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|  | **Short –Term Action Items (2018)** | **Mid-Term Action Items** **(2019, 2020, 2021)** | **Long-Term Items****(2022)+** | **Coordinating Activitie/POCs** | **Status/Activity** |
| **Objective 1:**Engage our congregationand community through support groups and educational opportunities that comfort inspire, educate and connect. |  | 1. Facilitate educational opportunities/support groups that address life’s struggles (parenting classes, college outreach, divorce care, drug abuse ed. And support, foster care, after school programs for students)
2. Create a “Lay School of Religion” providing one day seminars on topics like Biblical Greek, Biblical archeology, theology, etc.
 |  | * Confer with Still Wind Ministry, FAVOR, Divorce Care, etc. for educational opportunity/support group collaboration
* Consult with local theologians, Biblical scholars, etc. on potential “Lay School of Religion”

**POC** Pastor, Christian Ed, Social Min., Youth Dir. |  |
| **Objective 2:**Create community worship spaces that deepen spirituality | 1. Commence site evaluation and design
2. Determine costs
 | 1. Develop meditative prayer area that may include “crosswalk”, “stations of the Cross garden”, and/or prayer labyrinth using Messiah’s undeveloped properties
2. Create and execute learning resources for meditative prayer area
 |  | * Property and Finance - site evaluation, design and cost
* Christian Ed., Worship and Music – learning resources
* Council feedback/ approval
* Municipal government/ permitting

**POC**: Property, Finance, Christian Ed, Worship Comm., Staff Rep |  |
| **Objective 3:**Celebrate the “oneness of the Church” through intentional ecumenical ministries and worship opportunities |  | 1. Develop and implement annual Reformation worship service bringing Roman Catholic and Protestant congregations together
2. Create annual concert series highlighting soloists and ensembles from a variety of faith traditions
3. Create and sustain ecumenical “Day of Service” to be held on Dr. Martin Luther King Day
 |  | * Engage Mauldin Ministerial Association
* Collaborate with local congregations and schools
* Partner with scouting groups and service clubs

**POC**: Pastor(s), Parish musicians, Volunteer Deacon, Social Min.  |  |

Goal 1: Gathered Community - Messiah aspires to be a Gathered congregation of God’s people deepening the faith of all through worship, study, service, fellowship **and,ellowship**

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 |  | * *Property and Finance - site evaluation, design and cost*
* *Christian Ed., Worship and Music – learning resources*
* *Council feedback/ approval*
* *Municipal government/ permitting*

***POC****: Property, Finance, Christian Ed, Worship Comm., Staff Rep* |  |
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**POC**: Pastor(s), Parish musicians, Vounteer Deacon, Social Min.  |  |

**Goal: Gathered Community - Messiah aspires to be a Gathered congregation of God’s people deepening the faith of all through worship, study, service and fellowship**

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| **Objective 4:**Inspire young adults to express their faith by cultivating an inclusive community of belonging, authentic spcace for theological exploration and robust opportunities to walk with neighbors in service | 1. Investigate contemporary models of young adult ministry and design a comprehensive young adult ministry strategy.
2. Work in conjunction with ELCA synodical and regional bodies to advance social ministries in Gville. Area.
3. Continue existing young adult fellowship activities with a focus on hospitality to newcomers.
 | 1. Design and execute an annual program for theological study and spriritual growth to include, Sunday School, bi-monthly book study and spring and fall retreats.
2. Create a dedicated young adult space at Messiah
 |  | * Communicate with SC Synod and LSC about needs and resources.
* Collaborate with other mainline congregations in the Greenville area.

**POC** Young adult coordinator, Young adult leadership team, Council liaison. |  |

**Gathered Community - Accomplishments**

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**Goal 2: Gifted Community – Messiah aspires to be a Gifted congregation of God’s people fully involving our entire community in our ministries**

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|  | **Short –Term Action Items** | **Mid-Term Action Items** | **Long-Term Items** | **Coordinating Activities** | **Status/Activity** |
| **Objective 1:** Establish a seasonal feeding, enrichment and fellowship program for children. |  | 1. Identify, engage agencies, churches, ministries, etc.
2. Create a ministry plan reflecting needs assessment & feedback with congregational support
3. Commission team to do needs assessment, determine scope of potential feeding, enrichment/fellowship programs
 |  | * Congregational Council – feedback/ approval
* Coordinate USDA/Harvest Hope contributions with food pantry
* Christian Education & Staff for educational programming

**POC**: Social, Christian Ed., Fellowship, Welcome & Outreach, Staff Rep |  |
| **Objective 2:** Connect with the ministries of the larger Church through synodical and churchwide partnerships |  | 1. Encourage parishioners to serve on synodical comm. & boards
2. Adopt annual synodical and church-wide causes for targeted educational and stewardship activities
3. Invite synodical and churchwide leaders to lead the congregation in worship and celebratory events
 |  | * Engage Synodical Nominating Comm.
* Synchronize “annual causes” with Stewardship Calendar & emphases
* Facilitate visits from synodical and church-wide leaders through Worship & Music.

**POC:** Stewardship, Worship, Staff Rep. |  |
| **Objective 3:** Empower Congregation and community to support individuals and families experiencing homelessness | 1. Explore partnerships related to homelessness, including chronic homelessness and as a result of disaster
2. Develop ministry proposal for Council action outlining Messiah’s future initiatives on behalf of homeless including scope, outcomes, costs, timelines and “in-kind” requirements
 | 1. Discover, test, discern, review and promote area emergency housing programs that align with Messiah’s capacities and mission
 |  | * Community partners & neighboring congregations
* Social Ministry, Property & Finance

POC: Social, Property, Finance |  |

**Gifted Community - Accomplishments**

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**Goal 3: Generous Community – Messiah aspires to be a Generous congregation of God’s people called and equipped to share God’s gifts throughout the community**

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|  | **Short –Term Action Items** | **Mid-Term Action Items** | **Long-Term Items** | **Coordinating Activities** | **Status/Activity** |
| **Objective 1:**Optimize use of space, accessibility, family sensitivity and ministry capacity while ensuring safety and security | 1. Charge Facilities task force to evaluate current use of space, draft master plan
2. Conduct comprehensive safety assessment
3. Interview constituent ministries and outside groups to assess facility for current/future use
4. Consult in-house professionals to gather insights
5. Engage constituent ministries, outside groups and in-house professionals during creation of facilities master plan
6. Develop needs assessment of Food Pantry current and 1-3 year storage needs
7. Determine which entrance provides safest access
 |  |  | * Interview with constituent ministries and outside groups
* Conversations with in-house professionals
* Feedback sessions with constituent ministries, outside groups and in-house professionals

POC: Council Liaison, Task Force Chairs | Do Now:* Purchase and install “potty chairs” and changing tables
* Provide for private place for nursing mothers
* Resupply cry room with children’s “worship gags”
* Evaluate Sunday School, nursery rooms and cry room for supplies and “kid-friendly” atmosphere (e.g. repainting)
* Remedy accessibility concerns in Joy Center
* Inventory and memorialize serial numbers for all high value items
* Develop emergency procedures
 |
| **Objective 2:** Align staffing with expanding membership and programming | 1. Conduct needs assessment to determine facets of congregational life underserved by current staffing model
 | 1. Explore seminary internships and field placements as an option for staffing enhancement
2. Determine congregations capacity to support additional staffing
 |  | * Create executive ministry survey (Stewardship)
* Lutheran Theological Southern Seminary
* Property and Stewardship for capacity to support additional staff

POC: Pastor, Exec. Comm, Finance, Stewardship |  |
| **Objective 3**: Cultivate Messiah’s ability to be good stewards of tangible and intangible resources ensuring flourishing of its ministries | 1. Expand Stewardship Education opportunities
 | 1. Initiate capital campaign
2. Launch congregational recycling program
3. Encourage and coordinate fundraising activities to benefit comm’s and auxillary
 |  | * Finance and Stewardship for Capital campaign goals and timelines for Council action
* Establish Independent Campaign Team
* Finance, Stewardship and Staff on fundraising and calendaring
* Stewardship Education integrate with Christian Education
* Congregational action on endowment bi-laws

**POC**: Pastor, Executive, Finance, Stewardship Rep and Ed. Coord. |  |

**Generous Community - Accomplishments**

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**Goal 4: Gracious Community – Messiah aspires to be a gracious congregation of God’s people seeing Christ in every person and honoring one another’s gifts**

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|  | **Short –Term Action Items** | **Mid-Term Action Items** | **Long-Term Items** | **Coordinating Activities** | **Status/Activity** |
| **Objective 1:**Expand Messiah’s Senior Ministries, bringing warmth and support into hearts and homes | 1. Staff and designate an “Outing Coordinator” to explore community offerings
2. Participate in USDA “ Senior Boxes” Program
3. Expand senior outings to provide monthly fellowship
4. Encourage children, teens to participate in intergenerational ministry
 | 1. Prepare and deliver warm meals for Messiah members who are homebound and need assistance
 |  | * Develop meals team from a cross-section of congregation
* Coordinate participation in Senior Boxes program (Social Ministry)
* Staff youth to establish intergenerational priorities

**POC**: Social, Fellowship, Staff Rep.  | *
 |
| **Objective 2:** Develop and launch methods to connect current and new members with ministry opportunities, contacts and calendars  | 1. Replace “Time and Talent” sheets
2. Catalog all ministry opportunities available
 | 1. Develop digital interface allowing users to remotely explore ministry opportunities and directly interface with leaders of ministries
2. Create a “digital calendar” that is remotely updateable
 |  | * Staff & Stewardship Committees update ministry opportunity list
* Tech liaisons & Stewardship explore digital alternatives to “Time and Talents” and digital calendaring options; make recommendations to Council
* Stewardship, Welcome and Outreach provide learning opportunities for new & current members as digital interface comes online
 |  |
| **Objective 3**:  Highlight Messiah’s ministries both internally and externally | 1. Deploy LED sign (externally) and smart TV’s (internally)
2. Conduct needs assessment to determine costs
3. Develop RFP - external signage
4. Determine “Gate Keepers” for messaging
 |  |  | * Confer with council and staff on messaging guidelines
* Finance and Property coordination on purchase and installation

POC: Property, Finance, Staff Rep.  |  |

**Generous Community - Accomplishments**

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**Goal 5: Growing Community – Messiah aspires to be a Growing congregation of God’s people who nourish moving and memorable relationships creating a thirst for more**

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|  | **Short –Term Action Items** | **Mid-Term Action Items** | **Long-Term Items** | **Coordinating Activities** | **Status/Activity** |
| **Objective 1:**Nourish parishioners’ faith formation and integration into congregational life through expanded Life Group Ministry | 1. Identify and articulate approach of current life groups and determine ways to support
2. Make a concerted effort to reach new members, young adults and men
 | 1. Commission task force to connect new and established congregation members with life groups
2. Expand Life Group Ministry by nurturing a faith formation component for new and existing groups
 |  | * Confer with existing life groups
* Engage synod and other congregations to determine best practices
* Assist new and existing groups with integration of faith-formation formats, study materials, etc.
* Partner with Welcome and Outreach and Fellowship to implement objectives

**POC**: Christian Ed, Staff Rep, Task Force Chair | *
 |
| **Objective 2:**Redevelop and sustain a holistic relationship between MLC and MLC Preschool, fully engaging parishioners in support and enhancement of ministry | 1. Assess and articulate current relationship between MLC and MLC Preschool
2. Encourage integration of preschool events into worshipping life of congregation
 | 1. Develop and implement s-t measures to strengthen MLC and MLC Preschool relationship
2. Present s-t & L-t measures to Congregation and Council
3. Establish MLC Preschool “working group” to include Pastor, Council designee, Preschool director, a preschool parent and two “at-large” contributors
 | 1. Present long-term plan to Congregation and council for review and potential action
 | * Initial conversation/interviews with preschool director/staff
* Executive Comm. Review of previous congregation and council actions pertaining to MLC Preschool
* Conversation with Finance to assess financial/insurance impacts of MLC Preschool
* Conversation with Christian Education to discuss theological considerations of MLC Preschool curriculum
* Conversation with Property to assess safety and building code issues
* Preschool parent interview

POC: Council designee, Preschool Dir., Pastor |  |
| **Objective 3**: Nurturing a welcoming atmosphere for visitors, new members and current members | 1. Improve website, newsletter, social media and email communications to effectively communicate upcoming events, ministry activities, etc.
2. Establish quarterly lunch -brunch for new members
3. Provide new members with briefings-presentations about ministries
 | 1. Enhance sound and video capabilities
 |  | * Technology team and Staff to review and improve media tools and publicity pieces
* Welcome and Outreach coordination with Fellowship for quarterly lunches
* Welcome and Outreach and church leaders to establish information briefings
* Property coordination of sound and video capabilities

**POC**: Welcome, Fellowship, Property, Staff Rep. |  |

**Growing Community - Accomplishments**

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