

# CALVARY UNITED METHODIST CHURCH

## CALL TO ACTION PLAN

Church Name: Calvary UMC

Annual Conference: Baltimore Washington Conference

Date: October 20, 2011

Address: 131 West 2<sup>nd</sup> St., Frederick, MD 21701

Country: USA

Pastor: Ken Dunnington, Sarah Schlieckert

### **A. Context for Ministry – *The community and people God has called you to serve***

1. **Community** - Describe the community surrounding your church – the community your congregation is called to partner with and serve.

Who are the people (age, race, educational background, etc.)?

*Ten Mile Radius--information provided by Mission InSite*

*Ethnic Breakdown:*

*75% White*

*11% African-American*

*8% Hispanic/Latino*

*5% Asian*

*2%Other*

*Age Breakdown:*

*6.2% Ages 0-4*

*18.3% Ages 5-19*

*10.7% Ages 20-24*

*10.3% Ages 25-34*

*30.0% Ages 35-54*

*12.8% Ages 55-64*

*11.7% Age 65 and over*

*Educational level slightly above state average*

What are the current needs of your community?

*Many related to current economic crisis. Opportunities to serve others. Authentic community.*

What changes are occurring in your community that may impact your future ministry?

*Population growth, growing diversity, uncertain economic situation, increasing competition for time and resources.*

2. **Your Church – *the body of Christ God has formed you to be and is calling you to become***

Which *means of grace* is your congregation most attentive to?

*Attendance at public worship, prayer*

Which *means of grace* does your congregation need to help disciples further engage in?

*Fasting*

What are the strengths of your church?

*Music, Education, Worship and Hospitality*

What are your challenges and threats? (For example: loss of key givers, needed building repairs, declining worship attendance, no or only a few new professions of faith, changing community, etc.)

*We feel that the number one challenge we face is the way that many things pull upon people's loyalty. Church is in competition for people's time and money. The declining influence of the church in society as evidenced by the way that children's sports and other community groups continue to demand increasing commitments challenges our ability to not only adapt but also compete. In addition, many people's work commitments continue to increase while their compensation does not keep pace. Further, the general economic climate today diminishes the financial resources our members have available, and also makes them often less willing and able to prioritize church participation in a world where jobs seem perennially threatened and the rising cost of living has not generally, recently been offset by wage increases.*

What are the opportunities for ministry with children, with youth, with adults?

*Continuing to build our Christian Education programs, fellowship opportunities, and small groups.*

What does your congregation currently value as its most important ministries? Would anyone miss these ministries if your church ceased to exist?

*Christian education, music, fellowship/welcoming ministries*

Vital signs should be seen in both quantitative and qualitative ways. Indicate on the chart below your signs related to numerical fruit. In addition, note testimonies of what God's spirit has done in each of these areas. Attach these testimonies to your plan, pray, giving thanks for God's activity through your congregation (I Thessalonians 5:16).

<b>People and Ministry</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>1. Disciples worship</b> Average worship attendance	364	348	353
<b>2. Disciples make new disciples</b> Number of people who joined by profession of faith	18	24	23
<b>3. Disciples engage in growing as a disciple</b> Number of small groups, Sunday school classes and Bible studies.	26	30	36
<b>4. Disciples engage in mission</b> Number of people from the congregation engaged in local,	26 – VIM Team	484	500

national and international mission/outreach activities	(total not on report)		
<b>5. Disciples give to mission</b> The total amount given by local church to other organizations for support of benevolent and charitable ministries (this amount includes apportionments paid and support for all United Methodist and non-United Methodist organizations active in work such as advocacy, education, health, justice, mercy, outreach, and welfare anywhere in the world)	\$146,143	\$138,487	\$139,133

**Review what you have written so far, and summarize the emerging description of your church from this information.**

Calvary is in an exciting, changing community that requires us to constantly challenge our assumptions and to look for new ways to reach people for Christ. We must pull from the best of Calvary’s legacy and use new methods to teach the traditions of the Church and to share the Gospel message.

**Now write a 50-word or less description of what you feel God is leading your church to be in five years.**

We feel that God is calling Calvary to continue to build on its strengths in Christian education, music and authentic community, and growing worship and small group participation. Further, we see Calvary increasing its tangible, visible role in the community by not only giving money but steadily increasing participation in social justice and mercy ministries.

**B. Building Blocks of a Vital Congregation – *spiritual commitments***

**1. Purpose**

Why does your church exist? What does Christ call you to be and do in your community at this time? Does your church have vision and mission statements? If so, what are they? When is the last time these statements were reviewed? Do they reflect your current reality?

*Calvary UMC seeks and invites all to become disciples of Jesus Christ for the transformation of our community and our world.*

**2. Principles**

What values guide your congregation’s decision making? You may want to turn to the 2008 Book of Discipline, pages 73-74, the General Rules. Take time to study and reflect on these. List the four to five key words or phrases that describe your values. Start each phrase with, *we value...*

*Excellence*

*Relationships*

*Music*

*Growth in discipleship*

*Transforming our community and our world*

**3. Promise**

If your congregation were to cease to exist tomorrow, what would be missed from the community where you are located? What can the community consistently trust or expect from you?

*Yes. And we continue to expand our helping ministries to the community. Our education and music ministries are consistently valued in the community.*

**4. People**

Who are we called by God to be passionate about reaching? Be specific for your community and your congregation.

*Those who do not feel accepted or loved. New residents to the area, especially those who are under-churched.*

**C. Setting Vital Church Goals – *Spiritual Guideposts for your future***

Vital congregations engage disciples so that they 1) worship, 2) make new disciples, 3) grow as disciples, 4) serve in mission, and 5) give with a generous spirit, including giving to mission. Around the world, congregations will identify their commitment in each of these areas. These commitments will be gathered by your annual conference and presented to General Conference as an offering from your congregation. Reviewing the material above and identify a realistic target for each of the five areas for 2012-2015.

<b>People and Ministry</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>1. Disciples worship</b> Average worship attendance	360	367	374	381
<b>2. Disciples make new disciples</b> Number of people who will join by profession of faith	20	30	25	25
<b>3. Disciples engage in growing as a disciple</b> Number of small groups, Sunday school classes and Bible studies.	38	40	42	44
<b>4. Disciples engage in mission</b> Number of people from the congregation engaged in local, national and international mission/outreach	270	275	280	285
<b>5. Disciples give to mission</b> The total amount given by your congregation to other organizations for support of benevolent and charitable ministries (this amount includes apportionments paid and support for all United Methodist and non-United Methodist organizations active in work such as advocacy, education, health, justice, mercy, outreach, and welfare anywhere in the world)	204000	210120	216426	222916

**D. SMART Actions – *what actions will you take to glorify God***

SMART actions are activities and strategies that help congregations reach their five goals listed above. They are SMART because they are **S**pecific, **M**easurable, **A**ttainable, **R**elevant (to your purpose, mission and ministry plan), and **T**ime-framed. An example of a SMART action is: Start a new worship service so that we attract new disciples and grow worship attendance by September 1, 2012. This phrase begins with an action word (Start), describes the activity/strategy (a new worship

service), a *so that* phrase that connects your activity to your purpose and goals (so that we attract new disciples and grow worship attendance), and it is time-framed (by September 1). After reviewing 16 ministry strategies on page 2, write 2-3 SMART actions following the model above for each of the vital areas of ministry. Most of your actions should relate to the 16 ministry strategies. (Be wise in your actions. It may be better to write one action for each of these areas and do it well than to write so many that it ends up being overwhelming).

**1. Disciples worship**

- a. Start new contemporary worship service
- b. Start new communion service for non-communion Sundays

**2. Disciples make new disciples (evangelism)**

- a. Computer for welcome center
- b. Improve internal and external communications

**3. Disciples engage in growing as a disciple (small groups and children and youth ministry)**

- a. Find effective ways to list those groups we currently have
- b. Communicate existing groups to new and existing member using dynamic means

**4. Disciples engage in mission (justice and mercy ministry)**

- a. Identify and publicize current justice and mercy ministries in the cooperative parish
- b. Take a critical look at Church & Society and Missions financial support for organizations and missionaries

**5. Disciples give to mission (stewardship)**

- a. Raise \$15,000 through fundraising in 2012
- b. Begin using a three-year budget planning cycle
- c. Do a better job educating the congregation about our budget

**6. Lay Leadership (What will you do to develop laity to be effective spiritual leaders?)**

- a. Create a Lay Leadership Manual by June 1, 2012
- b. Offer Calvary Leadership Academy beginning in fall 2012

**7. Clergy Leadership (What will you do to support and encourage your pastor to be an effective spiritual leader? What will you do to help notice, name and nurture those in your congregation who have gifts for ordained ministry?)**

- a. Develop tools for educating congregation about ministry opportunities
- b. Involve congregation members in district and conference opportunities along with pastors

**E. Actions, even SMART actions do not move forward unless the goals, action plans and change are linked to appropriate steps (sometimes small steps) and are connected to emotions and accomplishments (hope, aspirations, appropriate honoring of tradition, changed lives, and results).** Goals, “drivers,” and action plans move forward as they are connected to: 1) stories and testimonies of changed lives, 2) stories that link past traditions with present and future

change and action, and 3) stories that communicate hope. Identify the ways you will intentionally listen for, solicit, collect, and tell the stories and hopeful signs seen as you carry out your plan.

1. Create a viable new alternative worship service. By the end of 2012 we expect to have a worship attendance at that service of at least 35. This will be done through the use of contemporary music, applicable messages and focus upon cultivating authentic community. The target audience for this new service is the under-churched young adults in the downtown area of Frederick. One primary challenge we foresee is outgrowing the initial space set aside for this service. This will be implemented and monitored by the service's worship planning team. Progress and goals will be continually set and assessed by this team and shared with the Church Council.
2. Increase the number of active small groups at Calvary by four by the time of our 2012 Charge Conference. Our target audience will be specific interest groups whose needs are not currently being met. Groups are likely to include: a mom's group, a new Bible study group, various activity groups. Primary challenges include finding able and willing leadership as well participants carving out the time for such a commitment. The pastors will monitor the progress of this endeavor, and we plan to take advantage of existing and new advertising tools to publicize opportunities. The pastors will be accountable for this goal.
3. Creation of a dynamic, multiphase advertising and communication system to disseminate information about church events to the congregation and the broader community—to be established by Charge Conference 2012. This will involve print, internet, static and other forms. Following the establishment of a system, we will be able to better set diagnostic goals. Steps will include purchase of new equipment, expansion of the website, more assertive publicity in local media of church activities and events and review of all existing forms of communication. The Evangelism/Communication team, in concert with the church staff and pastors will be responsible for this goal. The Church Council will review and assess progress on this goal.