

Grace Presbyterian Church

Action Plan

A Strategy for Engagement and Spiritual Growth



GRACE PRESBYTERIAN CHURCH
SHARING THE LOVE OF GOD IN GREATER SAINT JOHN

Kirk Session
10/22/2013

Situation Analysis

In 2013, Grace Presbyterian Church celebrated its fifth year as a congregation in Saint John, NB – a result of the merger of two local congregations: The Church of St John & St Stephen and St Matthew’s Church. The anniversary of Grace Presbyterian gave us pause for thought: an opportunity to celebrate our accomplishments, and to identify areas where growth or improvement is required.

Like many congregations in North America, Grace is in a tenuous situation from a financial perspective. Our annual budget is running in a deficit situation even greater than forecast. Our outreach activities reflect the strong tradition of inner city mission work, but there is room for significant improvement within our congregation – how we serve and grow spiritually, but also how we celebrate the fellowship of our community in Christ.

To this end, Kirk Session embarked on two parallel activities: the development of a stewardship campaign, *Joyful Abundance*; and the restructure of the working committee format within Kirk Session.

The *Joyful Abundance* campaign, based on giving of our gifts to God, is a committee-based program designed to address our immediate financial stability. It will involve a series of four stewardship-themed worship services to reflect upon and celebrate how we can praise God through our gifts. It will also incorporate a visitation strategy whereby each member and adherent of the congregation will receive a personal visit at home, to review the work Grace Presbyterian is doing in the community and encourage the congregation to reflect upon and, wherever possible, increase their financial contribution to the work of the Church.

But members of Session are keenly aware that, in order to continue to serve the community as a whole, we must also improve the way that we serve our own membership. With this in mind, Session has adopted a new working process to revitalize the work of Session. In its simplest form, it has eliminated the majority of the standing committees, replacing them with a renewed opportunity for leadership as Elders.

Objectives

Three objectives were identified as the priorities for the coming year to help build the people of Grace Presbyterian into the body of Christ. They include:

1. Fellowship
2. Spiritual Growth
3. Financial Stability

Strategy

The previous working and reporting structure of Kirk Session was established to facilitate assignment of tasks and responsibilities, but did not draw specifically on the gifts and talents of each of our Elders. The

new “ministry committee” format will renew each Elder in his or her role as part of Session and facilitate their responsibility for being part of building up the life and work of the congregation. From the design of the strategy (during the two Saturday morning workshops) through its implementation (in the planning and execution of both short and long term activities and projects), each Elder will be able to take an active role in the work and life of the Church in a way that is aligned with his or her particular gifts and talents.

Operationalizing the Strategy

The success of this approach will depend on active engagement by every Elder.

- Every Elder will be responsible for one or more activities, events or programs (referred to as ministries) through the course of the year as the Elder Owner of the activity or program. The ministry may be a “one off” or an on-going program. Elders are strongly encouraged - and in fact, expected – to engage members of the congregation in the execution of the ministry.
- While the Elder Owner is responsible to establish the ministry, he or she may enlist a Champion to action the program. [A Champion is another individual who will lead the implementation of the activity, event or program.]
- Elder Owners are accountable to Session for their projects and will provide monthly reports on progress, challenges, setbacks and successes.
- Every ministry will have a direct correlation to achieving one (or more) of the three identified Objectives.
- Each ministry will have one or more measurable goals that relate back to at least one of the three Objectives.

This approach is intended to provide a clear and manageable leadership opportunity for every member of Session, through the Elder Owner process. By identifying Ministry Champions, each Elder can be responsible for instigating a ministry, but not necessarily required to manage and action the ministry. Using this technique will engage the gifts and interests of our congregation, and will also allow each Elder to initiate more than one ministry, because he or she is not required to implement the entire ministry (thus freeing up their time to initiate other ministries that will help meet the needs and expectations of our congregation).

Evolution of the Action Plan

This initial Action Plan is intended to span the period of October 2013 through June 2014. In business terms, this document would be referred to as “a green document” or “a living plan”, which reflects its continued growth and adjustments as time passes and new ministries are added. It is intended to provide the base of activities and the approach (or strategy), and inspire and direct continued evolution through the coming months.

Monthly reporting at Session meetings will allow us to track and measure the success of the strategy, and help identify areas of opportunity and improvement. It is likely that a follow up workshop will be required, perhaps in February or March 2014, to discuss successes to date and the continued evolution and development of the Action Plan.

Regardless of the timing or format, **communication within Session and among members of the congregation will be critical to our success.** Only through honest and open communication will we be able to measure our success, avoid duplication, leverage assets and talents, and thereby meet the needs of our members and adherents.

Tactical Plan

Joyful Abundance Campaign

The *Joyful Abundance* campaign will be launched in early October, and will include a series of four stewardship-themed worship services throughout the month of October. Below are the four weekly themes along with specific key dates.

Sunday October 6 – Theme: Giving God Your Day; launch of the *Joyful Abundance* campaign

Sunday October 13 – Theme: Giving God Your Worship

Tuesday October 15 – Training workshop for visitation team

Sunday October 20 – Theme: Giving God Your Spiritual Gifts

October and November – Every Home Visitation

Sunday October 27 – Theme: Giving God Your Income; Ministry Fair

Engagement and Growth

Events and Activities

DATE	MINISTRY	ELDER OWNER	OBJECTIVE	MEASURE
Sun Sept 29	Sunday School Commissioning	B. deForest	Spiritual	# teachers & helpers
Sat Oct 12	Thanksgiving Luncheon – Milkish Creek	E. Daley	Fellowship	# attendees
October 2013	Mentoring Program with Korean Church	T. McCauley	Fellowship thru Outreach	# participants
Sun Oct 27	Ministry Fair	D. O’Brien	Fellowship	# participants #attendees
Sat Nov 2	Jazz Evening	K. McLellan	Fellowship Financial	# attendees \$ raised
Sun Nov 3	Anniversary Speaker Series – Monsignor Sheehan	J. Crawford	Spiritual Fellowship	# attendees Comments or feedback

Sat Nov 9	Luncheon for Senior Ladies – Church Home	N. Chase B. deForest	Fellowship	# attendees
Thur Nov 14	Evening Event – Graeme Somerville –History/Genealogy	L. Hossack	Fellowship	# attendees
Sat Nov 23	Spaghetti Dinner	I. Webster (Men’s Group)	Fellowship	# attendees
Sat Dec 7	Deck the Halls	L. Wright	Fellowship	# attendees
Sat Dec XX (TBD)	Babysitting service	E. Daley (Youth Group)	Fellowship Financial (CY)	# attendees \$ raised
Dec XX (TBD - after babysitting service date)	Gift Wrapping workshop	L. Wright H. Humphreys	Fellowship	# attendees
Sun Dec 15	Children’s Pageant and Christmas party	E. Daley	Spiritual Fellowship	
Wed Jan 8 7:30 pm	Alison Inch Fiddlers (sanctuary)	L. Hossack	Fellowship	# attendees
Jan evening	Sing Along at the Church Home	G. McCaughey	Fellowship	# attendees
Feb – Sunday afternoon	Sea Dogs Game	I. Webster	Fellowship	# attendees
March/April	Volunteer Tax Clinic	B. Morrison	Fellowship thru Outreach	# clients # volunteers
Tue March 4 5:30 pm	Shrove Tuesday Dinner	H. Hatfield (Session)	Fellowship	# attendees \$ Youth Bursary
Wed Mar 5	Ash Wednesday Service	J. Crawford	Spiritual	
Tue March 18 6:00 reception 7:00 video	Speaker Series: Memories of Israel reception & video	H. Hatfield N. Hossack	Fellowship	# attendees
TBD – Apr 15 (?)	Lenten Meditation		Spiritual	
Thu Apr 17	Seder Supper	N. Chase (Nita Driscoll)	Spiritual Fellowship	# attendees
Thu Apr 17	Maunday Thursday Service	J. Crawford	Spiritual Fellowship	
Fri Apr 18	Good Friday Service (at Grace)	J. Crawford	Spiritual	
Sun Apr 20	Sunrise Service	J. Crawford	Spiritual	# attendees
Sun Apr 20	Easter Breakfast	I. Webster	Fellowship	# attendees
June 2014	Congregational Picnic	E. Daley		# attendees
July/Aug 2014	Garden Party	G. Venkatarangam		# attendees

On Going Programs

MINISTRY	ELDER OWNER	OBJECTIVE
Hospital Visitation	H. Humphreys	Spiritual Fellowship
Outflow	J. Crawford	Spiritual Fellowship
After School Clubs	G. Hossack	Fellowship thru Outreach
Books & Blankets	G. Hossack	Fellowship thru Outreach
Co-Op Kitchen	G. Hossack	Fellowship
Church Home Worship	H. Hatfield	Spiritual Fellowship
Out of the Cold	J. Driscoll	Fellowship thru Outreach
Ladies Group	H. Humphreys	Fellowship
Sunday School	B. deforest	Spiritual Fellowship
Youth Group	E. Daley	Spiritual Fellowship
Choir	K. McLellan	Spiritual Fellowship
Church Home (volunteers, activities)	H. Hatfield	Fellowship
Food Basket	T. McCauley	Fellowship thru Outreach
St Andrew's House	D. Sewell	Fellowship
Christmas Hampers	G. Hossack	Fellowship thru Outreach
Coffee Hour	D. O'Brien	Fellowship

Appendices

Communication Resources & Contacts

There are a number of communication vehicles at our disposal, in addition to monthly Session meetings. For each ministry, Elder Owners and Champions should leverage these tools as appropriate for the activity and the intended audience.

With respect to voicemail messages, please keep in mind that some members and adherents do not receive mass voicemail distribution messages. A list (by Elder's district) of those who do not receive voicemail messages through the Bell Aliant system can be obtained from the Church Office.

Website – Diane Reid or Judy Hetherington

Facebook – Carolyn McCoy, Melissa Cho or Judy Hetherington

Bulletin – Judy Hetherington

Newsletter – Nancy Hossack

Mass Voicemail distribution – Judy Hetherington

Email – Elders' District lists

Future Opportunities and Ideas

A number of other ideas and suggestions were captured during the workshops, without specific dates or primes. These are noted here in hopes they will not be forgotten, and can be part of the evolution and continued development of our Action Plan.

Bowling – as suggested by G. McCaughey

Couples Club – as suggested by E. Daley

Evening Speakers' Series – as suggested by N. Hossack

Blessing of the Animals – October 4, 2014

Calendar of Events

Church Calendar

October 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Church Management Meeting	2	3	4	5
6 World Communion Sunday	7	8	9 Atlantic Mission Society Meeting	10	11	12 Thanksgiving dinner at Milkish Creek
13	14	15	16 Kirk Session Meeting	17	18	19
20 Students and Colleges Sunday	21	22	23	24	25	26
27 Reformation Sunday Communion Ministry Fair	28	29	30	31		

Church Calendar

November 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2 Jazz Evening
3 Anniversary Speaker Series Msgr. Sheehan	4	5 Church Management Meeting	6	7	8	9 Luncheon – Senior Ladies
10 Remembrance Sunday	11	12	13 Atlantic Mission Society Meeting	14 Genealogy Presentation – Graeme Somerville	15	16
17	18	19	20 Kirk Session Meeting	21	22	23 Spaghetti Dinner
24 Christ the King Sunday	25	26	27	28	29	30

Church Calendar

December 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 1 st Sunday in Advent	2	3 Church Management Meeting	4	5	6	7 Deck the Halls
8 2 nd Sunday in Advent White Gift Sunday	9	10	11 Atlantic Mission Society Meeting	12	13	14
15 3 rd Sunday in Advent Children's Pageant & Christmas Party	16	17	18 Kirk Session Meeting	19	20	21
22 4 th Sunday in Advent	23	24 Christmas Eve	25 Christmas Day	26	27	28
29	30	31				

Activities to be scheduled: Baby Sitting Service, Gift Wrapping workshop

Church Calendar

January 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5 Epiphany	6	7 Church Management Meeting	8 Atlantic Mission Society Meeting Alison Inch Fiddlers – 7:30	9	10	11
12	13	14	15 Kirk Session Meeting	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Activity to be scheduled: Sing-a-long at Church Home

Church Calendar

February 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 PWS&D Sunday	3	4 Church Management Meeting	5	6	7	8
9	10	11	12 Atlantic Mission Society Meeting	13	14	15
16	17	18	19 Kirk Session Meeting	20	21	22
23	24	25	26	27	28	

Activity to be scheduled: Sea Dogs Game (afternoon outing)

Church Calendar

March 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Transfiguration Sunday	3	4 Church Management Meeting Shrove Tuesday Dinner	5 Ash Wednesday Service	6	7	8
9 1 st Sunday in Lent	10	11	12 Atlantic Mission Society Meeting	13	14	15
16 2 nd Sunday in Lent	17	18	19 Kirk Session Meeting	20	21	22
23 3 rd Sunday in Lent	24	25	26	27	28	29
30 4 th Sunday in Lent	31					

March, April - Volunteer Tax Clinic

Church Calendar

April 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Church Management Meeting	2	3	4	5
6 5 th Sunday in Lent	7	8	9 Atlantic Mission Society Meeting	10	11	12
13 Palm Sunday	14	15	16 Kirk Session Meeting	17 Seder Supper Maundy Thursday Service	18 Good Friday Service (location TBD)	19
20 Easter Sunday Sunrise Service Easter Breakfast	21	22	23	24	25	26
27 Mission Awareness Sunday	28	29	30			

March, April - Volunteer Tax Clinic

Activity to be scheduled: Lenten Meditation

Church Calendar

May 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6 Church Management Meeting	7	8	9	10
11 Christian Family Sunday	12	13	14 Atlantic Mission Society Meeting	15	16	17
18	19	20	21 Kirk Session Meeting	22	23	23
25	26	27	28	29	30	31

Church Calendar

June 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3 Church Management Meeting	4	5	6	7
8 Pentecost	9	10	11 Atlantic Mission Society Meeting	12	13	14
15 Trinity Sunday	16	17	18 Kirk Session Meeting	19	20	21
22	23	24	25	26	27	28
29	30					

Activity to be scheduled: Congregational Picnic

Church Calendar

July 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Canada Day	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Activity to be scheduled: Garden Party at the Venkatarangams'