

Leadership Vision Presentation
Church Council
September 6, 2011

Introduction

Here is what God has laid on my heart on a conceptual/general level – bear in mind, I have only been here two months and am just scratching the surface and getting to know the congregation and community. But there are some foundational things I know already that are part of the context in which this attempt at vision has taken shape:

Foundational Statements and Rationale:

Theological:

- God created humankind to be in relationship with Him.
- God loves every single person in our entire area and beyond [past, present, and future generations] and created us to know Him intimately and come into a life transforming love relationship with Him.
- Because we have all sinned we cannot do anything to make ourselves acceptable to God or to find our way back to Him and the relationship with Him for which He created us.
- Because we cannot make ourselves acceptable or find our way back to God in relationship with Him, God, in His radical love for us has paid the price to make us acceptable to Him through the sacrificial gift of His son, Jesus. God has opened the door to bring us back into His forever family and seeks us through the ministry of the Holy Spirit – drawing, protecting, inviting us to Him.
- The message of the Gospel – God’s amazing grace for us – is always relevant.
- Christ created the church to be His presence in each place and time commissioned to present this Gospel by thought, word, and action in ways that are relevant and winsome attracting, encouraging, serving, healing, and equipping individuals in every place in which the church is found. Fishers United Methodist Church is part of this church Christ called into being.

Community:

- Fishers is a long established community with roots in the small town farming culture and the values that go with it: middle America values of compassion, neighbor knowing neighbor, integrity, and generosity. The list of attributes goes on.

- Fishers has undergone explosive growth over the last 10 years – much of it being young families
- Fishers values families and children and has been identified as the best place in the country for families to rear children. This is evidenced in excellent schools; family oriented community events; civic vision; excellent police and emergency response systems; and, being so close to Indianapolis, has access to world class cultural, business, sporting, and recreational opportunities.
- Demographically, Fishers and Hamilton County population have the highest per capita educational and affluence level in the state of Indiana.
- The population of our community is still greatly untouched by the Gospel. Even here in the heart of middle America in our family oriented community more than 4 out of 10 people do not have a life changing relationship with Jesus Christ.

Congregational:

- Fishers United Methodist Church has a long and proud history of being committed to God and Christ through the Holy Spirit from the founding of our congregation up to the present day. We have sought to be faithful to God's call and to extend ourselves to invest ourselves in the lives of our neighbors and our community as a whole.
- Fishers United Methodist Church is a warm loving accepting congregation seeking to be a “community of healing and serving rooted in Jesus Christ.”
- Fishers United Methodist Church is a congregation of people with many any diverse gifts – spiritual gifts and natural talents – men and women with excellent leadership gifts at every life stage.
- Fishers United Methodist Church is blessed to have a large diverse congregation with excellent representation from every age/stage of life – families and singles - from seniors to empty nesters to families with youth to families with very young children to those just starting out on their own as young adults to youth to very young children.
- Fishers United Methodist Church is blessed to be a congregation composed by and large of middle and upper middle income level with the capacity to support effective life transforming ministries that can meet the life-needs of the people of our community and add value to their lives as we see clear and compelling opportunity/vision.
- Christ's call to Christ to Fishers United Methodist Church continues today and will continue into the future. It is incumbent upon us to continually examine our response to that call and the effectiveness of all that we do to be sure we are offering the most valuable ministry to the people of our congregation and community for the cause of Christ.

With these statements as foundation I offer the following vision for the life and ministry of Fishers United Methodist Church and what I believe to be necessary supporting system, infrastructure, and congregational cultural changes. I realize this vision and action steps required to position ourselves to accomplish this vision is quite ambitious even to the point of being overwhelming to some. If we choose to seek to pursue these things we will have to approach them in phases choosing which to address first based upon such things as priority of importance; things which must be put in place first to accomplish other things we want to do; shorter and longer term emphases, etc.,. From this effort and the vision of many others among us, together we can build a roadmap to guide us and vehicles to take us where God would lead us.

For any vision to become reality it must be a shared vision – leaders and the congregation as a whole - must desire to become more for Christ, see the value of the vision cast before them, and be willing to invest themselves and their resources in the work. You have asked me to present or cast my vision for Fishers United Methodist Church and because every specific vision has to start somewhere I am glad to do so but it can and should be refined by us together and must become OUR vision as we seek God’s leading and empowering to become even more effective at carrying out His commission as His church in our time and place.

Respectfully Submitted to Church Council
September 6, 2011

Kevin McKinney, Sr Pastor
Fishers United Methodist Church

Fishers United Methodist Church will continue to grow toward becoming a radically Christ centered community of faith that models our faith in all aspects of our lives that:

- Cares for people in every facet of their lives [- compassionate]
- Acts to meet real life needs [- action oriented]
- Impacts Fishers community [- invested and outward focused]
 - Both at a strategic level by community leadership
 - And at individual level by personal face to face relationships
 - Impacting people for the Good – Adding Value to their lives

Vision of building a Radically Christ Centered Culture

- Culture of Joyful Expectation
- Culture of Compassion that drives us to act – heart of Christ
- Culture of Radical Hospitality focusing on making everyone feel important and comfortable
- Culture of Personal Invitation – where members and attenders become comfortable inviting others in their lives to church
- Culture of Intentional Faith Development
- Culture of Developing Transformational Leadership/Discipleship
- Culture of Personal Ministry Involvement
- Culture of Extravagant Generosity
- That we become a “111” Congregation creating the expectation that those active in the life of our church set the goal for themselves to participate in at least....:
 - 1 hour per week in worship
 - 1 hour per week in small group study opportunities

- 1 hour per week in personal ministry serving others

To continue to grow toward becoming this Radically Christ Centered Culture that is fully equipped and positioned to accomplish the call Christ has given to us there are multiple areas we must address intentionally. There is nothing significantly new here. All are opportunities we talk about easily – maybe too easily – but they are areas that we are either not addressing effectively or that we must become even more passionate about.

Inspirational Worship marked by and resulting in:

- Excellence in all facets of worship in all services and venues
- Worship that is experiential and joy-filled
- Worship that is relevant to all who attend and participate
- Worship that is accessible to all
- Resulting in growth numerically and spiritually

- To accomplish this we need to –
 - raise expectations of all who prepare and participate in worship leadership – lay and clergy; staff and volunteers

 - invite others to join us:
 - Each leader family covenant to bring 2 families into life of church [worship & other dimensions] before 12/31/2012

 - Challenge entire congregation to bring 1 family into life of church before 12/31/2012
 - Use “back doors” into life of church – invite them to join you
 - Social events – both church & personal relationship
 - Mission/Service Opportunities

 - Address sound and video issues – including screen placements

 - Enhance web-based access to worship –

- audio AND video streaming as well as downloadable from website
- As we continue to grow – addition logistical items we will have to deal with –
 - Parking needs
 - Worship schedule
 - Seating in worship services

○ **Intentional Faith Development that continues to build congregation wide discipleship and spiritual growth:**

- Leaders lead by example – will ask leaders to covenant to participate in study/growth opportunities
 - Disciple Bible Study
 - Branching Out class offerings
 - Sunday School
 - Other Groups/Opportunities
 - Spiritual Gifts Identification and Development – Sr. Pastor led?
- Congregation wide – following the example of our leaders call the congregation to participate in study/growth opportunities
 - Small group studies – i.e. -
 - Disciple Bible Study
 - Various Bible and Book Study opportunities
 - Sunday School
 - Alternate time groups/classes
- Spiritual Gifts Studies – [Sr. Pastor led to start] to help congregation know the unique gifts God has given them to be used in ministry to meet the needs of others
- Develop/enhance Prayer Ministry throughout congregation

○ **Develop and enhance Leadership Culture**

- Build Expectation that Fishers active participants will use our gifts to serve others in name of Christ.
- Raise up and equip leaders and disciples who put their gifts/energies to work in lives of others
 - through intentional individual and small group mentoring
 - opportunities to serve with someone more experienced– “on the job” training
- Identify emerging leaders of any age among us
- Intentionally place younger members into active leadership – by end of 2014 recruit active committee/ministry team membership of 35-40% under age 45
- Provide funding to send leaders to church ministry and leadership building seminars

○ **Develop/expand ministries to add value to people’s lives: both within our congregation and by becoming much more intentionally outward focused – to address life needs to make a difference in lives of people in Fishers community who are not yet part of our church**

- **Ministries to meet the following needs and more:**
 - Young families
 - “Sandwich Generation” [caring for children and aging parents]
 - Sr. Adults
 - Recovery Ministries – divorce, alcohol, drugs, etc.,.
 - Grief Support
 - Personal Financial Management
 - Back to Work Support
 - Building Resumes
 - Interview Coaching

- Clothes for Interviews
- Networking to find potential jobs
- Other

- **Missions** – develop a strong congregational culture that truly values missions, which I believe is the “heart beat of God”
 - Increase financial support of missions

 - Increase Hands on Work Team experiences with goal to eventually have 50% of able bodied congregation engaging in some direct mission experience: local and beyond
 - Mission trips for adults, youth, and intergenerational family mission opportunities
 - Event Projects to meet immediate needs [flood buckets, meal packing, etc.] to generate mission excitement and shared experience
 - home repair for people of Fishers United Methodist Church and others

- **Congregational Care** –
 - Expand scope of Stephen Ministry to include assisting in and enhancing “pastoral” care needs – hospital visitation, convalescent centers, shut-ins.

- **Intentional Commitment to Outreach focus in all we do**

This is so important that even though it is a part of other vision points it needs a section of its own. We must intentionally look outward to consider how we can reach and impact people in our community in everything we do in all ministry areas – we exist for those who are not yet a part of our congregation.

- Expand our vision beyond simply being a good host to people and groups from the community by making our facilities available to them. We must begin actively reaching out to community to tell them we are here and we have something special we want to share

with them

- Engage community by having church presence at public events –
 - the 4th of July parade and festival
 - 4-H fair booth – but seek to make it more than a fundraiser for us – seek ways to “give something” to others there
 - Seek to be advocates within community for those “without a voice” or those in need

- **Marketing** – Intentionally and systematically do...
 - “targeted advertising” for events and opportunities
 - advertising for general awareness in community that we are here
 - use all available avenues and current technologies
 - website
 - facebook
 - twitter
 - email to congregation and area churches and other groups
 - temporary yard signs
 - “signature” giveaways – coffee mugs, water bottles, magnets, car decals, etc.,
 - Info at gathering places – grocery, fitness center, community rec facilities [sports fields]
 - move away from traditional print media [newspaper, yellow pages, etc.,] – impact has greatly diminished today and cost is very high. Reinvest that money in electronic and web-based media

- Establish significant presence in budget for marketing/advertising
 - Will make marketing possible and will communicate its importance in all we do
 - Fund grants for excellent ministry proposals that have well developed outreach components in them – encourages leaders to think beyond walls
- **Hospitality** – build culture of true hospitality in people and facilities of Fishers United Methodist Church
 - Recruit more greeters so will have them at all public entrances on Sunday AM and for major church events [currently door #4 does not have greeters on Sunday AM]
 - Improve training for greeters and ushers
 - Build expectation that everyone in congregation should be ready to offer exceptional warm welcome to all and be alert to new faces and ready to offer information and personal assistance [take them to nursery – not point the way]
 - Communications – [always assume people will have total ignorance of facility, schedule, and events]
 - Create better signage throughout building –
 - Create directional signage for exterior of building/parking lot – office, sanctuary, gym, Mother’s Day Out
 - Establish a “mini-connection central” at door #4 – more traffic through that door by non-church members all through week than any other door
 - Use video loop of church opportunities on wall screens in gym during Upward basketball
 - Add video screens for info at door #1 and #2
 - Buildings/parking lot

- Raise standard for cleaning of entire building – especially restrooms and immediate entries and parking lot
- Better attention to maintenance – exposed patches on interior walls, peeling paint on exterior
- Better parking lot lighting in rear main lot
- Replace tile in restrooms in hall from door #2 – probably entire remodeling project – oldest restrooms in building but 1st ones worship visitors are likely to see
- For all events – all area doors unlocked and all area lights on

○ **Cultivate Enlarged Vision of Extravagant Generosity**

- Strategic and periodic preaching and teaching on giving as an aspect of joyful love relationship with God – the believer's need to give
- Expand our offering of financial tools/training to help free people of slavery to debt to be able to give more joyfully and generously
- Celebrate giving as a gift from God!

○ **Specific emphasis on ministries to Children, Youth, and Families**

We say [I have heard many times already] our congregation really values families and children. Our community context matches this perfectly – we have real opportunity that few churches have. If we are serious about this we need to examine our related ministry programs and resources

- Prioritize and reallocate resources, funding, staff in these areas – even if we must do it at expense of some other area
- Provide ministries focusing on life-needs of families –
 - Child specific ministries
 - Intergenerational opportunities to allow families to work, play, grow together
 - Parent specific ministries
 - Support ministries and resource parenting and marriage relationship issues

- **Support Services Required to accomplish vision** – in order to be able to effectively carry out the many areas listed above we must make it a priority to improve, enhance, and expand several support services that serve different facets of our ministry:
 - **Staff Related -**
 - Continue to re-structure our staff model to provide
 - improved communications and service to congregation and public
 - Improve accountability and efficiency of administrative and custodial tasks and personnel
 - Relationship building among staff to create and rebuild trust and community
 - Develop expectation by SPRC and staff that we value the “right” person with passion, skills, integrity over narrow “silo” talents – focus on getting the best people “on the bus” 1st and then “assigning seats.”
 - Continue to build expectation of excellence, passion for ministry, and understanding of how each area serves overall mission statement of church
 - Encourage different ministry areas to work together creating broader “interdisciplinary” opportunities for impact
 - Provide funding to train staff to build professional skills and ministry leadership capacity
 - Build congregational culture of truly valuing staff – will encourage and empower staff and help them move on toward excellence. Genuine healthy encouragement does empower and also will lead to accountability - staff being held to higher standard of excellence and holding

themselves to higher standard

▪ **Information Technology -**

- Update and expand computer network capabilities
 - To enable phone/video teleconferencing which will allow more effective committee work; community use of facilities; and new ministry and training opportunities
- Upgrade IT hardware [computers, servers, etc.] on scheduled basis
- Fully utilize existing equipment – still use old fax machine when our biz/hub printer will scan, fax, and email documents
- Create VPN [virtual private network] for staff and authorized volunteers when offsite and alternate times
- WiFi entire building
- Create an overarching Ministry Technology Task Force
 - To consider and coordinate all church needs creating a cohesive plan for IT as well as Audio and Video needs

▪ **Facilities/Property**

- Work to prepare Fishers United Methodist Church to be in a position to acquire the Masonic Building at the south edge of our property
 - Ask/contract for 1st right of refusal to purchase
- Move toward going “Green”
 - Commission utility company to do an energy audit of facilities – act on recommendations

to conserve cost and natural resources – part of our role and identity as stewards of gifts of our people and of God’s creation

- For the Future --
 - Look at possible ways to expand sanctuary –

Final thoughts:

As God blesses us as His church here at Fishers, if we choose to follow His leading with wisdom, faith, and courage expecting God to provide through and for us we WILL grow! But it is up to us to trust Him and to risk and follow as He leads us for His glory and our blessing!

For the Only Cause That Matters,

Kevin McKinney
Sr. Pastor
Fishers United Methodist Church