

## Building and Grounds

*“Jacob says, ‘Surely the Lord is in this place, and I did not know it. How awesome is this place! This is none other than the house of God, and this is the gate of Heaven.’” (Genesis 28:16-17)*

### Current State

**Resources.** Resources are being used deliberately to maintain and improve our buildings and grounds, and our staff and congregation work well together to take care of these gifts. There is some lack of congregational understanding, however, as to the financial resources available to support our buildings and grounds.

**Plans for Future Work.** There are mixed opinions from the congregation about making major changes to the facilities. While there is strong support for maintenance of existing facilities, the support for more discretionary projects is varied.

**Openness and Welcome.** Our campus is currently being used by members and community groups for fellowship and mission-oriented activities. There is a sense in our congregation that we can open our doors even wider.

**Accessibility.** Our campus, while beautiful, can be confusing to visitors and members alike.

### Action Item

- The Building & Grounds (“B&G”) Committee, in conjunction with the Foundation Board, provides an accounting of foundational assets that are available for B&G improvements.
- Session representatives and the B&G Committee create and update a Strategic Facilities Plan, which, among other things, educates the congregation on financial resources and maps out paths to fund projects.

### Action Item

- The Strategic Facilities Plan, approved by the session, prioritizes routine maintenance, future projects, creative and alternative uses.
- We execute the 2018 sanctuary remodel, incorporating modern technology, such as enhancements to sound, lighting, and video capabilities.

### Action Item

- Work with ‘24/7’ Charlotte to develop a prayer room that is open to the community located in Rec Hall.
- Work with church officers to develop showers and living quarters for guests and groups we host as part of our mission.
- Expand the identity and availability of Davis Hall as a hub for community programs and events, possibly with a specific agent or committee.

### Action Item

- Improve lighting, signage, access and safety with a goal of inviting members and visitors to enjoy more of our campus.
- Incorporate our new church logo wherever possible, particularly on our signage and the website
- Incorporate a campus map and floor plans on the church website.

### Target State

**Resources.** Our congregation better understands the means and resources available for the maintenance and future development of our campus. We prioritize projects to maximize the use of our campus for mission and community service, as a place of worship, education, and refuge.

**Plans for Future Work.** A strategic facilities plan addressing routine maintenance, improvements, and alternative projects has been developed and is guiding creative decisions about the property. This plan incorporates continued commitment to Earth Care and integration of new technologies.

**Openness and Welcome.** Our campus is known as a community hub and is alive with creative uses of our facilities for worship, mission, outreach, and fellowship.

**Accessibility.** Our campus is viewed through a visitor’s eyes, and obstacles to comfort and accessibility have been eliminated.

## Christian Formation

*“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ...” (Eph. 4:11-12)*

### Current State

**Faith Formation:** FPC has many established programs and missions that serve the members at various stages on their spiritual journey. There are dedicated resources with leadership to facilitate Christian Formation programs (*i.e.*, Sunday School, VBS, Youth Fellowship, First Kids, Wednesday Night Fellowship, Presbyterian Women and their Circles, the FPC annual retreat, etc.) that meet the needs of the congregation. Current programs are not as coordinated as they could be, resulting in a culture that is complacent and not as proactive to current needs as we need to be. Current offerings are structured around traditional times and services that may not accommodate congregants with complex schedules and non-traditional needs for their personal spiritual journey.

**Discipleship:** Congregants rely on the ministerial staff and church officers to develop, deliver and lead many of the primary Christian Formation efforts. There is an urgent need for volunteers to actively engage in the programs as teachers and leaders.

**Communication:** There is not a formal communications strategy that informs and promotes awareness of the needs and offerings within Christian Formation that results in a lower level of active member engagement. This includes an absence of current data regarding membership, trends and interest by age group that limits ability to direct and focus resources to meet the needs of the congregation and community.

**First Kids:** First Kids Preschool is a historically significant and vibrant early childhood education program affiliated with First Presbyterian Church. There is limited integration with congregational leadership (Session) for Christian Formation from birth to Kindergarten with events and programs to fully engage both preschool families and FPC members.

### Action Item

- Develop and implement a documented and maintained Scope and Sequence plan from birth to age 100 plus.
- Publish a Christian Formation offerings document that fully informs members, visitors and the community of ALL programs, missions and outreach at FPC.
- Consistently gather, maintain, and review membership and attendance data to determine and adjust specific offerings and opportunities, timing, audience, improvements, and appropriate level of focus.

### Action Item

- Encourage active congregational participation and recruit Sunday school teachers, youth leaders, and program directors that support the mission of the church with a determined focus on volunteerism. Recruitment will include monthly ministerial led “train the trainer” classes to foster participation for lay leadership development.

### Action Item

- Develop a deliberate communication approach to ensure members and non-members are invited and clearly and timely informed of resources, contacts, offerings and opportunities (tools, classes, activities and events) available to support faith formation and discipleship through each phase of life. This should be continuously updated with the latest communications channels to ensure the channels remain relevant.

### Action Item

- Promote and develop, through the establishment of a formal Board of Directors by the Session, an enhanced partnership with First Kids Preschool. The Board of Directors will provide consistent oversight and leadership that will guide the ministry and achieve greater success in the overall partnership with the Church and community at large.

### Target State

**Faith Formation:** Implement a foundational Faith Formation Scope and Sequence plan that will provide a plan for members to engage in continuous life-long growth that follows and informs trends in faith and spiritual development, faith milestones, and curriculum selection and implementation that meets the needs of all disciples.

**Discipleship:** Members are engaged, involved, and empowered in Christian Formation in an effort to connect ongoing programs and foster an environment of proactive lay leaders and discipleship.

**Communication:** Timely, effective, and consistent communication delivered via numerous portals and published as if for a new member.

**First Kids:** A vital ministry of First Presbyterian Church that is supported and integrated into the mission of the church by congregational leadership, whose mission is to form young disciples while providing excellence in early childhood education as it serves the FPC congregation, as well as, the broader Cabarrus County community. First Kids Preschool and First Presbyterian Church seek to provide engaging events and programs to create a supportive and thoughtful learning environment for students, First Kids families, and FPC members.

## Congregational Care

*“All of you together are Christ’s body, and each of you is a part of it.” (1 Corinthians 12:27)*

### Current State

**Nurture.** Congregational visitation is assumed to be handled by the pastors, with some exceptions for visits to nursing homes or by the FPC Visitation Ministry.

**Team-Building.** Pockets of our membership are currently engaging in congregational care as an individual calling. Many members, when asked personally, are willing to respond to needs as they occur.

**Communication.** Communication of church activities and opportunities has not been as effective as we would like.

### Action Item



- Include a Congregational Care Ministry as a standing committee, either with the Session or the Deacons, coordinating various programs already in existence.
- Expand our current home visitation to include visits and/or phone calls by volunteers after pastoral calls, for our shut-ins, prayer chain follow-up, or other ways to improve contact.
- Start a Flower Ministry to share the bouquets from Sunday services.
- Make personal contact with those on our membership list who are not active, or who may not have been in communication with the church in a while, in an effort to reestablish connection and relationship.

### Action Item



- Review the latest Time and Talent survey, and, through phone calls and personal contact, encourage volunteering in existing programs such as visitation.

### Action Item



- Include, in the Banner and in Sunday’s bulletin, activity by the Deacons involving our congregational family.
- Design and print a simple and attractive pamphlet for guests, new members and others, giving an overview of church activities and suggestions on how to get involved.

### Target State

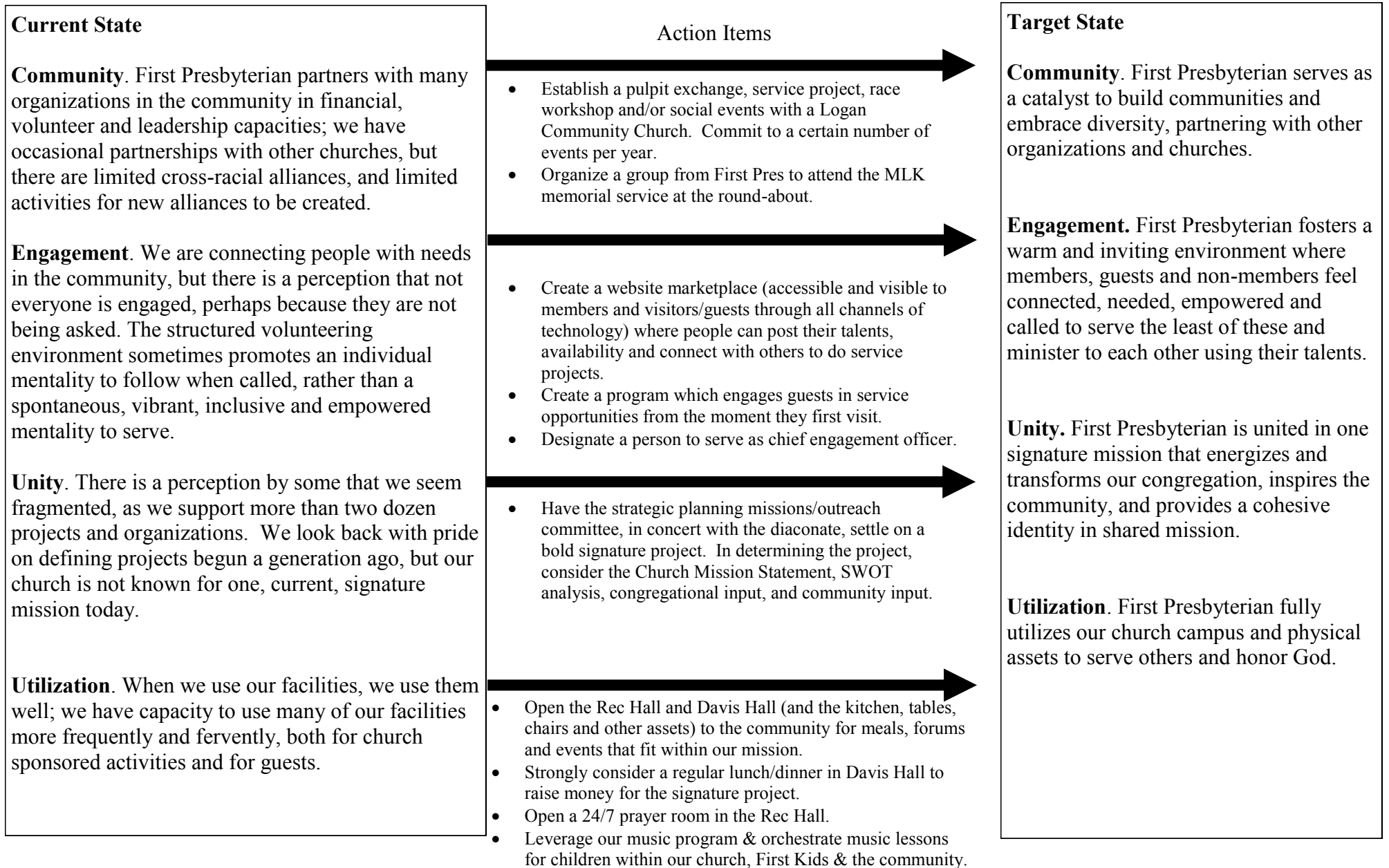
**Nurture:** As a loving church family, the entire congregation joins the pastoral staff to support one another through friendship, spiritual moments and compassionate care during times of challenge and joy.

**Team-Building:** All members, through small groups and coordinated efforts, contribute their time, talents and gifts to create a culture of caring in our church.

**Communication:** Current and effective platforms provide consistent, purposeful, complete and timely communication to encourage members and others to engage in congregational opportunities.

## Missions and Outreach

*“The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’” (Matthew 25:40)*



Note on Outreach. There are three components to Outreach. There is the mission to serve the least of these, and we have identified, and we will continue to identify, ways to serve. Second, there is the mission to our fellow believers, that is, to provide them with spiritual guidance, strength, nourishment to uplift their souls. Third, there is the outreach to others who are seeking a congregation where that person can be both served – by feeling God’s presence and love from us – and provided the skills and support to serve others. Our congregation must be engaged in all three areas.

## Worship and Music

*“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is -- his good, pleasing and perfect will.” (Romans 12:2)*

### Current State

**Worship Generally.** Regular worship services are offered only on Sunday mornings (with the exception of additional Easter/Christmas season services)

**New Expressions.** Openness exists for a non-traditional worship service but not at the expense of the 11 a.m. service.

**Spiritual Practices.** Within the traditional services, some new worship elements have been tested with mixed acceptance. (Examples include The Passing of the Peace and Communion by Intinction)

### Action Item



- Institute changes to 8:45 a.m. service that reflect strategic plan data collection.
- Identify best uses for the worship spaces.
- Initiate additional worship opportunities.
- Explore more variety in musical offerings.
- Intentionally increase youth involvement in worship and music.
- Plan and implement a weekend evening service.

### Action Item



- Create a task force to develop a prayer and worship outreach space in Rec Hall with assistance from ‘24/7’ Charlotte.
- Create ‘Art Exploration’ small group to examine/update FPC’s use of art on campus.
- Strengthen the use of visual and performing arts in worship and the daily life of the church.

### Action Item



- Develop spiritual practices that expand our understanding of worship.
- Seek out worship elements that create a deeper encounter with God.
- Encourage communication of ideas by church members that may broaden use of different worship elements that will deepen our faith.

### Target State

**Worship Generally.** Worship services are multiple, varied and offer many ways of experiencing the transformative nature of God’s love. Worship is energy filled, inspirational and with an identifiable sense of vitality.

**New Expressions.** Worship and music meets people where they are in their faith journeys through a variety of worship forms and music styles.

**Spiritual Practices.** We are open to new worship elements and respect others experiences during worship services.

## Current State

**Comfort and Challenge.** Some are not comfortable being challenged or confronted by scripture and look simply to be encouraged from the pulpit. Others are looking for more direction through scripture for help in coping with the challenges of our current world.

**Diversity and Welcome.** There is a noticeable lack of diversity in our congregation. (i.e. race, age, ethnicity, socio-economically)

## Action Item

- Expand our hearts and mobilize our hands through the spoken word in worship.
- Through individual, small group and collective study, reacquaint ourselves with our call from the *Book of Order*.

## Action Item

- Form a 'Hospitality' team and identify areas where we are unintentionally inhospitable.
- Evaluate Sunday services regarding inclusiveness and welcome.
- Improve visibility in the community and increase engagement in joint worship and service opportunities.
- Make our campus identifiable as a safe place where all are welcome through signage, community communication, our website, and other means.

## Target State

**Comfort and Challenge.** We understand the balance between being comforted and challenged from the pulpit through scripture. We are comforted, at times, and challenged, at others, to think differently about what scripture may be teaching us. We actively seek ways to address the concerns of the world, personally and as a church.

**Diversity and Welcome.** We have a church where ALL feel welcome at worship services that are intentionally inclusive and characterized by a communal experience (with God and each other)