

FOUNTAIN STREET CHURCH 2011-2012 GOALS¹

This document was created over a course of months after a Governing Board initiated conversation in February 2010. The initial matrix created by the Governing Board included ministry areas (worship, education, communication, stewardship, social ministry and fellowship) as well as lines for responsible groups. Ministry areas and responsible groups were removed from this document for ease of reading. Congregant input was obtained through hard-copy versions of the initial document in the Social Hall and on the Second Floor. Under the guidance of the Executive Team, the Church Staff then worked collaboratively to add activities/ideas and to prioritize which activities offered the most promise. The Staff also observed several themes emerging from these activities. The Themes are listed below with the top goals following. Staff Measures, Baselines and Questions were generated by Staff at the bequest of the Board in February 2011. All Board, Congregant and Staff ideas are listed thereafter.

Staff Perceived Themes

*Effective Communications Strategies – discover, agree upon and implement
Multi-demographic engagement
Make activities participatory and engaging as well as observing/entertaining*

Retain & Engage the Congregation	Deepen the Culture of Generosity	Support Growth & Outreach
<u>Top Staff Goals</u>	<u>Top Staff Goals</u>	<u>Top Staff Goals</u>
<ol style="list-style-type: none"> 1. Continue offering community-engaging, hands-on, and tangible activities 2. Use a variety of communication methods to meet the needs of all congregants 3. <u>A Tie For:</u> Support and grow music & Provide members with things they want to participate in/peak their interests and engage them; make it worthwhile to be at FSC 	<ol style="list-style-type: none"> 1. Marketing, marketing, marketing 2. Continue to broaden our availability to outside groups 3. Use local free resources, such as Natural Awakenings, TV station websites, etc. 4. Schedule regular after-service lunches (e.g. GRCC, Art Prize) 	<ol style="list-style-type: none"> 1. Create a physical environment that is welcoming to a wide range of people 2. Events to welcome the community and engage young adults (e.g. Ramadan, ArtPrize, DLGS) 3. Maintain and grow broadly-based worship services 4. Engage young adults 5. Expand methods to announce events (e.g. bulletin insert with 2-4 months of events)

¹ As of 3/21/11

<p>4. Continue lunches after Worship Services</p> <p>5. Focus on different musical pieces in the Worship Services</p> <p><u>Staff Measures, Baselines & Questions</u></p> <ul style="list-style-type: none"> - What is our target/goal for # of after-worship lunches? - What does “focus on different musical pieces in the worship services” mean? 	<p><u>Staff Measures, Baselines & Questions</u></p> <ul style="list-style-type: none"> - In re: Marketing – establish baseline of what we do now...track <ul style="list-style-type: none"> o On-line tools, how often accessed, by whom o Chimes o Flash o GR press o Do an “all staff interview” to determine who’s publicizing how - Measureables <ul style="list-style-type: none"> o Create/strengthen communications committee hub o How many venues do we market to, through o How many people come back? o Ask staff o Tracking of response 	<p><u>Staff Measures, Baselines & Questions</u></p> <ul style="list-style-type: none"> - In re: Physical Environment welcoming to wide range <ul style="list-style-type: none"> o Make note of issues o Track changes and timelines o Changes in attendee feedback - In re: Events to welcome community & engage young adults <ul style="list-style-type: none"> o Number and variety of events on calendar (FSC or other sponsored) o Count heads and age demographics (observance okay?) o Short survey to track demographics via venues or email list of attendees - In re: Maintain and grow broadly-based worship services <ul style="list-style-type: none"> o Baseline by tracking general attendance at each service o Track variety of sermon offerings o Pre-set focus areas for worship variety o Ask congregation for what they’d like to see in the service - In re: engage young adults <ul style="list-style-type: none"> o Facebook and website hit tracking o Count heads and young adult oriented events <u>and</u> at all events for demographics - In re: expand methods to announce events <ul style="list-style-type: none"> o Itemize/count methods o Track new methods added and success rate through feedback
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<u>Activities²</u>	<u>Activities</u>	<u>Activities</u>
<p><u>Board Comments</u></p> <ul style="list-style-type: none"> * Track and Evaluate the two-service experiment (Min SL&L) * Guest Ministers/Speakers to broaden diversity in services * Engage non-parents in youth education * Support and grow Music * religious literacy schedule * Plate offerings: revisit use; consider for special projects at FSC, e.g., service trips * Develop methods for committees/groups to share purpose and activities with congregants, e.g. designated after-service lunch tables * Active communication with & among identified grps, e.g., TY notes, announcements. * Link Generosity with Commitment to FSC * Qtrly after-service talkbacks with GB in Chapel * Committee updates to Staff & GB two times/year (March and Sept) * Clarify decision structure and responsibility * Use a variety of communication methods to meet the needs of all congregants 	<p><u>Board Comments</u></p> <ul style="list-style-type: none"> * Develop the Subtle Message; connect engagement with the message of generosity * Take Care of our Church Spirit * Take Care of our Church Structure * Schedule regular after-services Lunches, e.g., GRCC, Art Prize. * Reinstate Dinners for 8 * Share needs and effective methods among grps * Annual Pledge Activities (list) * Planned Giving * Free Will Offerings * Develop methods to share Church and Ministry successes with all congregants <p><u>Congregant Comments</u></p> <ul style="list-style-type: none"> ● Create more and different opportunities to engage homeless population – invite them to meals, visit them, etc. ● Expand medical equipment lending closet – more and available to more people ● College or young adult group 	<p><u>Board Comments</u></p> <ul style="list-style-type: none"> * Maintain & Grow broadly based worship services * Offer Forums in challenging and controversial issues * Maintain, Grow, & Evaluate broadly based education services, e.g., use of Regio Emilio * Events to welcome the community, e.g., Ramadan, Art Prize, * Events * Grow Greeters Activities, e.g., at doors, Social Hall * Expand methods to announce events, e.g., bulletin insert with 2-4 mo of events, * Sunday service announcement on website Face Page. * Notes in W Mi Tourist Asso, Realtors pages, Welcome Wagon, etc. * Create a physical environment that is welcoming to a wide range of peoples <p><u>Congregant Comments</u></p> <ul style="list-style-type: none"> ● Singles ministry

²Board Comments were part of original document generated by Board. Congregant Comments were hand-written on hard copies of matrices originally posted in Social Hall and on Second Floor in Fall 2010. Staff Comments were generated during staff meetings in Fall 2010.

<p>* Highlights from GB minutes in Chimes *Fiscal updates in Chimes, e.g., pledge amts pledged & received.</p> <p><u>Congregant Comments</u></p> <ul style="list-style-type: none"> • Budget for early worship • Consider earlier time for early worship • iPod downloadable sermons • TV cable channels available to congregants on church TV's • Concessions before and during church • Engage under 40 crowd • In-house custodians, consider hiring current staff as full-time • Create religious literacy schedule and plan (scope and sequence) • Budget for teen choir • Hire full-time music staff • Resurrect young adult groups (YAK's) • Create interreligious exchange after current education hour on Sundays <p><u>Staff Comments</u></p> <ul style="list-style-type: none"> • *Provide members with things they want to participate in/peak their interests and engage them; make it worthwhile to be at FSC • *Focus on different musical pieces in the worship services • *Have children participant more 	<ul style="list-style-type: none"> • Ecology – save water <p><u>Staff Comments</u></p> <ul style="list-style-type: none"> • Develop the subtle message; connect engagement with the message of generosity • Take care of our Church Spirit • Take care of our church structure • Schedule regular after-service lunches (e.g. GRCC, Art Prize) • Dinners for 9 • Share needs and effective methods among groups • Engage small groups “bottom up” • Encourage service group activities • Annual pledge activities (list) • Planned giving • Free Will offerings • Secret Service Auction • Other • Develop methods to share Church and ministry successes with all congregants • Add an evening Worship Service • Add large media screens 	<ul style="list-style-type: none"> • More concerts • More organ recitals • New and more exciting DLGS speakers • Prison outreach • Reach out to GRCC students – particularly during orientation weeks <p><u>Staff Comments</u></p> <ul style="list-style-type: none"> • Maintain and grow broadly-based worship services • Offer forums in challenging and controversial issues • Maintain, grow and evaluate broadly-based education services (e.g. use of Reggio Emilio) • Events to welcome the community and engage young adults (e.g. Ramadan, ArtPrize, DLGS) • Chapel use • Events • Grow Greeters Activities, e.g. at doors, social hall • Grow small groups • Underwrite Jan speaker • Engage young adults • Getting outside the church building • Opportunities for non-congregants to show support • Institutionalize PAP • Engage new members • Expand methods to announce events (e.g. bulletin insert with 2-4 months of events)
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<p>frequently/engage more "family" time</p> <ul style="list-style-type: none"> • *Adult ed needs to be more "general" and not so "spiritual" (ie. cooking classes) • *Times and offerings overlap so people can only participate in one class • *continue family, fun-filled activities where people can just show up and join in the activities • *continue offering community-engaging, hands-on, tangible activities • *children need to be engaged – play area with toys, books, and DVD's in the Social Hall • *continue lunches after worship services • *economy makes a difference • *dedicate money 	<ul style="list-style-type: none"> • Identify neglected areas of Worship • Continue to broaden our availability to outside groups • Create/add more widely-based educational opportunities, (Bible Study, etc.) • Better engage the FSC community, not just the outside local community, (more Church-sponsored events for and about FSC'ers • Introduce a "Singles" group • More food events – food always promotes Fellowship • Marketing, marketing, marketing • Communication Committee – permanent Committee, not just when needed, (staff oversight) • Use local free resources, such as Natural Awakenings, TV station websites, etc. 	<ul style="list-style-type: none"> • Sunday Services announcement on website FacePage • Notes in W MI Tourist Assoc, Realtors pages, Welcome Wagon, etc. • Create a physical environment that is welcoming to a wide range of people • Suggest groups within the Music Ministries, (Junior Choir & Others), as well as other interested parties within FSC, to "adopt" a wish list item(s) from area agencies and spearhead a Sunday collection for those item(s). Successful collections in the past have included underwear, socks, peanut butter, layette items, diapers, etc. • Explore how Districts or other groups within FSC could adopt a cause, with different groups taking "shifts" or "rotations", much like the District rotations stocking Dwelling Place baskets, which has taken on a life of its own and is well-established. This could be another way of supporting IHN/Family Promise, (their wish list is posted on their website), as we grow closer to becoming a support partner Church to First United Methodist Church during its rotations of hosting families at their facility. • Involve congregants in quarterly tours of agencies who have received SAC grants, such as the Grandville Center for the Arts & Humanities. Most local recipients have expressed a desire to the Social Ministry Director that they would greatly welcome tour groups from FSC to come and see their dollars in action. • There is a need to make our generosity more tangible to the congregation – perhaps highlight in the Chimes every 2-3 months an agency that has received a SAC grant, with photos and testimonials from staff/volunteers/consumers at the recipient agency. • It's hoped that by making our current contributions more tangible, we will feed and enrich our collection plate offerings and also engage the congregation in participating in SAC's open vetting process for grant applicants.
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2011-2012 Governing Board "Self Goals"		
	Enhance Transparency in Governance	Enhance Function and Process
Focus Areas	Activities	Activities
<u>Four Committees to the GB</u>	<ul style="list-style-type: none"> * Maintain Oversight (big issue: Update Bylaws) * Strengthen Stewardship Activities * Enhance Linkage and Communication within the Membership * Share importance and value of serving on GB (Nominating) 	<ul style="list-style-type: none"> * Clarify structure and responsibilities * Annual GB calendar of regular meetings, regular pre-meetings (e.g., how to interpret the budget, Character School updates/desires, Committees, Charter groups)
<u>Fiscal Responsibilities</u>	<ul style="list-style-type: none"> * Create a clearer process to propose and share budget with congregation 	<ul style="list-style-type: none"> *
<u>GB-Staff-Congregant Relationships</u>	<ul style="list-style-type: none"> * Formally approve an organizational chart that includes flow of information and decision-making among GB, Ministers, Staff, Committees, Groups, and Congregants * Initiate GB agenda time for Staff feedback to inform GB oversight (e.g., key staff comment on that which has been most rewarding and most challenging in the last quarter) 	<ul style="list-style-type: none"> * Communicate organizational chart in a wide variety of ways * Establish GB annual calendar that includes all meetings, Goals updates, and Committee to GB deadlines and updates, etc.....
<u>Ongoing learning about Governance</u>	<ul style="list-style-type: none"> * Regular entries to the Chimes about GB function and activities 	<ul style="list-style-type: none"> * Quarterly sessions about Board and Governance topics
<u>Strengthen image and availability of GB to congregants</u>	<ul style="list-style-type: none"> * With all GB meeting announcements include "Congregants Welcome" 	<ul style="list-style-type: none"> * All GB slate candidates that are not elected are prepared to join a Committee to GB membership