

# **St. John's United Church of Christ**

## **Visioning Event**

**Oct. 5, 7, 10, 26, 28, Nov. 9 and 23, 2021**



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## EXECUTIVE SUMMARY

The Visioning Process is an intense, multi-day gathering involving congregational stakeholders in dialogue to jointly discern the future mission priorities of the church. The process asks the congregation what is their purpose and what is their why? It challenges the congregation to assess what they are doing to live into God's economy, addressing poverty in all its forms by using their assets for mission. The Visioning Process helps a congregation understand its needs, while discerning and determining how to meet those needs. The goal of the process is for the congregation, by consensus, to develop a list of mission priorities. These mission priorities will form the basis for strategic planning for the congregation over a one- to five-year period.

St. John's United Church of Christ leadership and members participated in such a process, as led by UCC Church Building & Loan Fund Lead Regional Mission Interpreter (RMI) Jill White, via Zoom, October 5, 7, 20, 26, 28, Nov. 9 and 23.



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## THE PROCESS

### Information Gathering Sessions:

**Tuesday, Oct. 5**

**Thursday, Oct. 7**

**Sunday, Oct. 10**

The Visioning Process begins with gathering information from church leaders and members. Three sessions were scheduled for this purpose and held October 5, 7 and 10. Across the three Zoom sessions, 34 leaders and members participated. The same format was followed for each session.

Each information session began with Jill White, Lead Regional Mission Interpreter, UCC Church Building & Loan Fund, discussing the importance of knowing their church's why – knowing what they were doing to deploy their assets for mission and live into God's economy. Following this presentation, those in attendance were divided into small groups and were asked to discuss a series of 9 questions addressing vision for the congregation over the next 1 - 5 years:

1. What current programs or mission emphases should be enhanced and how?
2. What programs or mission emphases should be added?
3. What current programs or mission emphases should be discontinued?
4. What non-programmatic things could the church do to strengthen and expand its ministry?
5. What improvements, renovations and/or new construction?
6. What resources should the church be providing its members?
7. What resources should the church be providing the wider community?
8. What are the top three needs in your community?
9. What do you believe God might be calling you to do as a congregation?

The small groups were asked to consider these questions individually and as a group. One person from each group was asked to record all responses. Members shared generously and openly. Numerous ideas and responses were provided. At the end of the small group sessions individual questions were answered and next steps addressed. The recorder for each small group was instructed to forward the group's responses to Jill.

Prior to the second session on Oct. 26, Jill sorted all individual responses and compiled them into a spreadsheet. The spreadsheets of sorted responses were emailed to Helen Stortz for distribution.

**Information Analysis Session:  
Tuesday and Thursday, Oct. 26 and 28, 2021**

Twenty (20) members gathered Tuesday, October 26 and Twenty-two (22) on Thursday, October 28 for the Information Analysis Sessions. During these sessions all responses to the visioning questions were reviewed for common themes, mission priorities were developed, and the responses organized within each of the mission priorities. At the end of the day, those present agreed upon mission focus and prioritized actions within each focus area, forming the basis for the strategic plan.

The Tuesday session began with participants in small groups working with the list of compiled question responses. Groups were asked to review the responses and identify some of the common themes that occurred throughout all question responses. Following the small group sessions, the group re-convened to discuss the common themes identified.

A rich and thoughtful discussion was held during the development of the mission priorities. During this discussion, numerous concepts and ideas were mentioned (this same information can be found on slide 31 of the “Visioning Process Presentations” pdf):

- Intergenerational Ministry
  - Fellowship
- Mission & Community Outreach
  - Food Ministry
- Senior Ministry
  - Include Technology Classes
- Christian Education (SS, VBS, LOGOS, Adult Ed)
- Youth Group, Pre-School etc.
- Youth Elderly
- Mission

After much discussion, the following mission priorities were agreed upon (note: number assigned to each priority does not reflect level of importance):

- Mission Priority #1: Intergenerational Ministry
- Mission Priority #2: Mission & Community Outreach
- Mission Priority #3: Senior Ministry
- Mission Priority #4: Christian Education
- Mission Priority #5: Youth & Children Activities (Community & Church)

Once the mission priorities had been properly stated and agreed upon, the group proceeded to assign a mission priority number to each of the visioning question responses, noting where duplicates existed and which responses were comments and not responses to questions.

Responses to Questions 3, 5, 8 and 9 were not assigned to mission priorities and these responses can be found in Appendix A.

All responses to Questions 1, 2, 4, 6 and 7 can be found in Appendix B.

Prior to the gathering on October 28, the responses were sorted into their small group-assigned mission priorities and a new list was created. This list was emailed back to participants for use as a "ballot." Only those responses to which mission priorities were assigned were included on the ballot.

The session on October 28 began with those gathered identifying like or duplicate responses to prevent dilution of votes. Following this exercise, the voting process was explained and any questions addressed. Participants were instructed to vote for 10 items across all mission priorities. At the conclusion of this session a final ballot was prepared, with identified duplicates or similar responses 'struck through.' The ballot was emailed to participants with instructions to return the ballot to Jill no later than November 3. Ballots were received from 24 individuals. Outcomes of voting were discussed at the November 9 session.

Organization of the responses to visioning questions 1, 2, 4, 6 and 7 into mission priorities, as well as the outcome of voting, can be found in Appendix C and D respectively. Duplicate or similar responses are "struck through" on the table in Appendix D. Responses which were deemed 'comments' were noted with a C in the mission priority column (Appendix C) and were not sorted for the ballot.

### **Top Vote Receivers in each Mission Priority:**

The table below reflects the top vote receivers in each mission priority. Some individuals chose to place more than one vote on an item, resulting in an 'inflated' vote. These items are noted on the table in Appendix D. Items which received '0' votes are not reflected in the tables below, but can be found in the table in Appendix D.

<b>Mission Priority #1: Intergenerational Ministry</b>	<b>Votes</b>
LOGOS – but we need to advertise like in pre-school bulletin or in growing neighborhoods. Neighborhoods are now come and go, we need to reach out to them, they may need family and meet people	9



Intergenerational activities enhanced or brought back	8
Have a program besides LOGOS meet one night a month “book club” coming together as a church family It was a huge turn off when we had a night for the over 50 club but nothing for the under 50 groups and something for the elderly too	4
Bring back Loaves and Fishes This was an intergenerational activity where sandwiches were made for homeless. Sponsored by youth.	4
Better communication for Pastoral support and member support. Prayer request group and/or chain in church	3
<b>Mission Priority #2: Mission &amp; Community Outreach</b>	
Having food trucks on our parking lot to attract the wider community as well as our membership. (Could even sponsor the food trucks in a different place if that seemed better.)	20
Continue streaming service. Add to our sign out front – Facebook and YouTube. Social Media. Enhancing current programs. Visual importance	11
Make our facilities available for other outside groups that serve the community such as support groups (divorce, loss of a loved one, mental health)	8
Welcoming committee (follow up with visitors)	7
Food pantry	7
Youth. Engage youth, kids, congregation. Ask parents of Youth/Children what works best for them	6
<b>Mission Priority #3: Senior Ministry</b>	
Rideshare for members to church and appointments.	4
Outreach to home bound.	4
Organize visitation team; members to go out and visit healthcare centers, elderly and sick, as needed	3
Mission: How we treat our seniors. More intentional & advertise it more	3
Elder care resources.	3
A phone call ministry for people living alone who need someone to check on them.	3
<b>Mission Priority #4: Christian Education</b>	
Sunday school—have it concurrent with worship	12
Guest speakers	5
Small group discussions. (Various topics not necessarily bible focused)	5
Bible study (continue virtual with small groups. Bible study happy hour and appetizers)	4
Young couples club for bible study & fellowship (progressive dinner)	2
<b>Mission Priority #5: Youth &amp; Children Activities (Community &amp; Church)</b>	
Youth group—invite youth from area, coordinate with neighboring church youth	9
Re-energize youth program. Get parents of kids more engaged	5
Mom/dad evening out	4
Pre-school in church. Feeder for church membership	3

## **Understanding Context Session: Tuesday, November 9, 2021**

Approximately Twenty (20) individuals gathered Tuesday, Nov. 9 for the third module of the visioning process. The session began with an overview of what the process had accomplished to date and review of mission priorities with voting outcomes.

Successfully developing and implementing a strategic plan, among many other things, requires a thorough understanding of internal and external context. A review of the context included an introduction to the MissionInsite community analysis tool. Both ExecutiveInsite and ComparativeInsite reports were generated. Two ExecutiveInsite reports were generated – one uses a 5-mile radius around the church as the study area, the other uses a polygon drawn around an area that encompasses where approximately 80% of the members reside. The ComparativeInsite can only be generated using member addresses and therefore, the study area is also the polygon-shaped area reflecting where approximately 80% of the members reside. Considerable time was spent reviewing some of the data in the ExecutiveInsite report that used the polygon shape as the study area. Throughout the presentation discussion included how to use this data to obtain ministry insights. All three reports can be found in the Google drive “MissionInsite” folder.

Contained within these ExecutiveInsite reports is data providing the household types that can be found within the study area. These households are called MOSAIC segments, and the MOSAIC profile and Mission Impact Guide describing a household's ministry preferences were introduced. One household type in the church's immediate community was used as an example for interpreting and using the data contained within the MOSAIC profile and Mission Impact Guide. MOSAIC Profile and Mission Impact Guides for the five most predominant household types within the 5-mile radius study area and the polygon-shaped study area can be found in the Google drive “MOSAIC Profile Information” folder. Information on 6 household types has been provided, as the two study areas had differing predominant household types (refer to Appendix E for further information).

Numerous assessment tools were also discussed, including a Community Needs Assessment guide. Four tools were presented for internal assessments: Spiritual Gifts, Time, Talent and Giftedness, Facilities, and Hospitality. These assessment tools can be found in the Google drive “Assessments” folder.



## Strategic Planning Session: Tuesday, November 23, 2021

Five (5) individuals representing the strategic plan writing team (Strategic Planning Task Force or SPTF) attended the Strategic Planning Session on November 23. During this session, the process for drafting the Strategic Plan of Implementation was reviewed. Several key elements of the process were discussed including recommendations on timing and where to begin in drafting the plan. Information on the strategic plan can be found in Appendix F and sample Strategic Plans have been provided in the Google drive "Resources" folder.

### Where to begin?

- Review report and recommendations from Visioning Event (due to St. John's by 12/7)
- Study output of Visioning process:
  - Responses to questions
    - Consider 'quick wins' or 'low hanging fruit'
  - Mission priorities and response categorization within
  - Votes and how responses were grouped together
  - What responses present opportunities for building use?
  - What responses present opportunities for sustainability?



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### Where to begin?

- Perform demographic analysis, including community needs surveys
  - Completing a thorough community assessment is important
- Draft goals for each mission priority, using the demographic (external and internal context) information to inform development
- Write/draft the plan!
  - Involve as many people as possible
  - Delegate!
  - Be creative and think outside the box!



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## RECOMMENDATIONS AND NEXT STEPS

1. The group writing the Strategic Plan has been assembled and it is an awesome team – all members of this team actively participated in the visioning process and have a good grasp of next steps. As this team begins to work, attention should be paid at all times to ensure that the assembling of information includes demographics representative of the congregation (young, old, long-term members, newer members, etc.). Include as many people as possible in the “data collection” aspect of the strategic planning process.
2. The SPTF should, individually and as a team, review the Visioning Process report and provided resources. Follow up with Jill for any questions or additional resources needed.
3. Convey the outcome of the visioning process to the congregation, particularly those members who were unable to participate in the process. A brief written summary of the event and next steps could be shared with members, inviting feedback as appropriate. It would also be appropriate to schedule some information sessions to review the new mission priorities with people and obtain input prior to writing the strategic plan.
4. Share the visioning event report with church leadership and others after the writing team has reviewed and as appropriate. Review the report carefully and provide adequate context on the Visioning Process before broadly sharing the report. Ask Jill any questions you have prior to sharing the report – the SPTF should be prepared to answer any questions others might have about the process and/or outcomes.
5. Spend time reviewing the data contained within the report:
  - a. The responses to the visioning questions in the Appendices should be reviewed closely and determination made as to which responses, if any, should be included in the items for implementation. Items should be included only if they agree with the established mission priorities.
  - b. Carefully review the Mission Priorities and Voting table (Appendix C and D). Ensure that these priorities, as stated, make sense for the congregation. Do the priorities need some clarification or re-phrasing? Do any of the top vote receiving statements need clarification or further definition to be more specific?
  - c. Review and carefully consider the top vote receivers within each mission priority. Only those items around which there is considerable energy across members, and not just those participating in the visioning process or members of a committee, should be pursued. Discuss if others on the list receiving fewer votes (those not in the top 3)

should receive higher priority than those receiving the most votes. It is not uncommon for groups to re-prioritize the top vote receivers, particularly following conversations with the congregation and those that didn't have the opportunity to participate in the process.

A few people participating in the process expressed concern over the votes being spread across all of the mission priorities and this review allows for the consideration and study of all items that received votes. The team should note that the voting process is designed to further identify those items around which there is passion and energy, hence the wide distribution of votes. Allowing voting in all of the mission priorities will only identify the top three items within each priority, not necessarily the items around which significant energy exists.

Reviewing the top vote receivers also affords an opportunity to include the congregation as a whole, particularly those not able to participate in the visioning process. It also helps send a message that everyone's input is important and will be heard. This isn't a time to write mission priorities outside of those established through the process, but it is a time to further develop ideas.

- d. Upon review of the visioning question responses, decide which of these items the church would like to pursue as "quick wins" – things that can be easily addressed now to demonstrate to the congregation continued momentum after the visioning event. These items are ones that can be assigned to a current committee or individual(s), take little organizing to complete and minimal funds. The writing team might consider asking an ad hoc team of people comprised of those that participated in the visioning process to review the visioning question responses to identify the 'quick wins.' This would involve more people in the process as well as possibly address any of the questions raised about the voting process.
- e. Some of the visioning question responses were wonderfully broad. For example, "Intergenerational activities enhanced or brought back" or "food pantry." These statements are obviously "whats" and need to be further defined as to "how" each will be achieved. The statements like this that were top vote receivers afford an incredible opportunity for discussion, creativity, generating new energy and really exploring what this means for current ministry, facility use, and even potential for revenue generation. They are also a good way to delegate some of the work of generating data for the plan, of being more inclusive in developing the plan and fostering ownership for the final outcome.

- f. Review the responses not included in the sorting – responses to questions 3, 5, 8 and 9 (Appendix A). Responses to question 3 relate to what should be discontinued. These responses should be considered as they may impact elements of the strategic plan or any of the new mission priorities. Responses to question 5 should be reviewed for those “quick wins” – items that can be immediately addressed. These responses should also be reviewed with the implementation of the new mission priorities in mind. Many of the items in response to question 5 may need to be incorporated into the strategic plan as they impact the implementation of the mission priorities. Responses to question 8 convey what participants view as needs of the community – are these reflected in the mission priorities? Responses to question 9 are also a resource for the SPTF and some represent what people feel God is calling the congregation to do and be, while others clearly express individual desires. Is what people believe God is calling the congregation to reflected in the mission priorities?
  - g. Many of the visioning question responses are inward looking. During the process there was a clear statement from several participants that more members were needed if the church was to survive (a few sent emails expressing this concern). Church growth must be intentional and a recommendation would be that those programs and mission priorities that are clearly inward looking be envisioned to include the community. For example, the Christian Education program mission priority has a top vote receiver of “Guest Speakers.” Pursue speakers which have a broad appeal to the wider community, not just what members are interested in hearing. Another example is the “Loaves and Fishes.” If you bring back this program as suggested, invite community members to help with the program – donate food for the sandwiches, help distribute, etc.
6. The SPTF, designees, and others as necessary, should further explore community demographics to identify needs in the immediate neighborhoods. Exploring demographics also ensures mission priorities and resources align with the needs of the community. External context review can also lift up community needs of which the congregation may be unaware and may also be able to impact.
- a. The congregation and those writing the strategic plan need to have a common definition of the church's community - is it a certain geography around the church? If a geography around the church, what is its size? Are there physical boundaries or barriers? Is it where members live? Is it a population of individuals? It is essential to define the ministry area you are targeting in developing and implementing the church's why. The community should clearly be defined in the strategic plan.
  - b. Study the Mission Impact Guides and associated questions to obtain a better understanding of the different households in your defined community or your target

community. If you need assistance generating MissionInsite reports, please let Jill know. Additional Mission Impact Guides can be provided if the team wishes to explore other household types.

- c. Do some brainstorming, develop some questions around the mission priorities, and do a “windshield tour” in the defined community.
  - d. As there are numerous churches within the study area, pay attention to their programs and, if the congregation so chooses, seek for partnership/combined mission opportunities. Delegate the task of exploring local church websites/newsletters to a volunteer or volunteers as another way to involve more people in the strategic planning process.
  - e. Talk to regional service providers to see what needs they have that could be addressed by a partnership or in coordination with the church. There are numerous resources online, a few of which have been provided in Appendix E.
7. A Time & Talent Survey, as well as Spiritual Gifts Survey, might be warranted to begin to assemble databases of member's skills and gifts. These can be used to help identify new leaders, get others involved, and address any issues of church member burnout. These tools are a great way to identify resources for new and existing projects as defined by the strategic plan.
  8. Think outside the box! Be creative – schedule brainstorming sessions as you move forward with the Strategic Plan and identification of projects or programs. To have impact, your programs must be different and offer something new. There is no normal for church anymore, it is constantly evolving, and churches must be willing to take risks if they are going to survive. Now is the perfect time to do some dreaming and planning.
  9. Throughout the visioning process, several resources were mentioned. These resources have been gathered in Appendix E for easy reference and placed within the Google drive folder shared with the SPTF. Many of these resources are mentioned throughout this report.
  10. Begin to draft the Strategic Plan: (presentation can be found in Appendix F; two sample strategic plans can be found in the Google drive “Resources” folder):
    - a. Prioritize the mission ideas and develop challenging S.M.A.R.T. goals as described in the slides below. (A document has been provided to help in writing the SMART goals).
    - b. Once mission ideas are prioritized, goals are established and strategies are developed, share them with the congregation in a variety of settings (existing small groups, small

- groups established for sharing, the congregation) to obtain input to refine and develop the final plan strategic plan.
- c. Recruit others to help generated the data needed for the plan – demographics/community needs, program flow, finances, etc. are all other ways to involve members of the congregation or those who participated in the visioning process.
  - d. Upon completion of the final plan, schedule a congregational meeting to vote upon the plan and next steps. After the congregational vote – implement the plan!
11. During the visioning process presentation on context, a book entitled “Funding Ministry with Five Loaves and Two Fishes” by Rosario Picardo was mentioned. An article excerpted from this book is provided in the Google drive “Resources” folder. This is a good resource for sparking creativity around ways to raise funds, as well as for repurposing facilities, and is worth reading either as individuals or as a leadership study.
12. Reflecting on this visioning process, reviewing the mission priorities, further exploring your context, and drafting the strategic plan should provide important context for the church as it considers next steps around ministry and programming.



## APPENDIX A: RESPONSES TO QUESTIONS NOT SORTED

The responses to questions 3, 5, 8 and 9 were not included in sorting. The responses to these questions are provided below.

Comments to Question 3 were not included in the sorting as these were suggestions for discontinuation, and if discontinued, they would not be part of the planning moving forward.

<b>Q3. What current programs or mission emphases should be discontinued?</b>
Sunday school (or change the format)
Logos.
Find out what works for our kids/youth as well as what works for the families.
While Logos was great, it became a lot of work for mostly adults. Very few youth were attending
Figure out what families are looking for. Should we continue Logos (mid-week educational and fellowship program)?

Comments to Question 5 were not sorted as they become part of the “how” mission/ministry will be accomplished or “what” needs to be done.

<b>Q5. What facility improvements, renovations and/or new construction?</b>
Multiple large screen TV's front and middle, like where the banners are now and halfway back that can be folded back out of the way. Makes church look updated.
New front doors, renovate bathrooms, ceiling tiles, wallpaper, re-freshen Fellowship Hall
Sign out front more modern and catchy and visible.
Elevator maintenance.
Wi-Fi network (technology upgrades)
(Like Pavilion and new addition)
Kitchen upgrades for other groups potentially.
Sanctuary needs to be updated. Wheelchair access to a pew.
Fixed cameras in the sanctuary to achieve different angles for better filming of services.
Changing tables in at least one bathroom.
Shower facility, would help with youth groups for overnights or Red Cross if in town for emergencies etc.
ADA accessibility to church facilities
Total agreement of taking out pews and replacing with chairs
Electronic sign, small chapel or meditation room, better signage/banners to draw attention

Question 8 responses were not sorted as they address needs, but not necessarily the priorities upon which the congregation has agreed to focus. Some participants answered the question in terms of what the church community needs, some of which are reflected in the other visioning question responses. This might be a good question to revisit in any small group settings or gatherings specifically held to discuss the visioning process. This question is also a good way to assess church members' connection to or awareness of the church community.

<b>Q8. What do you see as the top three needs in your community?</b>
We have many communities, other organizations, little leagues for example. We need something to bring us together in the hub (using a wheel analogy).
We need to connect.
Senior communities (a lot of them) have difficulty to feel they are part of something else, Nothing old people like more, animals, and kids.
Kind of like what LOGOS did.
Lack of youth attending church or church-related activities
Transportation to church and events
Physical presence and connecting with group and sense belonging.
Wider reach outside of chesterfield St. Louis community (metro area)
Food security.
Housing.
Civil discourse.
Crime? How do we address?
Health issues. (Covid being biggest. Aging population)
A spiritual connection, can be provided virtually.
Information for a transient society-community information, helpful resources.
Young families that don't have local familial support
Racial tension addressed discussion. Efforts to help black community. Not to help them but educate us. Listen. Greater understanding by visiting other churches. So much good we can do – prayerfully discern where God is calling us. Prayer groups
Growing in awareness of racially different experiences
Seniors that are being more isolated due to health issues
Elderly population or anyone that needs access to technology and training them how to use it

Question 9 reflects individual understanding of God's call to the church. These statements should be considered as part of a new mission or purpose for the church devised as part of this visioning event and the strategic planning process.

<b>Q9. What do you believe God might be calling you to do as a congregation?</b>
Bring our members back and expand into the Community
Lack of youth attending church or church-related activities
Transportation to church and events
Reach out to families
Improve health and well-being of my neighbors
As a congregation and as individuals being an example of God's love to others
Diversify reach out to other people that aren't the same as us
Partner with a sister church in city. (Pick one and get to know them.)
Wants us to spread the word
Feed the hungry
Be a welcoming place for the Afghan's
Continue support for Circle of Concern
Reach outside the church walls
Greeters, be more welcoming, a greater presence within the community, evangelize who we are as a UCC denomination, social causes, very open, social justice
Community Garden
Prayer needs to be a component of our discernment
Feeding our own and others
Bring God's glory, Jesus' Glory, not OUR glory

## APPENDIX B: RESPONSES TO SORTED QUESTIONS

The table below reflects all responses to questions 1, 2, 4, 6 and 7.

<b>Q1. What current programs or mission emphases should be enhanced and how?</b>
LOGOS and make sandwiches for “Loaves and Fishes”;
Circle of Concern being the facility for distribution
Collecting items for homeless and Afghanistan
LOGOS, but must reach out into the neighborhood
We have to become personally involved in the Community
Soup kitchens downtown
Youth group—invite youth from area, coordinate with neighboring church youth
Sunday school—have it concurrent with worship
Lydia's house remain a priority mission
Sunday school for kids and how to recruit families. (How make it a virtual component?)
Logos reaching out to kids and families across. (How make it a virtual component?)
Vacation Bible School. (How make it a virtual component?)
Pre-school in church. Feeder for church membership
Bible study (continue virtual with small groups. Bible study happy hour and appetizers)
Music programs for services. (Could this expand to reach out to community?)
Re-institute a mid-week program (Logos)
Enlist the public's help with mission projects, they don't have to be members to help and often people do want to help!
Preschool- foster relationships with children, small interactions but on a daily basis via church staff-Pastor, music director, Christian education director
Community garden-instead of doing one off sight, start one on church grounds beside Olive and have a sign so people driving by know its purpose and that it is done by the church
Start up the 5 Alive program again- 5 <sup>th</sup> Sunday of each month, was halted due to Covid
Mitten Tree- continue to keep the tree outside which allowed for preschool families to participate
Adult education needs strengthened
Teen and children's Sunday school and youth groups restructured
Intergenerational activities enhanced or brought back
Staff duties, evaluate what staff is doing for above
Members volunteers to assist staff
Search and keep a full-time pastor
Communication needs improvement, news notes is not enough

Sunday School Program: consistency, bigger priority, outreach to community & preschool, if Sunday school isn't working, maybe we do it Sunday evening or Wednesday evening, need a separate program for adults. ECC needs to be enhanced, but don't know how. Preschool doesn't fit her schedule
Continue streaming service. Add to our sign out front – Facebook and YouTube. Social Media. Enhancing current programs. Visual importance
Our new commitment to being a Global Mission Congregation can be enhanced as we live into it
Continue the December “mitten tree” being outside the church so that preschool and community can contribute
Continue services online after the pandemic. Put notice about it on our marquee out front.
Re-energize youth program. Get parents of kids more engaged
Make use of social media
Needs to have services till 5pm
Logos
Night Out to collect food for Circle of Concern
Youth program
Youth. Engage youth, kids, congregation. Ask parents of Youth/Children what works best for them

## Q2. What programs or mission emphases should be added?

Loaves and Fishes
LOGOS – but we need to advertise like in pre-school bulletin or in growing neighborhoods. Neighborhoods are now come and go, we need to reach out to them, they may need family and meet people
Have a program besides LOGOS meet one night a month “book club” coming together as a church family It was a huge turn off when we had a night for the over 50 club but nothing for the under 50 groups and something for the elderly too
LOGOS
Welcoming committee (follow up with visitors)
Music group that could be an outreach to community (Retirement homes, schools, etc.)
Dance groups, yoga classes, exercise classes. (Spiritual tie to exercise)
Community use of facilities. (Expand to other areas like Volleyball team using gym).
Open time for church to go into church to be their meditate or prayer. (Open to community)
Outreach to disadvantage communities. (Partner with other churches in those communities)
Feed the community (making sandwiches for loaves and fishes. Used to do this.)
Broader understanding of UCC programs and how we can engage with them. (i.e., community ones like reaching out to immigrants. Etc.
Food pantry

Other churches being allowed to use our facilities
Tutor programs for children
Mental health resources
Organize visitation team; members to go out and visit healthcare centers, elderly and sick, as needed
Find ways to reach people who don't have computer, News notes is not enough. Possible visitation team would assist????
Bring back Loaves and Fishes This was an intergenerational activity where sandwiches were made for homeless. Sponsored by youth.
Mission: How we treat our seniors. More intentional & advertise it more
Food pantry box outside of building. Available for evening/anytime pickup. Outside where people may remain anonymous
Getting our already planned "Five Alive" program off the ground after the pandemic subsides. (Planned use of the fifth Sunday of the month to move out in teams to serve the community as volunteers after a shortened worship.)
Installing a free pantry box on our property.
Having a diaper bank at church or supporting the St. Louis diaper bank.
Establishing a Pastor's Emergency Fund that can give the pastor a way to respond to urgent needs that are legitimate.
Adult day care services
AA program
National Alliance of Mental Illness. NAMI.org.
Tutoring centers (after school program or summer program).
Diaper bank
Gift cards/resources for those that come to the door asking for help. Police usually contact when known groups of scammers are going around the neighborhood
5 Alive

#### **Q4. What non-programmatic things could the church do to strengthen and expand its ministry?**

Youth activities i.e.: Halloween party
Bingo, Trivia Night—invite community, no or very low charge
Social media promotion
Cremation columbarium in cemetery
Potentially expand an existing program within the UCC such as Unleashing Potential, or a program from Eden seminary expanded to our church.
Make our facilities available for other outside groups that serv the community such as support groups (divorce, loss of a loved one, mental health)
Make our facilities available for another UCC church that may not have infrastructure yet.



Have church functions that are open to the public such as movie nights, BBQs. Maybe have them off church grounds, parks.
Accessibility to building; post church hours, if no one there how or who to contact (volunteers have problems getting access to building)
Focus on how members can contribute with time/talent.
Leverage technology to support online services, weekly devotionals or pod casts, recognize people who don't have technology and decide how to reach out and make them feel more included, distribute not just a newsletter, but a copy of the written sermon, people that have the equipment train to use, use a tablet to include devotionals and sermons for a month, offer to drive elderly that no longer drive or anyone who needs transportation to church, stop by to anyone that is not able to attend services and drop off bulletin
Offer our facilities for support groups – divorce, grief/loss. Other ministry groups. Lunch group for women who have lost spouses. “Table Fellowship” monthly dinner club for members/community that have lost spouses where you meet at various restaurants
Allow other Christian groups to use our building as offices
Starting a “Table Fellowship” group for those who would like someone to eat with (may be living alone, or just enjoy the fellowship)
Inviting the preschool to the Christmas services
Taking food to our neighborhood firefighters and police when we are having a dinner
Putting pre-cooked meals in our freezer for members to take to anyone in need, such as after a surgery
Evolving our former mid-week Logos meal into a Table fellowship and way of creating meals to freeze
Having food trucks on our parking lot to attract the wider community as well as our membership. (Could even sponsor the food trucks in a different place if that seemed better.)
Greater connectiveness to UCC
small library under portico
Previous Pastor personally invited the preschool children and families to our Children's Christmas Worship Service
Become less siloed, work closely with other agencies in the area ex.
Guest speakers
Sunday cafes
Youth coffee shop & tutoring
Parenting classes
Tech support during coffee hour
Free donuts out by the road to show our demographics
Young couples club for bible study & fellowship (progressive dinner)
Connect generation to generation by tradition
Hymn fest
Do outdoor worship service for cyclists at pavilion

Blessing of the bikes (pet blessing)
Open gym events

#### **Q6. What resources should the church be providing its members?**

Young people tutorial services, math, reading, etc.
On-Line services and classes; potential lessons on how to zoom, technical gadget education
Monday school Nite
God wants us to reach out to everyone and try to show regardless of age we are family
Recordings of services (currently doing)
Resources through partnerships for services our members may need (i.e.: transportation, counseling, financial, etc.)
Rideshare for members to church and appointments.
Matching people with shut ins.
Minister visits.
Small group discussions. (Various topics not necessarily bible focused)
Outreach to home bound.
Babysitting services.
Offering to help with handyman projects for the elderly members.
Elder care resources.
Directory of committees, their functions and list committee members. So people know who they can talk to if they want to help.
Better communication for Pastoral support and member support. Prayer request group and/or chain in church
Financial assistance for members in need
Eldercare, offer rides to medical appoints. Transportation help.
An evening or Saturday afternoon out for Mom's and Dad's. (Could be offered to the wider community as well as members.)
Transportation for elderly members to get to the doctor etc.
Steven's ministry, Pastor shouldn't be fully responsible for services and/or resources available to members
Mom/dad evening out
Note cards for sick. Phone calls to sick/shut-ins. Rides to church.

#### **Q7. What resources should the church be providing the wider community?**

Youth group—invite youth from area, coordinate with neighboring church youth
Sunday school—have it concurrent with worship
Rideshare for wider community for appointments.

Provide music to wider community.
Small group discussions. (Various topics of importance.)
Recreation groups (basketball,
Tie into UCC wide programs like paying medical debt, reaching out to immigrants.
Make many events open to the public, movie nights, Chris's Pancakes.
Health screen testing, open to the public
Coordinate with VNA, Visiting Nurses Association-elderly care.
Develop almost like a Community Center-where people can go for information and resources, since people are relocating frequently, mobile society, influx of different nationalities.
Develop a speaker series, can be virtual and open to the public utilizing the UCC for speakers.
Transportation to and from church
Offer recycling for neighborhood
Does the wider community realize we have recycling bins they can use?
Transportation for elders.
A phone call ministry for people living alone who need someone to check on them.
A resource book for seniors.
Offer transportation assistance to doctors, groceries
Computer resources, technology, hearing difficulties
Daily check-in
List of resources for seniors living alone
Host blood drive and include dinner

## APPENDIX C: MISSION PRIORITIES

The table below reflects the mission priorities (MP) to which each visioning question response was assigned. A “C” in a box indicates the group deemed this response a comment and it was therefore not included in the sorting. The number associated with each mission priority does not indicate level of importance.

- Mission Priority #1: Intergenerational Ministry
- Mission Priority #2: Mission & Community Outreach
- Mission Priority #3: Senior Ministry
- Mission Priority #4: Christian Education
- Mission Priority #5: Youth & Children (Community & Church)

<b>Q1. What current programs or mission emphases should be enhanced and how?</b>	<b>MP</b>
LOGOS and make sandwiches for “Loaves and Fishes”;	1
Circle of Concern being the facility for distribution	2
Collecting items for homeless and Afghanistan	2
LOGOS, but must reach out into the neighborhood	1
We have to become personally involved in the Community	C
Soup kitchens downtown	2
Youth group—invite youth from area, coordinate with neighboring church youth	5
Sunday school—have it concurrent with worship	4
Lydia’s house remain a priority mission	2
Sunday school for kids and how to recruit families. (How make it a virtual component?)	4
Logos reaching out to kids and families across. (How make it a virtual component?)	1
Vacation Bible School. (How make it a virtual component?)	4
Pre-school in church. Feeder for church membership	5
Bible study (continue virtual with small groups. Bible study happy hour and appetizers)	4
Music programs for services. (Could this expand to reach out to community?)	2
Re-institute a mid-week program (Logos)	1
Enlist the public’s help with mission projects, they don’t have to be members to help and often people do want to help!	2
Preschool- foster relationships with children, small interactions but on a daily basis via church staff-Pastor, music director, Christian education director	5
Community garden-instead of doing one off sight, start one on church grounds beside Olive and have a sign so people driving by know its purpose and that it is done by the church	2
Start up the 5 Alive program again- 5 <sup>th</sup> Sunday of each month, was halted due to Covid	2

Mitten Tree- continue to keep the tree outside which allowed for preschool families to participate	2
Adult education needs strengthened	C
Teen and children's Sunday school and youth groups restructured	C
Intergenerational activities enhanced or brought back	1
Staff duties, evaluate what staff is doing for above	C
Members volunteers to assist staff	C
Search and keep a full-time pastor	C
Communication needs improvement, news notes is not enough	C
Sunday School Program: consistency, bigger priority, outreach to community & preschool, if Sunday school isn't working, maybe we do it Sunday evening or Wednesday evening, need a separate program for adults. ECC needs to be enhanced, but don't know how. Preschool doesn't fit her schedule	4
Continue streaming service. Add to our sign out front – Facebook and YouTube. Social Media. Enhancing current programs. Visual importance	2
Our new commitment to being a Global Mission Congregation can be enhanced as we live into it	C
Continue the December "mitten tree" being outside the church so that preschool and community can contribute	2
Continue services online after the pandemic. Put notice about it on our marquee out front.	2
Re-energize youth program. Get parents of kids more engaged	5
Make use of social media	2
Needs to have services till 5pm	C
Logos	1
Night Out to collect food for Circle of Concern	2
Youth program	2
Youth. Engage youth, kids, congregation. Ask parents of Youth/Children what works best for them	2

<b>Q2. What programs or mission emphases should be added?</b>	<b>MP</b>
Loaves and Fishes	2
LOGOS – but we need to advertise like in pre-school bulletin or in growing neighborhoods. Neighborhoods are now come and go, we need to reach out to them, they may need family and meet people	1
Have a program besides LOGOS meet one night a month "book club" coming together as a church family It was a huge turn off when we had a night for the over 50 club but nothing for the under 50 groups and something for the elderly too	1
LOGOS	1

Welcoming committee (follow up with visitors)	2
Music group that could be an outreach to community (Retirement homes, schools, etc.)	2
Dance groups, yoga classes, exercise classes. (Spiritual tie to exercise)	2
Community use of facilities. (Expand to other areas like Volleyball team using gym).	2
Open time for church to go into church to be their meditate or prayer. (Open to community)	2
Outreach to disadvantage communities. (Partner with other churches in those communities)	2
Feed the community (making sandwiches for loaves and fishes. Used to do this.)	2
Broader understanding of UCC programs and how we can engage with them. (i.e., community ones like reaching out to immigrants. Etc.	2
Food pantry	2
Other churches being allowed to use our facilities	2
Tutor programs for children	5
Mental health resources	2
Organize visitation team; members to go out and visit healthcare centers, elderly and sick, as needed	3
Find ways to reach people who don't have computer, News notes is not enough. Possible visitation team would assist????	3
Bring back Loaves and Fishes This was an intergenerational activity where sandwiches were made for homeless. Sponsored by youth.	1
Mission: How we treat our seniors. More intentional & advertise it more	3
Food pantry box outside of building. Available for evening/anytime pickup. Outside where people may remain anonymous	2
Getting our already planned "Five Alive" program off the ground after the pandemic subsides. (Planned use of the fifth Sunday of the month to move out in teams to serve the community as volunteers after a shortened worship.)	2
Installing a free pantry box on our property.	2
Having a diaper bank at church or supporting the St. Louis diaper bank.	2
Establishing a Pastor's Emergency Fund that can give the pastor a way to respond to urgent needs that are legitimate.	2
Adult day care services	3
AA program	2
National Alliance of Mental Illness. NAMI.org.	2
Tutoring centers (after school program or summer program).	5
Diaper bank	2
Gift cards/resources for those that come to the door asking for help. Police usually contact when known groups of scammers are going around the neighborhood	2
5 Alive	2



Q4. What non-programmatic things could the church do to strengthen and expand its ministry?	MP
Youth activities i.e.: Halloween party	5
Bingo, Trivia Night—invite community, no or very low charge	2
Social media promotion	2
Cremation columbarium in cemetery	C
Potentially expand an existing program within the UCC such as Unleashing Potential, or a program from Eden seminary expanded to our church.	2
Make our facilities available for other outside groups that serv the community such as support groups (divorce, loss of a loved one, mental health)	2
Make our facilities available for another UCC church that may not have infrastructure yet.	2
Have church functions that are open to the public such as movie nights, BBQs. Maybe have them off church grounds, parks.	2
Accessibility to building; post church hours, if no one there how or who to contact (volunteers have problems getting access to building)	C
Focus on how members can contribute with time/talent.	C
Leverage technology to support online services, weekly devotionals or pod casts, recognize people who don't have technology and decide how to reach out and make them feel more included, distribute not just a newsletter, but a copy of the written sermon, people that have the equipment train to use, use a tablet to include devotionals and sermons for a month, offer to drive elderly that no longer drive or anyone who needs transportation to church, stop by to anyone that is not able to attend services and drop off bulletin	C
Offer our facilities for support groups – divorce, grief/loss. Other ministry groups. Lunch group for women who have lost spouses. “Table Fellowship” monthly dinner club for members/community that have lost spouses where you meet at various restaurants	2
Allow other Christian groups to use our building as offices	2
Starting a “Table Fellowship” group for those who would like someone to eat with (may be living alone, or just enjoy the fellowship)	2
Inviting the preschool to the Christmas services	1
Taking food to our neighborhood firefighters and police when we are having a dinner	2
Putting pre-cooked meals in our freezer for members to take to anyone in need, such as after a surgery	2
Evolving our former mid-week Logos meal into a Table fellowship and way of creating meals to freeze	1
Having food trucks on our parking lot to attract the wider community as well as our membership. (Could even sponsor the food trucks in a different place if that seemed better.)	2
Greater connectiveness to UCC	4
small library under portico	2
Previous Pastor personally invited the preschool children and families to our Children's Christmas Worship Service	C

Become less siloed, work closely with other agencies in the area ex.	2
Guest speakers	4
Sunday cafes	4
Youth coffee shop & tutoring	5
Parenting classes	2
Tech support during coffee hour	3
Free donuts out by the road to show our demographics	C
Young couples club for bible study & fellowship (progressive dinner)	4
Connect generation to generation by tradition	1
Hymn fest	1
Do outdoor worship service for cyclists at pavilion	2
Blessing of the bikes (pet blessing)	2
Open gym events	2

<b>Q6. What resources should the church be providing its members?</b>	<b>MP</b>
Young people tutorial services, math, reading, etc.	5
On-Line services and classes; potential lessons on how to zoom, technical gadget education	3
Monday school Nite	5
God wants us to reach out to everyone and try to show regardless of age we are family	C
Recordings of services (currently doing)	2
Resources through partnerships for services our members may need (i.e.: transportation, counseling, financial, etc.)	2
Rideshare for members to church and appointments.	3
Matching people with shut ins.	3
Minister visits.	2
Small group discussions. (Various topics not necessarily bible focused)	4
Outreach to home bound.	3
Babysitting services.	5
Offering to help with handyman projects for the elderly members.	3
Elder care resources.	3
Directory of committees, their functions and list committee members. So people know who they can talk to if they want to help.	C
Better communication for Pastoral support and member support. Prayer request group and/or chain in church	1
Financial assistance for members in need	2
Eldercare, offer rides to medical appoints. Transportation help.	3
An evening or Saturday afternoon out for Mom's and Dad's. (Could be offered to the wider community as well as members.)	5

Transportation for elderly members to get to the doctor etc.	3
Steven's ministry, Pastor shouldn't be fully responsible for services and/or resources available to members	2
Mom/dad evening out	5
Note cards for sick. Phone calls to sick/shut-ins. Rides to church.	2

<b>Q7. What resources should the church be providing the wider community?</b>	<b>MP</b>
Youth group—invite youth from area, coordinate with neighboring church youth	5
Sunday school—have it concurrent with worship	4
Rideshare for wider community for appointments.	2
Provide music to wider community.	2
Small group discussions. (Various topics of importance.)	4
Recreation groups (basketball,	2
Tie into UCC wide programs like paying medical debt, reaching out to immigrants.	2
Make many events open to the public, movie nights, Chris's Pancakes.	2
Health screen testing, open to the public	2
Coordinate with VNA, Visiting Nurses Association-elderly care.	3
Develop almost like a Community Center-where people can go for information and resources, since people are relocating frequently, mobile society, influx of different nationalities.	2
Develop a speaker series, can be virtual and open to the public utilizing the UCC for speakers.	4
Transportation to and from church	3
Offer recycling for neighborhood	2
Does the wider community realize we have recycling bins they can use?	C
Transportation for elders.	3
A phone call ministry for people living alone who need someone to check on them.	3
A resource book for seniors.	3
Offer transportation assistance to doctors, groceries	3
Computer resources, technology, hearing difficulties	3
Daily check-in	3
List of resources for seniors living alone	3
Host blood drive and include dinner	2

## APPENDIX D: VOTING

There are two tables in this appendix. The table below reflects the final sorting and marking of duplicate and like responses (these responses have been 'struck through' and were removed from voting). The second table provides the voting summary, sorted by top vote receivers and duplicates/like responses removed.

**Table 1: Visioning Question Responses Sorted and Duplicates/Like Responses 'Struck Through' (Sorted by Mission Priority)**

<b>Mission Priority #1: Intergenerational Ministry</b>
<del>LOGOS and make sandwiches for "Loaves and Fishes";</del>
<del>LOGOS, but must reach out into the neighborhood</del>
<del>Logos reaching out to kids and families across. (How make it a virtual component?)</del>
<del>Re-institute a mid-week program (Logos)</del>
Intergenerational activities enhanced or brought back
<del>Logos</del>
LOGOS – but we need to advertise like in pre-school bulletin or in growing neighborhoods. Neighborhoods are now come and go, we need to reach out to them, they may need family and meet people
Have a program besides LOGOS meet one night a month "book club" coming together as a church family It was a huge turn off when we had a night for the over 50 club but nothing for the under 50 groups and something for the elderly too
<del>LOGOS</del>
Bring back Loaves and Fishes This was an intergenerational activity where sandwiches were made for homeless. Sponsored by youth.
Inviting the preschool to the Christmas services
<del>Evolving our former mid-week Logos meal into a Table fellowship and way of creating meals to freeze</del>
Connect generation to generation by tradition
Hymn fest
Better communication for Pastoral support and member support. Prayer request group and/or chain in church
<b>Mission Priority #2: Mission &amp; Community Outreach</b>
Circle of Concern being the facility for distribution
Collecting items for homeless and Afghanistan
Soup kitchens downtown
Lydia's house remain a priority mission

Music programs for services. (Could this expand to reach out to community?)
Enlist the public's help with mission projects, they don't have to be members to help and often people do want to help!
Community garden-instead of doing one off sight, start one on church grounds beside Olive and have a sign so people driving by know its purpose and that it is done by the church
<del>Start up the 5 Alive program again—5<sup>th</sup> Sunday of each month, was halted due to Covid</del>
Mitten Tree- continue to keep the tree outside which allowed for preschool families to participate
Continue streaming service. Add to our sign out front – Facebook and YouTube. Social Media. Enhancing current programs. Visual importance
<del>Continue the December “mitten tree” being outside the church so that preschool and community can contribute</del>
Continue services online after the pandemic. Put notice about it on our marquee out front.
Make use of social media
Night Out to collect food for Circle of Concern
<del>Youth program</del>
Youth. Engage youth, kids, congregation. Ask parents of Youth/Children what works best for them
Loaves and Fishes
Welcoming committee (follow up with visitors)
Music group that could be an outreach to community (Retirement homes, schools, etc.)
Dance groups, yoga classes, exercise classes. (Spiritual tie to exercise)
Community use of facilities. (Expand to other areas like Volleyball team using gym).
Open time for church to go into church to be their meditate or prayer. (Open to community)
Outreach to disadvantage communities. (Partner with other churches in those communities)
<del>Feed the community (making sandwiches for loaves and fishes. Used to do this.)</del>
Broader understanding of UCC programs and how we can engage with them. (i.e., community ones like reaching out to immigrants. Etc.
Food pantry
Other churches being allowed to use our facilities
Mental health resources
<del>Food pantry box outside of building. Available for evening/anytime pickup. Outside where people may remain anonymous</del>
<del>Getting our already planned “Five Alive” program off the ground after the pandemic subsides. (Planned use of the fifth Sunday of the month to move out in teams to serve the community as volunteers after a shortened worship.)</del>
Installing a free pantry box on our property.
Having a diaper bank at church or supporting the St. Louis diaper bank.

Establishing a Pastor's Emergency Fund that can give the pastor a way to respond to urgent needs that are legitimate.
AA program
National Alliance of Mental Illness. NAMI.org.
<del>Diaper bank</del>
Gift cards/resources for those that come to the door asking for help. Police usually contact when known groups of scammers are going around the neighborhood
5 Alive
Bingo, Trivia Night—invite community, no or very low charge
<del>Social media promotion</del>
Potentially expand an existing program within the UCC such as Unleashing Potential, or a program from Eden seminary expanded to our church.
Make our facilities available for other outside groups that serv the community such as support groups (divorce, loss of a loved one, mental health)
Make our facilities available for another UCC church that may not have infrastructure yet.
Have church functions that are open to the public such as movie nights, BBQs. Maybe have them off church grounds, parks.
<del>Offer our facilities for support groups—divorce, grief/loss. Other ministry groups. Lunch group for women who have lost spouses. “Table Fellowship” monthly dinner club for members/community that have lost spouses where you meet at various restaurants</del>
Allow other Christian groups to use our building as offices
Starting a “Table Fellowship” group for those who would like someone to eat with (may be living alone, or just enjoy the fellowship)
Taking food to our neighborhood firefighters and police when we are having a dinner
Putting pre-cooked meals in our freezer for members to take to anyone in need, such as after a surgery
Having food trucks on our parking lot to attract the wider community as well as our membership. (Could even sponsor the food trucks in a different place if that seemed better.)
small library under portico
Become less siloed, work closely with other agencies in the area ex.
Parenting classes
Do outdoor worship service for cyclists at pavilion
Blessing of the bikes (pet blessing)
Open gym events
<del>Recordings of services (currently doing)</del>
Resources through partnerships for services our members may need (i.e.: transportation, counseling, financial, etc.)
Minister visits.
Financial assistance for members in need



Steven's ministry, Pastor shouldn't be fully responsible for services and/or resources available to members
Note cards for sick. Phone calls to sick/shut-ins. Rides to church.
Rideshare for wider community for appointments.
Provide music to wider community.
Recreation groups (basketball,
Tie into UCC wide programs like paying medical debt, reaching out to immigrants.
Make many events open to the public, movie nights, Chris's Pancakes.
Health screen testing, open to the public
Develop almost like a Community Center-where people can go for information and resources, since people are relocating frequently, mobile society, influx of different nationalities.
Offer recycling for neighborhood
Host blood drive and include dinner
<b>Mission Priority #3: Senior Ministry</b>
Organize visitation team; members to go out and visit healthcare centers, elderly and sick, as needed
Find ways to reach people who don't have computer, News notes is not enough. Possible visitation team would assist????
Mission: How we treat our seniors. More intentional & advertise it more
Adult day care services
Tech support during coffee hour
On-Line services and classes; potential lessons on how to zoom, technical gadget education
Rideshare for members to church and appointments.
Matching people with shut ins.
Outreach to home bound.
Offering to help with handyman projects for the elderly members.
Elder care resources.
<del>Eldercare, offer rides to medical appoints. Transportation help.</del>
<del>Transportation for elderly members to get to the doctor etc.</del>
Coordinate with VNA, Visiting Nurses Association-elderly care.
<del>Transportation to and from church</del>
<del>Transportation for elders.</del>
A phone call ministry for people living alone who need someone to check on them.
<del>A resource book for seniors.</del>
<del>Offer transportation assistance to doctors, groceries</del>
Computer resources, technology, hearing difficulties
Daily check-in
<del>List of resources for seniors living alone</del>

### **Mission Priority #4: Christian Education**

Sunday school—have it concurrent with worship

~~Sunday school for kids and how to recruit families. (How make it a virtual component?)~~

Vacation Bible School. (How make it a virtual component?)

Bible study (continue virtual with small groups. Bible study happy hour and appetizers)

~~Sunday School Program: consistency, bigger priority, outreach to community and preschool, if Sunday school isn't working, maybe we do it Sunday evening or Wednesday evening, need a separate program for adults. ECC needs to be enhanced, but don't know how. Preschool doesn't fit her schedule.~~

Greater connectiveness to UCC

Guest speakers

Sunday cafes

Young couples club for bible study & fellowship (progressive dinner)

Small group discussions. (Various topics not necessarily bible focused)

~~Sunday school—have it concurrent with worship~~

~~Small group discussions. (Various topics of importance.)~~

~~Develop a speaker series, can be virtual and open to the public utilizing the UCC for speakers.~~

### **Mission Priority #5: Youth & Children Activities (Community & Church)**

Youth group—invite youth from area, coordinate with neighboring church youth

Pre-school in church. Feeder for church membership

~~Preschool—foster relationships with children, small interactions but on a daily basis via church staff Pastor, music director, Christian education director~~

Re-energize youth program. Get parents of kids more engaged

Tutor programs for children

~~Tutoring centers (after school program or summer program).~~

Youth activities i.e.: Halloween party

~~Youth coffee shop & tutoring~~

~~Young people tutorial services, math, reading, etc.~~

Monday school Nite

~~Babysitting services.~~

~~An evening or Saturday afternoon out for Mom's and Dad's. (Could be offered to the wider community as well as members.)~~

Mom/dad evening out

~~Youth group—invite youth from area, coordinate with neighboring church youth~~

**Table 2: Voting Outcome**

Several people placed more than one vote on an item. These items are noted below.

<b>Mission Priority #1: Intergenerational Ministry</b>	<b>TOTAL</b>
LOGOS – but we need to advertise like in pre-school bulletin or in growing neighborhoods. Neighborhoods are now come and go, we need to reach out to them, they may need family and meet people <i>7 individuals, 9 votes</i>	9
Intergenerational activities enhanced or brought back	8
Have a program besides LOGOS meet one night a month “book club” coming together as a church family It was a huge turn off when we had a night for the over 50 club but nothing for the under 50 groups and something for the elderly too	4
Bring back Loaves and Fishes This was an intergenerational activity where sandwiches were made for homeless. Sponsored by youth.	4
Better communication for Pastoral support and member support. Prayer request group and/or chain in church	3
Hymn fest	1
<b>Mission Priority #2: Mission &amp; Community Outreach</b>	
Having food trucks on our parking lot to attract the wider community as well as our membership. (Could even sponsor the food trucks in a different place if that seemed better.) <i>8 individuals, 20 votes</i>	20
Continue streaming service. Add to our sign out front – Facebook and YouTube. Social Media. Enhancing current programs. Visual importance	11
Make our facilities available for other outside groups that serv the community such as support groups (divorce, loss of a loved one, mental health)	8
Welcoming committee (follow up with visitors)	7
Food pantry	7
Youth. Engage youth, kids, congregation. Ask parents of Youth/Children what works best for them <i>5 individuals, 6 votes</i>	6
Circle of Concern being the facility for distribution	5
Community use of facilities. (Expand to other areas like Volleyball team using gym).	5
Have church functions that are open to the public such as movie nights, BBQs. Maybe have them off church grounds, parks.	5
Enlist the public's help with mission projects, they don't have to be members to help and often people do want to help!	4
5 Alive	4
Bingo, Trivia Night—invite community, no or very low charge	4
Make many events open to the public, movie nights, Chris's Pancakes.	4
Lydia's house remain a priority mission	3

Community garden-instead of doing one off sight, start one on church grounds beside Olive and have a sign so people driving by know its purpose and that it is done by the church	3
Broader understanding of UCC programs and how we can engage with them. (i.e., community ones like reaching out to immigrants. Etc.	3
Note cards for sick. Phone calls to sick/shut-ins. Rides to church.	3
Loaves and Fishes	2
Other churches being allowed to use our facilities	2
Starting a "Table Fellowship" group for those who would like someone to eat with (may be living alone, or just enjoy the fellowship)	2
Steven's ministry, Pastor shouldn't be fully responsible for services and/or resources available to members	2
Rideshare for wider community for appointments.	2
Tie into UCC wide programs like paying medical debt, reaching out to immigrants.	2
Offer recycling for neighborhood	2
Collecting items for homeless and Afghanistan	1
Music programs for services. (Could this expand to reach out to community?)	1
Mitten Tree- continue to keep the tree outside which allowed for preschool families to participate	1
Night Out to collect food for Circle of Concern	1
Music group that could be an outreach to community (Retirement homes, schools, etc.)	1
Open time for church to go into church to be their meditate or prayer. (Open to community)	1
Outreach to disadvantage communities. (Partner with other churches in those communities)	1
Installing a free pantry box on our property.	1
Establishing a Pastor's Emergency Fund that can give the pastor a way to respond to urgent needs that are legitimate.	1
Potentially expand an existing program within the UCC such as Unleashing Potential, or a program from Eden seminary expanded to our church.	1
Allow other Christian groups to use our building as offices	1
Become less siloed, work closely with other agencies in the area ex.	1
Parenting classes	1
Open gym events	1
Host blood drive and include dinner	1
Soup kitchens downtown	0
Continue services online after the pandemic. Put notice about it on our marquee out front.	0
Make use of social media	0
Dance groups, yoga classes, exercise classes. (Spiritual tie to exercise)	0

Mental health resources	0
Having a diaper bank at church or supporting the St. Louis diaper bank.	0
AA program	0
National Alliance of Mental Illness. NAMI.org.	0
Gift cards/resources for those that come to the door asking for help. Police usually contact when known groups of scammers are going around the neighborhood	0
Make our facilities available for another UCC church that may not have infrastructure yet.	0
Taking food to our neighborhood firefighters and police when we are having a dinner	0
Putting pre-cooked meals in our freezer for members to take to anyone in need, such as after a surgery	0
small library under portico	0
Do outdoor worship service for cyclists at pavilion	0
Blessing of the bikes (pet blessing)	0
Resources through partnerships for services our members may need (i.e.: transportation, counseling, financial, etc.)	0
Minister visits.	0
Financial assistance for members in need	0
Provide music to wider community.	0
Recreation groups (basketball,	0
Health screen testing, open to the public	0
Develop almost like a Community Center-where people can go for information and resources, since people are relocating frequently, mobile society, influx of different nationalities.	0
<b>Mission Priority #3: Senior Ministry</b>	
Rideshare for members to church and appointments.	4
Outreach to home bound. <i>3 individuals, 4 votes</i>	4
Organize visitation team; members to go out and visit healthcare centers, elderly and sick, as needed	3
Mission: How we treat our seniors. More intentional & advertise it more <i>2 individuals, 3 votes</i>	3
Elder care resources.	3
A phone call ministry for people living alone who need someone to check on them.	3
Tech support during coffee hour	2
Offering to help with handyman projects for the elderly members.	2
On-Line services and classes; potential lessons on how to zoom, technical gadget education	1
Computer resources, technology, hearing difficulties	1

Find ways to reach people who don't have computer, News notes is not enough. Possible visitation team would assist????	0
Adult day care services	0
Matching people with shut ins.	0
Coordinate with VNA, Visiting Nurses Association-elderly care.	0
Daily check-in	0
<b>Mission Priority #4: Christian Education</b>	
Sunday school—have it concurrent with worship <i>11 individuals, 12 votes</i>	12
Guest speakers	5
Small group discussions. (Various topics not necessarily bible focused)	5
Bible study (continue virtual with small groups. Bible study happy hour and appetizers)	4
Young couples club for bible study & fellowship (progressive dinner)	2
Vacation Bible School. (How make it a virtual component?)	1
Greater connectiveness to UCC	1
Sunday cafes	1
<b>Mission Priority #5: Youth &amp; Children Activities (Community &amp; Church)</b>	
Youth group—invite youth from area, coordinate with neighboring church youth	9
Re-energize youth program. Get parents of kids more engaged	5
Mom/dad evening out	4
Pre-school in church. Feeder for church membership	3
Tutor programs for children	1
Youth activities i.e.: Halloween party	1
Monday school Nite	0

## APPENDIX E: SUGGESTED RESOURCES

A Google drive folder “St. John’s UCC Visioning Process” has been created which contains the 30 documents listed below.

### **Visioning Process Folder:**

1. Visioning Event Report
2. Visioning Event presentation

### **MissionInsite Reports Folder:**

Please be in touch with Jill if you need help interpreting any of these reports.

1. ExecutiveInsite for 5-mile radius around the church
2. ExecutiveInsite for polygon reflecting member location
3. ComparativeInsite Report
  - a. Compares members to their neighbors.
  - b. Members are noted as People Household (HH)
4. ReligiousInsitePriorities for 5-mile radius around the church (older data, new report being prepared in 2022)
5. MinistryInsitePriorities for 5-mile radius around the church (older data, new report being prepared in 2022)

### **MOSAIC Profile Information Folder:**

1. Six (6) MOSAIC profiles for household types within the study area
  - a. One each for: A01, A02, A04, B07, C11, C13
2. Six (6) Mission Impact Guides for household types within the study area
  - a. One each for: A01, A02, A04, B07, C11, C13

### **Assessments Folder:**

1. Community Needs Assessment
2. Church Hospitality Assessment
3. Time and Talents Survey
4. Facilities Assessment
5. Spiritual Gifts Survey

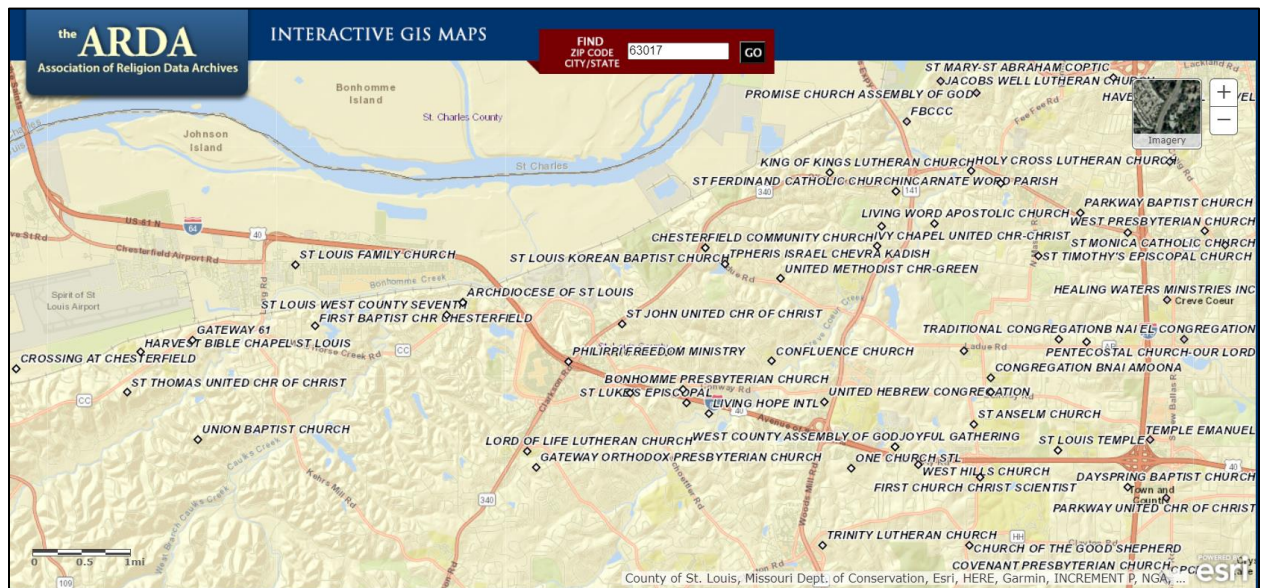
### **Resources Folder:**

1. Two (2) Example Strategic Plans
2. Two (2) articles on using your Building Assets
3. 50 Ways to Take Church to the Community
4. SMART Goals: A How to Guide

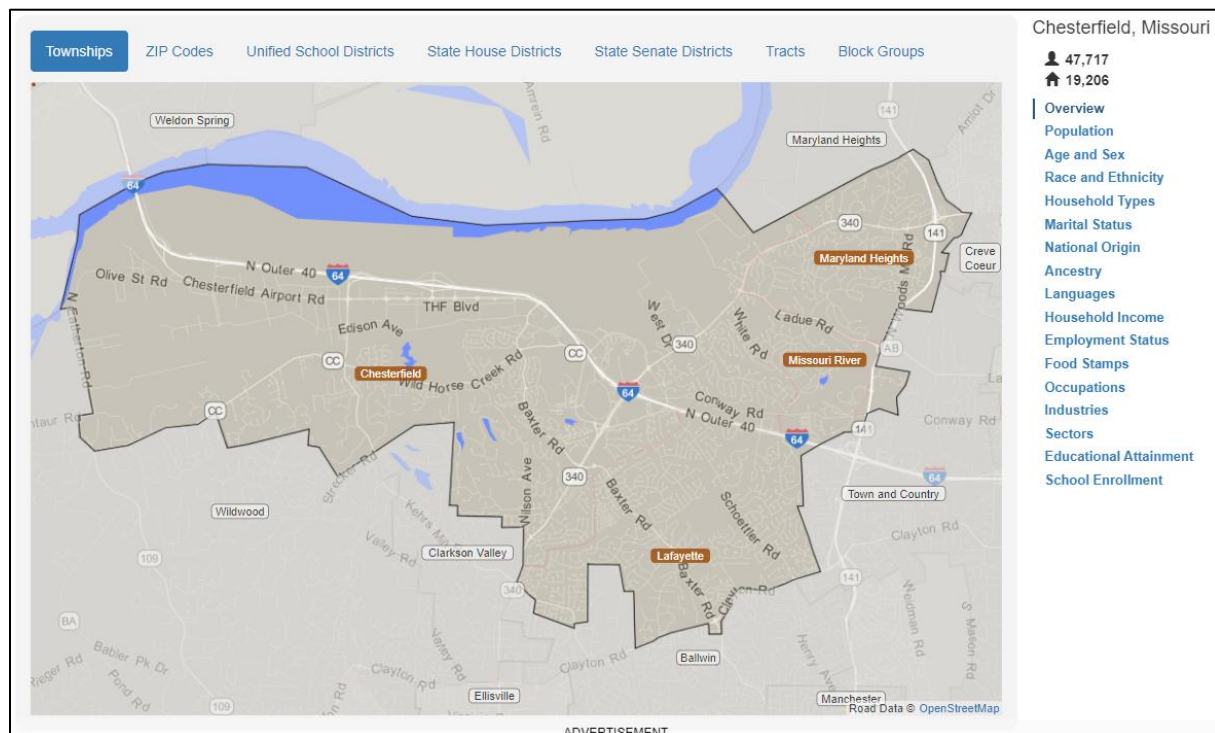


Below are websites mentioned during the various presentations, as well as some other resources you may find helpful:

## 1. The Association for Religious Data ( [www.thearda.com](http://www.thearda.com) )



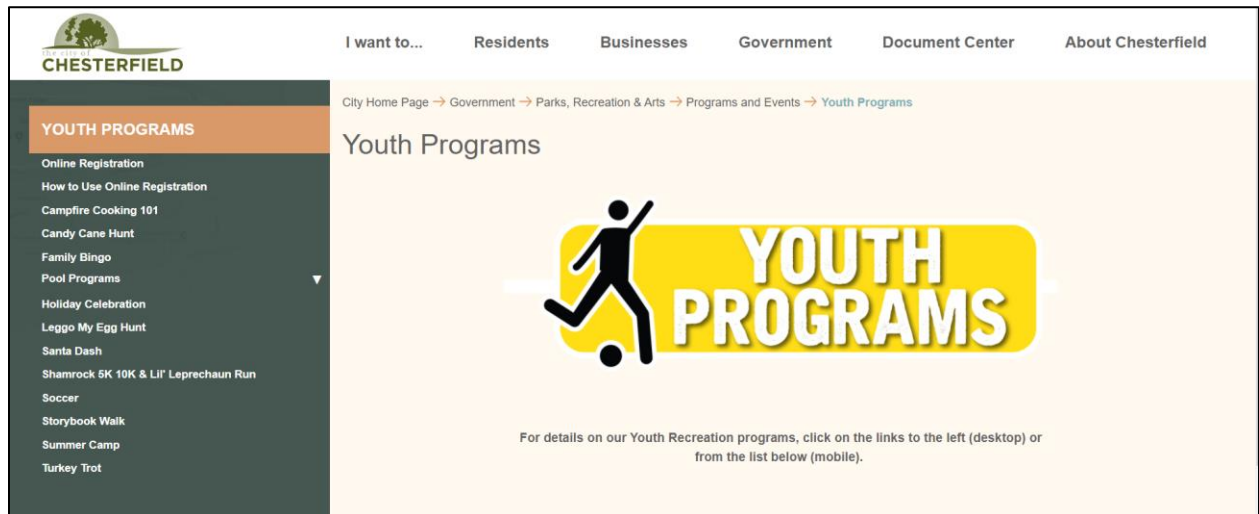
## 2. Statistical Atlas ( <https://statisticalatlas.com> )





3. **The City of Chesterfield, Youth Programs** (<https://www.chesterfield.mo.us/youth-programs.html>)

As Youth & Children Activities are a priority, reviewing the city of Chesterfield's programs might provide ideas for programs that have been successful and/or identify partnerships.

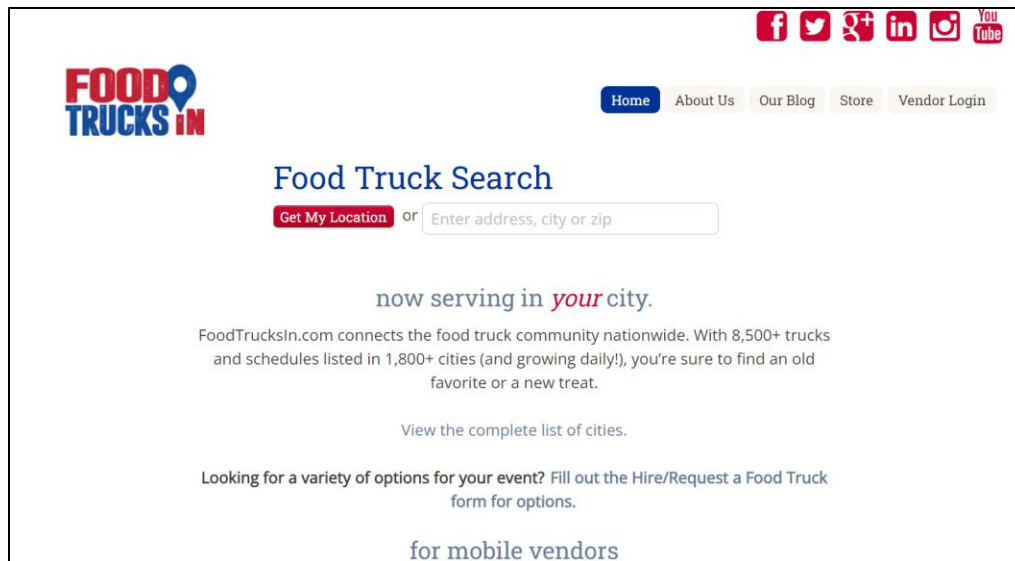


4. **United Way Community Needs Assessment 2020** ([http://helpingpeople.org/wp-content/uploads/2020/01/CNA-Full-Report\\_Jan2020.pdf](http://helpingpeople.org/wp-content/uploads/2020/01/CNA-Full-Report_Jan2020.pdf))

A copy of this report has been provided in the Google drive as noted above. This report might provide insights into needed community ministries, as well as identify possible partnerships and building uses.

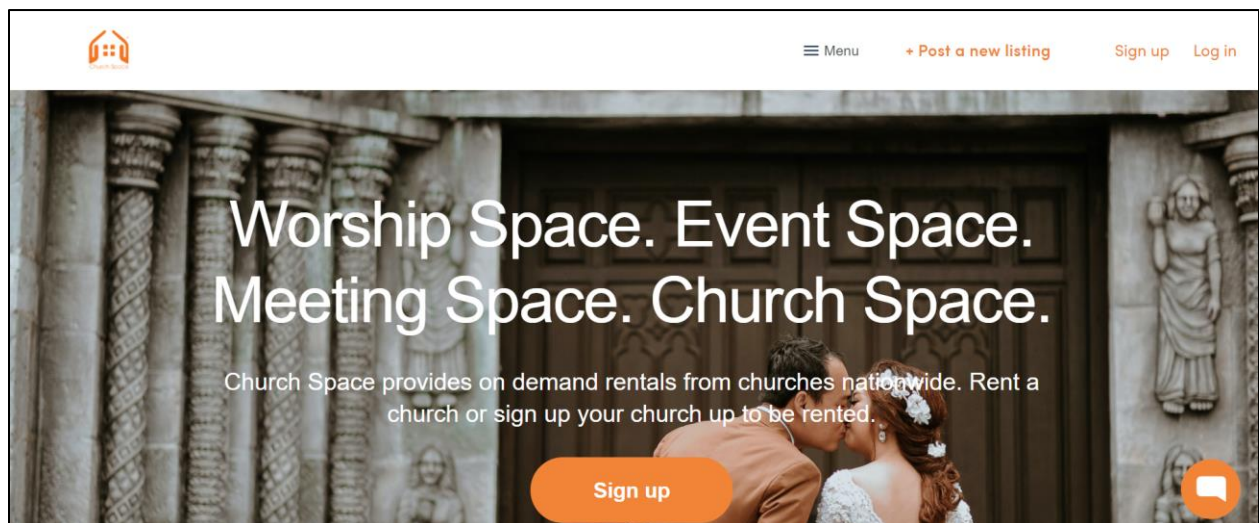
5. **FoodTrucksin.com** (<https://www.foodtrucksin.com/about-foodtrucksincom>)

If a food truck ministry is pursued, this site might be a useful resource.



## 6. Church Space (<https://www.bookchurchspace.com/en>)

During the visioning process members expressed interest in making facilities available for outside groups that serve the community. However, if the church wishes to use the facility for a source of income, listing your facilities on Church Space can be a great way to advertise your space. Church Building & Loan Fund recommends Church Space to churches looking to rent space.



## APPENDIX F: THE STRATEGIC PLAN

This appendix provides the slides from the Visioning presentation that relate specifically to the Strategic Plan of Implementation for reference purposes.

It can be a daunting task knowing where to start, however as mentioned early in the visioning process, the church must define their why. The mission priorities established begin that definition process, however the church needs to refine these priorities based upon input from the visioning process and members. Once these priorities are refined, the remaining research (demographics, assessments, community interviews) can be completed and the plan begun.

### Strategic Plan of Implementation

- The success of the visioning process ultimately depends upon the congregation's commitment to follow through with the specific plans and actions required to make the vision reality.
- Some items may be acted upon immediately by a church committee or task group
  - Identify items within each mission priority that can be worked on and implemented quickly and easily
- Larger issues and needs require a **Strategic Plan of Implementation**



## The Strategic Plan of Implementation



- Details the purpose of the Congregational Vision; answers the question **WHY?**
- Clearly states the goals that have been set by the congregation; answers the question **WHAT?**
- Outlines the implementation of the strategic plan; answers the questions **WHEN** and **HOW?**
- Assigns accountability for implementation of the plan; answers the question **WHO?**

3

## Strategic Plan of Implementation

- Prioritize ideas and issues that came from the Visioning Process into achievable goals.
  - Assess each item and determine if goals can be assigned
  - Re-evaluate list of items under each mission priority
- Goals should be challenging and address:
  - Financial
  - Ministry
  - Mission / Outreach
  - Target dates
  - Assigned tasks
  - Accountability



5

## Strategic Plan of Implementation

- Goals should be S.M.A.R.T.:
  - Specific: define What, Why, and How
  - Measurable: with a way to know if the goal has been achieved or not
  - Achievable: though challenging, goals should be realistic
  - Relevant: pertinent to your Vision and Mission
  - Time-Bound: a sequence of chronological achievements and linked to specific timelines



6

## Strategic Plan of Implementation

- The SPTF suggests a time frame for each goal to be implemented (within 1 – 5 years) and develops strategies for implementation
  - Timeline for implementation is dependent upon the project, some may be achieved in 1 year, others may take longer
- Goals and strategies are shared with the congregation via existing small group settings, small groups specifically scheduled for this purpose and congregational meeting.
  - Input is used to refine goals and strategies and develop a final Strategic Plan of Implementation



9

## Strategic Plan of Implementation



- Congregation comes to consensus upon final plan, which includes timeline, milestones, estimated financials, and approval to explore next steps
  - Examples of next steps include capital campaign, loan application, renewed or new stewardship emphasis, new mission group formation