God’s Vision for Concord United Methodist Church
(Est. 1815)

A Five Year Look-ahead

“As for me and my house, we will serve the Lord.”
Joshua 24:15 (NIV)
Preface

On October 31, 2009 many of our church leaders set themselves apart for an entire day of retreat at Cedar Grove UMC in Cedar Grove, NC. During this time they diligently sought to discern God’s will for Concord UMC and after much prayer, discernment, reflection and discussion they developed a new mission statement for the church to live into and a new vision for our future (see below). Specific ministries and initiatives to move us into this new direction were also considered with four specific areas of focus; Radical Hospitality, Passionate Worship, Intentional Spiritual Formation, and Risk-taking Mission and Ministry to the World. The primary accomplishment of this retreat was the development of the church’s new mission and vision statements, and a list of potential initiatives to move us in the direction of living into our newly established vision.

Our Mission
We are a growing family of believers celebrating and embracing God’s love, seeking to worship, follow, serve and witness Jesus Christ as our Lord and Savior.

Our Vision
We want to see God mold us into a scripturally grounded church seeking to serve our community by showing Christian love and compassion for the physical and spiritual well being of all.

Again, on January 22, 2011, twenty-three members of our church council spent an entire day in prayer, discernment and discussion concerning God’s will for our church’s future, and then closed the day with worship and Holy Communion. Concord UMC is blessed to have such a committed group of church leaders who took serious their call to leadership and discipleship. Many initiatives were identified and in the months that followed further planning was conducted to support the development and implementation of these initiatives. A standardized initiative development form was used for consistency. (see attachment 1) The ultimate goal of this retreat was to develop a long range plan (≈ 5 year rolling plan) to implement God’s vision of our church. As the initiatives began to be fully developed this plan began being compiled. It will be a living document for the purpose of continually guiding our church into the discerned will of God and to be an effective tool for communicating the ministries and missions of the church throughout the congregation. What an exciting time within the life of our church as we truly seek to worship, witness, follow, and serve Jesus Christ as Lord.

The council held a retreat again on February 11, 2012 and spent 4 hours once more discerning and formulated a written plan which was subsequently sent out for final comment and review and approval at the regularly scheduled council meeting on February 27, 2012. This written plan will be a living document to be reviewed and revised annually in order for Concord UMC to maintain a clear focus on the will of the God whom we sincerely seek to serve.
Again on February 22, 2013, the council set itself apart, and this time at the Mayo Park Environmental Education and Community Center. Guided by the power of the Holy Spirit, our church’s leadership team once again sought to discern God’s will for our church and its future. Numerous initiatives were identified and included in this revision, but one of the most substantial outcomes of this day apart was the revelation of a new mission and vision for our church as follows:

**Our Mission**

*To worship, witness, follow, and serve Jesus Christ as Lord.*

**Our Vision**

*Christ in us; God’s glory manifested!*

May this plan, and its careful implementation, prove our faithfulness to God’s greater kingdom on earth and result in tremendous fruitfulness for Him. Let it be so!
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Church History

Concord United Methodist Church was established in 1815 and was originally part of the Virginia Conference. The site for the church was donated by William Trotter, whose home place was most recently occupied by Miss Elizabeth Thompson and Miss Daisy Thompson. Some of the pioneer members of the newly established church were William Trotter, Samuel Winstead, Washington Jeffreys, Daniel Sergeant, Britton Wagstaff and William Royster. Before the construction of the church, services were held at the home of William Trotter. The first church was a log building and the original 2 ¼ acres of property where the log church was located was sold to the church in 1824 by Mr. Trotter for $8. During the 42 years of the original log church’s use, there were 32 pastors who served the charge.

In 1857 the log structure was torn down and a new wood frame church was built on the same spot. This new church was used for approximately 50 years and served by 20 different pastors. There were approximately 130 members on the roll in 1894 during Rev. M.H. Tuttle’s pastorate.

Over time the wood framed church began to show signs of age. In the minutes of a quarterly report, Rev. J.A. Hornaday spoke of the church as being “very shabby looking, very uncomfortable and much out of line and in keeping with the people who worshipped there.” A new church was badly needed. On July 1, 1908 a building committee met and decided to build an up-to-date church costing $3000. The contract was awarded to R.I. Paylor and construction began at once. The main structure and the left wing of the new church were completed that same year. The left wing was used as the Epsworth League Room (The young people’s organization) and later it was made into three Sunday school classrooms. The old wood frame church building built in 1857 was also moved across the highway in 1908 and used as a store until it burned down.

In 1950-51 the education building was added. It consisted of a recreational room (fellowship hall), a kitchen, three classrooms and two baths. With the Lord’s help and the cooperation of the members, the project was completed and a dedication service was held on September 20, 1953 by Rev. E.L. Hillman, District Superintendent, and Rev. M.C. Henderson, Pastor. In 1981 three new classrooms were constructed in the basement of this addition.

In 1997 a new building project was undertaken to renovate the Sanctuary and two classrooms in the right wing. Additionally, new classrooms, choir room, bathrooms and storage space were added as a two story addition to the back of the left wing. The project was spearheaded by Tommy Wagstaff along with a newly formed building committee at an estimated cost of $465,000. The contract was awarded to Jeff Oliver and Cleve Wagstaff as a general contractor. The Sanctuary renovations were completed in 1997 and a dedication service and ground breaking ceremony were held on September 14, 1997 and construction was completed in late 1998.

In the fall of 2000 another addition was started to create a commercial kitchen and pantry and renovate the existing kitchen and convert it into a conference room. This work was completed along with additional renovations to the fellowship hall in 2002 at a cost of $165,000. Cleve Wagstaff and Karen Mathis co-chaired the building committee and the addition was formally dedicated in memory of Robert Morton on May 4, 2003.
Church History (Cont.)

On September 19, 2010 the church celebrated the donation of an additional 2 ¾ acres of property by the John H. Wagstaff Family and by the Lindsay T. Wagstaff Jr. Family. In late fall of 2010 two new parking lots were graded and paved and the entire church grounds were landscaped for $98,952. In the fall of 2011 the church added a large picnic shelter and commercial playground. These were constructed in memory of Rachel Carr whose generous bequeath to the church made their construction possible.

On March 5, 2012 the church launched the Cemetery Wall Project which not only replaced the existing cemetery wall, but significantly expanded the cemetery needs of the church for the future. Under the leadership of Tommy Wagstaff, a Cemetery Subcommittee completed the project on June 15, 2012 at a cost of approximately $125,000 and the excess funds raised were deposited into the Cemetery Trust Fund.

Since the time of construction of the current church building (approximately 106 years ago), an additional 27 ministers have served the charge. Presently Rev. Karl Neuschaefer is serving the church as pastor and Rev. Tom Holtsclaw is Pastor Emeritus. In September of 2012 the church hired its first Children/Youth Pastor, Nate Hester, who served faithfully until June of 2014 and followed by Curtis Hammock. Kimberly Stone serves the church as a certified candidate for ministry on the ordination track of deacon.
Church Organization

According to the Book of Discipline ¶ 252 – the purpose of the Church Council is to provide for planning and implementing a program of nurture, outreach, witness, and resources in the local church. It shall also provide for the administration of its organization and temporal life. It shall envision, plan, implement, and annually evaluate the mission and ministry of the church. The church council shall be amenable to, and function as, the administrative agency of the charge conference (¶ 244). The council shall meet at least quarterly. The chairperson or the pastor may call special meetings.

The church council exists to create and supervise the strategic plan for the local congregation so that the congregation fulfills its local mission in conjunction with the broader Church’s mission of making disciples of Jesus Christ for the transformation of the world. This twofold function includes both leadership and management. Leadership is the visionary, “big picture” work that assesses critically where the congregation is at the present moment, where God is calling it to be in the future, and what resources will be required to move from our current reality into the desired future. Management is the essential “detail work” that must be accomplished on a daily basis to be effective.

The church council model reflects and continues a historic tradition within the Church. Jesus called twelve disciples to be together in the leadership of the early Christian movement (Luke 5:1-11, 27-32; 6:12-16). Following the resurrection and ascension of Jesus, leaders of “the Way” often convened in groups to make decisions and to support each other in the work of mission and disciple-making. Acts 15 describes the Council formed at Jerusalem. Throughout the letters of Paul, especially in Romans 12 and 1 Corinthians 12, leadership in the congregation is described as the shared work of spiritually graced men and women; the body of Christ. A church council is greater than the sum of its parts. Gifted individuals; knit together in faith, love, and commitment, and empowered and guided by the Holy Spirit, can accomplish much more than any individual. We honor and glorify God best when we become the body of Christ together.

The current church council of Concord UMC consists of approximately 24 members and 3 members at large. This includes all committee chairpersons and other key positions involved with the day-to-day operation of the church. The key groups reporting to the church council are as follows:

Nurture Committee, Outreach Committee (missions), Witness Committee, Trustees, Finance, Staff-Parish Relations, and the Committee on Nominations and Leadership Development. The Worship Committee is a subcommittee of Nurture, and the Cemetery Committee, Parsonage Committee, and Kitchen Committee are subcommittees of the Trustees. The only unique relationship is that of the Cemetery Committee, which is somewhat autonomous in its management of business in maintaining the long-term care and oversight of the cemetery.
Plan Implementation

The development and implementation of this plan is the responsibility of the Concord Church Council. The makeup of the council ensures that every area of the church has voice in its development and has the support of the whole council for implementation.

The development of individual initiatives is handled by the applicable committee or subcommittee and presented to the council for approval. Once approved, it is incorporated into the long-range plan (ideally at least a 5 year look ahead).

Regular meetings of the church council, along with handling of normal church business, includes supporting the plan by reviewing any specific needs of individual committees. (For example: if a committee needed additional funding for implementing an initiative, or needed additions or modifications of existing facilities, these would be brought to the council for resolution and support, and the resources of the Finance Committee and the Trustees would be brought to bear.) If a committee is unable to fulfill their actions to support an initiative, these would also be addressed by the council. In other words, apart from doing its normal business, the council is there to ensure each committee is successful in implementing their applicable parts of the plan and each committee is not required to report at each meeting, rather only when there are needs to be addressed or significant milestones achieved. This streamlines the council meetings and ensures the authority for implementing the approved initiatives lies with the responsible committee.
Lead Committees and key initiatives

Nurture & Membership Committee

The nurturing ministry of the congregation is responsible for giving primary attention to education, worship, Christian formation, membership care, and small groups. This attention must include the needs of individuals and families of all ages.

Support for repetitive ministries includes:

- Sunday School support
- Bible Studies
- Emmaus Walk support
- Small Group formation such as Bread-breakers
- Plan and implement congregational events
  - Homecoming (Coordinate through Worship and Kitchen Committee)
  - Lakeside services
  - Durham Bulls games, etc.
  - Church cleanup day
- Care Ministries such as:
  - Card ministry
  - Prayer chain implementation
- Support for other groups as needed (i.e., UMW, UMM, UMYF, etc)

Lead Committee for implementation for the following long-range initiatives:

- **Implementation of the Stephen Ministry Program**
  - Status to date:
    - Initiative approved by council
    - Advertising campaign initiated
    - Existing trained individuals commissioned
    - 2 individuals were sent to 1 week leaders training program (January 2012)
    - 11 Stephen Ministers were identified and trained (Commissioned October 28, 2012)
    - Full implementation of the Stephen Ministry program began in 2013, providing care within the church and surrounding community
    - Monthly supervisory meetings and continuing training is ongoing.
  - Future Milestones
    - Train additional Stephen Leaders and conduct a new round of Stephen Minister selection and training (The vision is that within 5 years the program will be fully implemented and embraced by the congregation.)
• **Implementation of the Safe Sanctuaries Program**
  o Status to date:
    ▪ Initiative was presented to, and approved by, the council
    ▪ Budget requirements were determined and included in the budget
    ▪ The detailed policy was developed and approved
    ▪ The facilities were modified as necessary
    ▪ Training was provided and the program was fully implemented
  o Future Milestones
    ▪ 2014 and beyond…
      • Evaluate the program’s effectiveness
      • Modify the program as necessary
      • Conduct Annual training

• **Re-establish Navigators or similar program for seniors**
  o Status to date:
    ▪ Leaders were recruited
    ▪ The newly established ministry was named the JOY Club (Just Older Youth)
    ▪ A kickoff planning breakfast was held in January 2014 to determine the needs and desires of the participants
    ▪ A regular meeting schedule and calendar of events was established
  o Future Milestones
    ▪ 2014 and beyond…
      • Evaluate the program’s effectiveness
      • Modify the program as necessary

**OTHER POSSIBLE INITIATIVES**

• Hold regular Men’s/Women’s conferences
• Establish huddle/small accountability groups
• Establish a means for identifying and reaching out to those who seem to have drifted from participation in the life of the church and somehow get them back involved
• Yahweh Yoga
Lead Committees and key initiatives (Cont.)

Outreach Committee

The outreach ministry of the church is responsible for giving attention to local and larger community ministries of compassion, justice, and advocacy. These ministries include church and society, global ministries, higher education and campus ministry, health and welfare, Christian unity and interreligious concerns, religion and race, and the status and role of women.

Support for repetitive ministries includes:

- Christian Help Center Support
  - Providing and serving lunch monthly
  - Food and clothing donations
  - Providing fire wood for distribution to the poor
  - Support the Backpack Program
  - Serving on the board
  - Participation in CHC fundraisers
  - Potential involvement in Circles Program (NEW)

- Habitat for Humanity support
- Support relay for Life
- Support Christmas Shoebox Ministry
- Coordinate and implement Stop-Hunger-Now
- Regular blood drives through the Red Cross
- Annual mission fundraiser
- After-school reading program at Woodland Elementary School

Lead Committee for implementation for the following long-range initiatives:

- **Implementation of an international mission focus**
  - Status to date:
    - Included funding in the annual church budget
    - Five members from Concord trained and teamed with Crosswave Ministries and participated in a 2 week trip to Peru in June of 2012
    - Investigating future potential mission team opportunities

- **Partnership with Woodland Elementary School**
  - Status to date:
    - Participation in the afterschool reading program was established and is ongoing
    - Concord’s annual yard sale proceeds have been donated to the Woodland PTA to be used for academic improvement (2011-2013)
    - Volunteers have painted bathrooms and mulched shrubbery beds to help beautify the school (2012 & 2013)
    - Recognition breakfasts and luncheons have been provided during Teacher’s recognition week (2012, 2013 & 2014)
- Concord approved heading up the Backpack Pals program at Woodland and began implementation during the 2013-2014 academic year.
- Concord approved recognition gifts for teachers which were given out at a special church-wide teacher’s recognition Sunday (2013)
  - Future Milestones
    - 2014 and beyond
      - Evaluate other potential opportunities for involvement
- Participation in the Rethink Church Change the World Campaign
  - Status to date:
    - Concord was registered and involved in 2012
    - Evaluation for future involvement continues
- Support the Ministry to First Responders as guided by Kimberly Stone (Deacon Candidate & Sheriff Chaplain)
  - Status to date:
    - Establish an Adopt-A-Cop Prayer of Protection Program (complete)
    - Establish the church as a Sheriff’s sub-station (complete)
    - Implement ways of showing recognition such as providing snacks during holidays, supporting first responder breakfasts and dinners (ongoing)
    - Support Kimberly in her efforts to provide spiritual nurture and care for law enforcement officers/first responders and to increase the sensitivity to these unique needs within our congregation. (ongoing)

OTHER POSSIBLE INITIATIVES

- Establish church transportation (Van or bus) for missional use
- Establish Disaster Relief Teams
- Participation in the future Circles Program through the Christian Help Center
- Develop a partnership with Youth for Christ
- Promotion of the Guardian ad Litem Program
- Develop a stronger tie with the Methodist Home for Children
Lead Committees and key initiatives (Cont.)

Witness Committee

The witness ministry of the church is responsible for giving attention to developing and strengthening evangelistic efforts of sharing of personal and congregational stories of Christian experience, faith, and service; communications; Lay Speaking Ministries; and other means that give expressions of witness for Jesus Christ.

Support for repetitive ministries includes:

- Advertising (Signage, newspaper ads, Hyco newsletter, bulletins and inserts, etc.)
- Church newsletter development and distribution
- Maintenance of the church’s website
  - Up-to-date church information
  - Recorded worship services
- Coordination of F.R.A.N. Sundays
- Regular Communications with members and visitors
  - Weekly announcements
  - Preview of upcoming worships
- Lay Speaker/Lay Servant Program
- Coordination with Scouting Program

Lead Committee for implementation for the following long-range initiatives:

- **Implementation of the partnership with Woodland Elementary School (Joint work with the Outreach Committee)**
  - Status to date:
    - Meetings with the school principal
    - Coordinate with the school’s PTA
    - NOTE: Two members of Concord were asked to participate in the staff meeting at Woodland on August 19, 2013 (Entire staff and Person Co. School Superintendent were present.)

- **Implementation of a prayer/devotional/teaching time for parents of scouts**
  - Status to date:
    - Discussing this possibility with scouting parents who regularly stay at the church while scouting is in progress

- **Hold a Women’s Conference at the Church**
  - Status to date:
    - The possibility of holding retreats at the church as a witness to the community is still under consideration. The UMW held a mini-retreat weekend on September 7, 2013 with approximately 40% of the attendees coming from outside the church which indicates a strong level of interest within our community.
OTHER POSSIBLE INITIATIVES

- Community Garden
- Internet café and coffee shop
- Community Prayer Garden (Approved and currently underway as an Eagle Scout Project)
- Summer movie nights (Modifications to install a screen and projector in fellowship hall have been approved and installed)
- Community gatherings (family fun days)
- Develop a proactive witness at routine community-wide events (i.e., Yard Sale, Ham Supper, etc.) to communicate about our church and be inviting (i.e., brochures, bookmarks, etc. with information about CUMC)
- Give a gift to first time visitors (Complete/ongoing coffee mug/newsletter distribution)
Lead Committees and key initiatives (Cont.)

Trustees

The Board of Trustees “shall have supervision, oversight, and care of all real property owned by the local church and all property and equipment acquired directly by the local church…” (The United Methodist Book of Discipline, 2008, ¶2532). The responsibilities of Trustees within the congregation involves legal understanding and compliance with local, state and even federal law regarding property, bequests and foundations.

Support for repetitive ministries includes:
- Facilities cleaning contract
- Yard service contract
- Routine maintenance activities

Lead Committee for implementation for the following long-range initiatives:

- Develop and implement a plan for addition of a picnic shelter and playground
  - Status to date:
    - Completed

- Develop and implement a plan for conversion of the church’s gas systems
  - Status to date:
    - Completed for church and parsonage

- Procure and install new church signs
  - Status to date:
    - Completed

- Modify current facilities in support of the Safe Sanctuaries Program
  - Status to date:
    - Completed (installed cameras, monitor, and recording device)

- Develop a long-range site facilities plan (PRIORITY)
  - Status to date:
    - The need for additional space is already apparent, and the existing scouting space needs to be upgraded. Consideration has been given to add a new/larger scout room and use the existing space for storage.
    - Potential plans for adding immediate space have been considered and we have also determined matching grant dollars available through the Duke Endowment. The soonest money could be available would be 2016 if we develop a plan and submit a pre-application.
Lead Committees and key initiatives (Cont.)

Trustees (cont.)

- **Develop a plan for updating the Sanctuary**
  - Consider future facility modifications or expansions to accommodate the membership and ministries of the church
  - Assess future significant maintenance items and equipment replacements
    - Status to date:
      - Consideration has been given to new carpet, ceiling work, painting, modifications to the Chancel, improvements to the side entrance, and heat/cooling to office/Sunday school room.

- **Implementation of an equipment inventory including model and serial numbers**
  - Status to date:
    - Continuing to evaluate

OTHER POSSIBLE INITIATIVES

- Develop a walking trail around the property which would require paving along the current fence-line.
- Consider adding a sand-lot volleyball court
- Consider establishing a community garden
- Begin exploring the possibility of purchasing the land directly across from the church for future expansion since we are landlocked by the utility high lines and at a minimum, establish a “first right of refusal” (Conversations have begun with current land owner)
- Consider the purchase of transportation/bus
Lead Committees and key initiatives (Cont.)

Cemetery Committee

Support for repetitive ministries includes:

- Maintenance
- Record keeping
- Managing the Cemetery Trust Fund

Lead Committee for implementation for the following long-range initiatives:

- **Implementation of enlargement and modification of the church’s cemetery space**
  - Status to date:
    - Committee formed
    - Plan approved
    - Fundraising completed and covered the full expense
    - Modifications and construction completed in 2012
    - Surveying and landscaping completed in 2013

- **Evaluate other internment options for future use** (i.e., Columbarium or Cremorial)
  - Status to date:
    - Begin assessing the need and if warranted, begin developing a plan in 2013
    - Met with contractor to explore design, location, and costs.

- **Perform an overall assessment of the Cemetery Trust Fund**
  - Status to date:
    - Initial meeting has been held and a plan is being developed
    - All funds were withdrawn from the Methodist Foundation and invested with Edward Jones.
    - Received as a donation, property on Hyco Lake from John H. Wagstaff and Lindsay T. Wagstaff Jr. for the purpose of sale and using the proceeds to bolster the Cemetery Trust Fund.
      - Land has been listed with Pointer & Associates
      - New perk test performed
Lead Committees and key initiatives (Cont.)

Parsonage Committee

Support for repetitive ministries includes:
- Structure and equipment maintenance
- Interior maintenance
- Furnishings
- Yard and landscaping

Lead Committee for implementation for the following long-range initiatives:

- Implementation of improvement initiatives
  - Status to date:
    - Major items presented and approved by the council
      - Tree Removal (Completed)
      - Roof and gutter replacement (Completed)
      - Drive and sidewalk upgrade (Completed)
      - Landscaping and front yard seeding (Completed)
      - Replace gas logs - natural gas compatible (Completed)
  - Future Milestones
    - Evaluate interior for painting and sheetrock repair
    - Evaluate adding insulation to the attic
    - Evaluate furnishing window treatments
    - Upgrade bathroom in hall, replace short commodes, mirrors and lighting
    - Evaluate furniture replacement in the den and living room
    - Evaluate shutter replacements
    - Evaluate handrails (front and rear) for safety, repair and painting
    - Evaluate security lighting outside
Lead Committees and key initiatives (Cont.)

Finance Committee

Structure
The committee is comprised of a chairperson, the pastor, lay member of annual conference, chairperson of the church council, chairperson or representative of the staff-parish committee, a representative of the trustees, the lay leader, the financial secretary, the treasurer and others determined by the charge conference. The positions of church treasurer and financial secretary should not be combined, nor should they be members of the same family (The United Methodist Book of Discipline, 2008, ¶258.4)

Responsibilities
- Compile a complete annual budget for supporting the mission and vision of the local church and submit the budget to the church leadership team for review and adoption. Through the year, the finance team recommends any changes to the approved annual budget to the church leadership team.
- Develop and carry out plans to raise income to support the approved budget.
- The finance team needs to engage in spiritual practices that build a relationship of attentiveness to God’s will and direction. Financial management and daily administration can shift any leader’s attention away from the purpose of the church to make disciples of Jesus Christ for the transformation of the world.
- Recommend proper depositories for church funds; carry out the church leadership team’s directions about administration and disbursement of funds; and follow procedures for the church treasurer and the financial secretary.
- Arrange for an annual audit of financial records.
- Support implementation of the church’s long-range plans and develop plans for ensuring adequate funding to support the plan’s implementation.

Lead Committee for implementation for the following long-range initiatives:

- Development of an initiative for ensuring adequate administrative resources exist working with the SPRC
  - Status to date:
    - Additional volunteer resources were obtained and trained
  - Future Milestones
    - Continue to evaluate future needs

- Development written policies and procedures as necessary
  - Status to date:
    - A policy for financial controls associated with fundraising activities is currently being developed.
    - Conference resources have been explored
Lead Committees and key initiatives (Cont.)

Staff Parish Relations Committee

Structure
The committee shall be composed of not fewer than five nor more than nine persons. One member shall be a young adult and one member may be a youth. In addition, the lay leader and lay member of annual conference shall be members. No staff member nor immediate family member of a staff person may serve on the committee. Only one person residing in the same household shall serve on the committee. The United Methodist Book of Discipline 2008, ¶258.2

Responsibilities:
- Lead the congregation to encourage, strengthen, nurture, support, and respect the pastor(s) and staff and their families. Help the staff set priorities that strengthen the congregation's total ministry.
- Consult with the lead pastor to recommend staff positions to support the strategy of the church leadership team.
- Recommend staff compensation, travel, housing, and other financial matters to the church council through the finance committee.
- Create and update written policy for hiring, evaluating, promoting, retiring, and dismissing staff members who are not subject to Episcopal appointment. (Procedures must comply with local and state laws.)
- Conduct proper screening (including background checks) for lay employees and volunteer staff.
- Meet with the district superintendent and/or the bishop in an advisory capacity related to clergy leadership. Considerations include the age and stage of the congregation, an understanding of feelings and desires within the congregation about the pastor's leadership and appointment, and the culture and needs of the community around the church.
- Enlist, evaluate, and annually recommend to the charge conference candidates for professional ministry.
- Support implementation of the church’s long-range plans and develop plans for ensuring adequate staffing to support the plan’s implementation.

Lead Committee for implementation for the following long-range initiatives:

- Development of a long range staffing plan to meet the needs of the church
  - Status to date:
    - The need for a part-time Children and Youth Pastor was determined
    - A plan was presented to the council and approved
    - A viable candidate was identified and hired on September 1, 2012 as a ¼ time employee. A replacement candidate was hired May 11, 2014 as ½ time employee.
    - Because of a resignation of the nursery worker the SPRC also advertised, interviewed, and hired a replacement
    - Additional staffing needs continue to be evaluated as part of an ongoing long-range assessment process
Lead Committees and key initiatives (Cont.)

Committee on Nominations and Leadership Development

The leadership development and resourcing ministries shall give attention to the ongoing preparation and development of lay and clergy leaders for the ministry of the church (¶ 259.1).

Structure
The pastor shall be chair of the group, and a layperson shall be vice-chair who may represent the committee at meetings of the church leadership team. There shall not be more than nine people on the committee, and one person shall be a young adult. (The United Methodist Book of Discipline2008, ¶ 258.1.c)

Responsibilities:

- Lead/teach the congregation God’s plan for using gifts, skills and experience that already exist in order to accomplish the mission God has for the congregation.
- Develop and track a system for helping individuals discover their spiritual gifts, name their skills, interests, knowledge, and experience.
- Invite people to positions of spiritual leadership, receive their responses, and provide training and support for these individuals.
- Present a nomination list to the charge conference for a church council chair, a committee on pastor (staff) parish relations, a board of trustees, a committee on finance, a lay member to annual conference and a lay leader. Work throughout the year to name other leaders for the ministry that fulfills the mission of the congregation.
- Support implementation of the church’s long-range plans and develop plans for ensuring adequate leadership is identified and engaged in service through the various committees of the church to support the plan’s implementation.

Lead Committee for implementation for the following long-range initiatives:

- Implementation of leadership development plan
  - Status to date:
    - Regular coordination with the pastor and membership secretary to ensure new members are integrated into the leadership life of the church as revealed by the spiritual gifts and talents.
    - Annually – Meet and prepare recommendations to the charge conference for proposed leaders for future years to ensure continued plan implementation.
Lead Committees and key initiatives (Cont.)

Worship Committee

Leads the congregation in providing opportunities for worship celebrations that focus on God, help people of all ages grow in their understanding of the Gospel, and become better equipped for daily living as faithful disciples.

This committee should show evidence of passion for worshiping God and helping others worship through music, liturgy, and in personal and community practices. Useful skills for members of this committee are the ability to listen to and communicate with people of all ages, interest in a wide range of worship experiences, interest in music and other worship-related arts, skills for researching worship issues, and sensitivity both to what makes worship effective and ways people relate to God.

Responsibilities:
- Know the goals of the congregation in order to support and expand the ministry goals through worship. Learn about worship and the people in your congregation and community so you can plan worship opportunities appropriate to the community. The worship team must be sensitive to new worship styles and to congregational traditions.
- Coordinate with the pastor and other worship leaders. Support worship by identifying, training and supporting worship leaders such as acolytes, scripture readers, ushers, greeters, artists and others.
- Explore resources (United Methodist and other) for worship in order to recommend their use with children, youth and adults.
- Promote individual and family worship and opportunities for spiritual formation.
- Work with other ministry leaders so that worship celebrates the whole life of the congregation and community.
- Encourage a team approach to worship planning led by the pastor.

Support for repetitive ministries includes:
- Regular worship planning for both services
- Planning for special services

Lead Committee for implementation for the following long-range initiatives:

- **Implementation of a 2nd Worship Service**
  - Status to date:
    - Implemented June 5, 2011
  - Future Milestones
    - Continue to assess the effectiveness of the service
    - Consider advertising to add additional musicians/singers to shift from recorded to live music
    - Consider cabinetry for sound equipment for greater security
    - Purchase new season appropriate worship banners (In progress)
Worship Committee (Cont.)

OTHER POSSIBLE INITIATIVES
- Development of a hand bell or chime choir
- Consideration of a third worship service with Communion on a day other than Sunday
- Consider annual lake service event and outdoor music festival events at the church
- Recruit additional choir members, soloists, etc.
United Methodist Men

The ministry of men in the local church is defined as a core group of men, partnering with their pastor, to invite and initiate spiritual growth opportunities for all men of the church. Everyone has different gifts, graces and areas of interest. Therefore, opportunities for participation would include diverse ministries of the church, such as prayer groups, missions, Bible studies, retreats, workshops/seminars, small groups in the Wesleyan tradition, leading and participating on committees, teaching Sunday school classes, youth ministries, scouting, mentoring and assisting in leading worship service. The focus is not inward, concentrating only on those who attend a set meeting, but outward to all men, assisting them to engage the process of spiritual growth.

Why is men’s ministry important?

- Men lead others best by modeling Jesus Christ in thoughts, words and deeds.
- Spiritual maturity is signified in spiritual reproduction, as the faith of mature disciples passes on in others.
- Men growing in Christ become effective spiritual leader in their homes and congregations, working as partners with their spouses and congregational leaders—both lay and clergy.
- Spiritually growing men help congregations to become vital and alive.
- Everything desired from and through men comes as a result of men growing spiritually and maturing as disciples: family blessings, stewardship, service, outreach, prayer, spiritual leadership, lifestyle evangelism, and faithful obedience. Men are foundational to the life and health of the church.
- When a man lives daily in surrendered faith, God is honored and many lives are blessed. Transformed hearts are forged only within Christ-centered lives—nothing less is our acceptable offering; nothing less truly reveals Christ.

Support for repetitive ministries includes:

- Regular meetings for fellowship and Christian nurture and development
- Support the church’s scouting programs
- Support Stop Hunger Now
- Provide support to other church ministries projects as necessary
  - Implement the woodcutting project to support the Christian Help Center
  - Stew Fundraiser
  - Projects at Woodland Elementary
  - Provide lunch for youth rallies (i.e., Crosswave Ministries)
United Methodist Women

About United Methodist Women

United Methodist Women is an organization of approximately one million members whose purpose is to foster spiritual growth, develop leaders and advocate for justice. Members raise nearly $25 million each year for programs and projects related to women, children and youth in the United States and in more than 100 countries around the world. The Women's Division is the national policy-making body of this group.

The Purpose of United Methodist Women

The organized unit of United Methodist Women shall be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.

Mission Areas

The total program of United Methodist Women and the Women's Division is mission. This includes individual growth, spiritual enrichment, education for mission, social issues awareness, leadership development, schools and workshops, and financial support for mission programs and projects throughout the U.S. and around the world. True to our Wesleyan heritage, mission cannot be solely charity, but involves empowerment and advocacy for social change. By combining the two, we can be witnesses to the love and life of Jesus Christ.

Support for repetitive ministries includes:

- Christian Help Center support
- Safe Haven support
- Indian Mobile Mission support
- Methodist Home for Children support
- Gift packages for college students and military
- Operation Cookie Drop
- Burn Center support
- Needy family support at Easter, Thanksgiving and Christmas
- Home Health and Hospice support
- Ronald McDonald House support
- Person County Partnership for Children support
- Stop-Hunger-Now support
- Support for the Gideons
- American Cancer Support
- Youth for Christ support
- Support for M.A.T.C.H.
- Support to Cambridge Hills
- Choir recognition
- Support the Lion’s Club and eyeglass program
- One time donations to other needs in the community as they are identified
United Methodist Youth Fellowship

The purpose of Young People’s Ministries is to empower young people as world-changing disciples of Jesus Christ, to nurture faith development, and to equip young leaders by:

- developing youth/young adult spiritual leaders to transform lives by making disciples of Jesus Christ;
- challenging The United Methodist Church to embrace, confirm, and celebrate God’s call on the lives of young people;
- cultivating and nurturing life-giving ministries where influence and worth are not limited by age or experience;
- advocating for the issues and concerns of young people in the church and the global community;
- empowering young people to work as agents of peace, justice, and mercy; and
- building a network of support and providing resources that connect the diverse experiences of youth and young adults in local ministries and communities across the globe.

(In 2002, the United Methodist Youth Organization entered into full partnership with the Shared Mission Focus on Young People to create Young People’s Ministries. In line with that partnership, the Youth Organization decided to incorporate its core values and role of advocacy in the denomination as part of the Division. In doing so, upon the creation of Young People’s Ministries, the Youth Organization dissolved as a separate organization. Nevertheless, the ministry and focus of the Youth Organization will remain a central part of the Youth network. Having completed its mandate with the proposal to the 2004 General Conference, the Shared Mission Focus on Young People also ceased to exist. With the Division, the denomination will have a comprehensive and coordinated approach to ministry with young people, thus fulfilling the 2000 General Conference mandate.)

- **Development of a plan to reinitiate the UMYF Program at Concord**
  - Status to date:
    - A part-time (¼ time) Children and Youth Pastor was hired in 2012 and the position was expanded (½ time, 25 hrs./wk.) in 2014
    - Involvement with Pilgrimage was once again begun
    - A plan was implemented to begin having two events per month; including fun activities, and acts of service.
    - Six youth were confirmed in March 2013 and an additional five were confirmed in April 2014 and will form the core of a new UMYF group
    - Credo Confirmation Program has been conducted (2013 & 2014)
    - Regular weekly UMYF meetings reinitiated (2013)
    - A mission trip to Lake Junaluska is being planned

- **The dedication of a separate space and/or facility for youth** (classroom, coffee shop, community garden (plus hut), or volleyball court (plus hut)).
  - Status to date:
    - Under continued consideration
United Methodist Youth Fellowship (Cont.)

- **Coordination & implementation of a yearly calendar; considering the following:**
  - UMYF – Weekly Meetings.
  - Heart & Soul Patrol – Quarterly, Missional, Service Project Days.
  - Credo Confirmation Class (Advent – Easter).
  - Live Manger & “Bread of Life” Soup Kitchen (December).
  - Back to School Youth Rally-Revival.
  - Ski-Trip (Late January).
  - Youth Sunday (April-June).
  - Vacation Bible School (June-August).
  - Corridor District Water-Skiing Competition (Saturday after VBS).
  - Breakaway (Louisburg College, NCCUMC – Mid-June).
  - Summer Mission Trip (Alternating National & International).
  - Back-to-School Bash (Late August-Early September).
  - Pilgrimage (November).

- **Other/Mid-Range possibilities:**
  - The development of “Lift-Off” procedures to help our high school graduates transition into collegiate or post-graduation life (the sending of care packages, the attending of worship at a campus ministry for the first month of school, the writing of pen-pal letters, etc.).
  - The promotion of attendance at Walk-to-Emmaus sponsored “Chrysalis.”
  - The hosting of a “Parenting Conference.”
  - The development of a specifically missional identity (i.e. We exist to help...endangered animals...orphaned children...hungry children...in our community; an example of this in practice would be to host “Welcome Showers” for the Foster Children in the Community when they go to a new home).
  - The development of a media, outreach campaign (i.e. the production of a separate church website link for the Children & Youth events, the regular submission of “Faith” column of the Courier Times, WKRX Radio Roxboro youth testimonies, & the production of regular, half-hour video segments with PCC Film & Video program)

- **Other/Long-Range possibilities:**
  - The exploration of the establishment of a “Wesley House” on the campus of Piedmont Community College (Roxboro, Yanceyville).
  - The exploration of the establishment of a substance abuse recovery and prevention program (Teen Challenge, Al-Anon, Celebrate Recovery etc.).
  - The theological reflection to determine the possibility of the provision for full immersion Baptism - (a) at the lake, (b) on church grounds, (c) in the sanctuary.
  - Bible literacy through Parent-Child-Mentor Discipleship: Disciple Bible Outreach Ministries
Measurable Goals

- Average Worship Attendance
- Actuals

- Professions of Faith
- Actuals

- People Involved in Mission
- Actuals
Measurable Goals (cont.)

Other Vital Sign Indicator of church health
Measurable Goals Defined

- **Average worship attendance (total)**
  
  Average worship attendance is the total attendance at both services and any special Sunday service.

- **Annual professions of faith**
  
  Fluctuations in professions of faith are based on projected confirmation classes and new adult professions of faith.

- **People involved in mission**
  
  This number is based on the total number of individuals who have participated in missional activities associated with the Christian Help Center, GAL Program, Woodland Elementary Partnership, mission trips domestic and abroad, and any other explicit mission effort.

- **People involved with spiritual life groups**
  
  This number represents the total number of individuals who participate in small group activities which provide spiritual nurture such as: Sunday school, Bible studies, Emmaus Reunion Groups, and any other repetitive small group gathering specifically focused on spiritual nurture.

- **Percent of apportionments paid annually**
  
  The goal of the church is to pay Concord’s fair share giving at 100% each year.

- **Membership**
  
  While not established as a goal, it is important for the church council to keep abreast of this metric since it is indicative of the church’s future direction and growth potential. (For example: in recent years the church has endeavored to clean up its rolls and has removed a number of individuals by charge conference action. This has caused the membership number to drop significantly, which would otherwise be alarming, but this has been done intentionally to make our roles reflect reality. At the same time, we have had a significant increase in the constituency roll (those attending but not members) which is indicative of future membership growth.) Tracking this information is vital to understanding important trends within the church.
CONCORD UNITED METHODIST CHURCH

Living into our vision of the future...
“For I know the plans I have for you declares the Lord...”

Initiative Title:  

Brief description:  

Committee with primary Responsibility:  

Support required from what other individuals, groups or committees:  

Steps to implementation:  

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<th>Year</th>
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<th>2015</th>
<th>2016</th>
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Supplemental Sheet  

(Add additional sheets as necessary)

2014 Timeline/detailed outline:  

(Note: Use realistic targets factoring in availability of resources and other support individuals/groups/committees. The first step may be exploratory such as; meet with supporting individuals/groups/committees, or evaluate the scope, feasibility, and cost, etc.)

What ministries, activities or events (if any) will need to be discontinued in order to implement this new initiative?
Plan Approval:

Approved on: ________________________________

____________________  ______________________  ______________________
Council Chairperson  Chair of Trustees  Pastor