
Continuity

Recommendation – offer two routes to membership (1) existing short form, and (2) a longer, in-depth process for those seekers looking for intellectualism in the faith. See National Association for Adult Catechumens.

Process: do the polarity; have a goal to support both up-sides. Describe warning sides of the negative sides.

Action Steps Planning

Duty vs. Call

Duty

Reward and recognize
Celebrate service (golden towel,
Volunteer of the week)
Entry points for folks in their faith
Journey – simple tasks

Call

Spiritual Gifts (provide opportunity
For members to identify their motivated²
Gifts and opportunities)
Establish a group that discerns the gifts of
members

² Investigate the phrase “motivated gifts”

In-reach vs. outreach

In-Reach

Provide study opportunity to
Complement the mission outreach
Activity (e.g., homelessness in Wake
County for WIHN, Bible Study and
testimonials on international
mission)
Cross-fertilization – NCSU PCM doing
Worship. Same with Step-Up.
Feedback loop – We say “come, come,
come”. How about “this is what it
meant”
Discerning class – in-reach pushes
toward outreach
More opportunities outside of
Sunday AM
Focus all this in the mid-week planning
Education on PCUSA efforts in outreach

Outreach

Establish a Spanish language service
Annual mission focus ... adopt a mission
and encourage heightened involvement.
Focus on social justice – policy focused:
pick one area
Opportunities for families to participate in
outreach
Integrate Ethiopian fellowship more
Broaden the refugee program – have the
refugees do a worship service

Music Goal

Music in outreach – bring people into the building – celebrate Bach’s birthday
Lower barriers to entry for parents with children, Sunday AM choir
Diversity of music in all services.
What music do we need for the people who are *not* coming here?

Space and Time

Master plan for replacing Activities Building.
Creative uses of space we have. Relook at all spaces fresh.
Creative use of adjacent spaces and times.
What are best practices of using offsite space?