

2019 First Presbyterian Church Plan: Growing Right Relationships

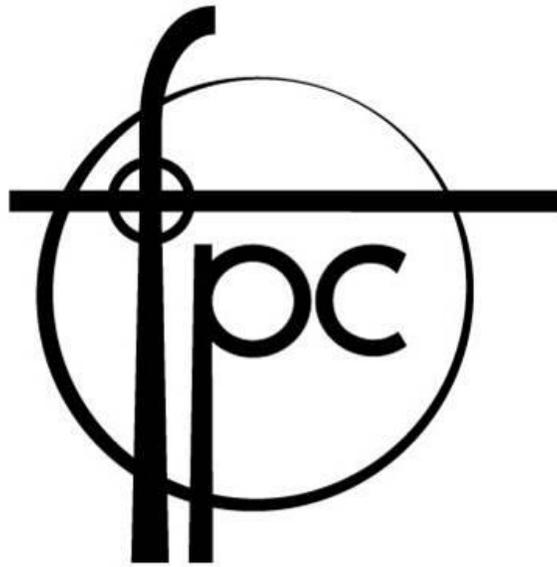


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Executive Summary

The activities that the ministries of First Presbyterian Church have planned for 2019 can be summarized by the theme, growing right relationships characteristic of the realm of God advocated by Jesus and reiterated throughout the Bible. This theme encapsulates the work that will be done to:

- Include more of the FPC community members in worship, education, and service activities.
- Invite individuals from outside FPC to join in these activities.
- Create opportunities for individuals to grow relationships with others across age, race, gender, and other groups.
- Provide support for individuals in need within and without the FPC community.
- Create transformative outcomes for individuals and communities in need.

The ministries will continue to provide and enhance existing, successful programs and introduce many innovative activities. One of the more exciting programs that will be introduced is the Garden Project. The catalyst for this idea began at the Junior High Minneapolis trip in June 2018. During their mission immersion experience, the youth were asked to provide ideas of what they can do to educate their community, provide support to the homeless, and advocate for the needy of the community. To that, our youth excitedly offered “a garden” so they can supply fresh fruits and vegetables to the Crisis Center of Johnson County, or even better, give them to the homeless friends they hope to meet in the upcoming youth group year.

This project has many exciting possibilities to address food shortages in our community, promote good environmental stewardship, engage in intergenerational community building, and engage in worship and educational activities centered on the garden imagery in the Bible.

Like every garden project, our work to grow right relationships in 2019 will happen in important phases, each promoting the success of the others.

Preparing the Soil

For any garden to grow and bear fruit, it must be planted in high-quality soil that has been properly prepared. FPC’s support ministries will fertilize and till the soil in which right relationships will grow by ensuring that FPC has capable, passionate, energetic staff, excellent facilities, and the tools needed to effectively plan and execute activities and programs.

Administration and Personnel Cluster

- Maintain and further develop FPC’s excellent staff, who are the lifeblood of the church and its programs.
- Continue to build out on the capabilities of FPC’s new data management system.

Buildings and Grounds Cluster

- Focus on maintaining the current facilities while ensuring that FPC is prepared to handle emergency situations.

Equipping Ministry

- Introduce and evaluate a new curriculum framework that is intended to identify faith-building needs of the different age groups that make up the FPC community.

REALM Planning Ministry

- Implement a year-long annual planning cycle for all ministries.
- Work with the ministries to document Standard Operating Procedures (SOPs) for key activities.
- Provide leadership and decision-making training to ministry leaders.

Planting the Seeds

Once the soil has been made ready, the ministries will plant the seeds of right relationships by continuing and improving existing programs as well as introducing new programs that promote increased participation by individuals and communities within and without the FPC, promote development of faith, and provide opportunities to exercise that faith by serving others.

Communications Cluster

- Install a prayer post on FPC grounds for neighbors to leave prayer requests and increase inclusion of neighbors in the FPC community.
- Investigate opportunities to engage with young families and college students outside of the FPC community.
- Promote inclusion and engagement in FPC activities through effective communications, personal invitations, and increased public awareness.
- Welcome new members and visitors with gifts and important information about FPC.

Equipping Ministry

- Build stronger relationships with all families, especially those with younger children.
- Develop new communication channels to meet the communication needs for different groups of the FPC community.
- Introduce new and update existing programs for younger age groups (toddlers through elementary school students).
- Provide resources for family faith-building at home (e.g., faith formation kits for toddler and preschool children).
- Research the program needs for young adults and introduce new programming for adults of all ages.

REALM Planning Ministry

- Assemble a social enterprise team that will create a planning process and develop proposals for self-sustaining and/or revenue-generating service programs.
- Lead a task force of stakeholders to investigate and plan FPC Garden Project. If the garden project is approved by Session, coordinate the activities of the various ministries tasked with executing this project.

Reconciliation Ministry

- Promote the participation of racial/ethnic minorities in Camp Wyoming.
- Engage in activities to help address food insecurity locally and internationally by facilitating an intergenerational meal-packing activity and identifying effective partners.
- Continue to build relationships with other service organizations within the local area like the Johnson County Interfaith Coalition.
- Continue FPC's support for international Presbyterian missions like the Pasrur Girls School.
- Work to help meet the needs of refugees and immigrants in the area by:
 - Participating in the Johnson County Refugee Summit;
 - Coordinating access to refugee services;
 - Investigating microlending and other activities that empower women to gain economic independence.

Worship and Arts Ministry

- Create community and glorify God through beautiful music.
- Introduce new music and arts programs that will appeal to a growing number of individuals within and without the FPC community like an intergenerational drumming ensemble and Christian musical production.
- Create accessible, well-rounded educational programs for babies, toddler, and care givers that strengthen families and communities.

Tending the Crops

Right relationships need the right conditions and care to grow and blossom. FPC ministries will foster those conditions by providing a welcome, inviting environment, helping all members stay connected with the FPC community and assisting those with health or other needs.

Equipping Ministry

- Incorporate the hospitality and nursery programs into the Equipping Ministry portfolio.
- Reduce waste and the impact on the environment by significantly reducing the use of single-use items for hospitality activities.
- Provide formal training for hospitality volunteers.

Deacons

- Provide assistance to members and their families with health issues and other needs.
- Foster relationships among the members of the FPC community.
- Maintain FPC's emergency training and equipment.
- Organize health screenings and educational opportunities.

Worship and Arts Ministry

- Continue and enhance successful worship, music, and arts programs.
- Maintain musical equipment to ensure longevity and top performances.
- Connect staff member to planning resources through professional memberships and certifications.

- Create a quiet space for individuals to pray and meditate.
- Provide resources for individuals to pray and develop faith at home.

Reaping the Harvest

After the long, careful work of preparing, planting, and tending the garden, and if the weather and other conditions are right, FPC will reap a bountiful harvest that God has provided. By the end of 2019, that harvest will include many transformative outcomes:

- More individuals from within and without the current FPC community will be participating in activities and growing in their faith through:
 - Inviting worship services.
 - Enriching educational experiences.
 - Acts of service that bring about transformative outcomes for the individuals and communities being served.
- Individuals will feel welcomed, loved, and supported by a community that cares for them.
- A diverse group of Individuals and communities will have a better understanding and acceptance of each other.
- The ministries of FPC will be in an improved position to identify those who are in need, what their needs are, and provide the right sort of help that is required to empower them to overcome the challenges they face.
- Through greater participation in FPC activities, more volunteers, funding, and other resources will be available to grow successful programs and develop new opportunities.

2019 Ministry Budget Request Summary

The following tables summarize each ministry's requested budget to support the activities they have planned for 2019.

Table 1: 2019 Budget Request Summary

2019 Budget Request Summary	
Grand Total for All Ministries	\$619,680
Administration and Personnel Cluster	\$486,040
Buildings and Grounds Cluster	\$45,800
Communications Cluster	\$3,600
Deacons	\$1,320
Equipping Ministry	\$15,550
Finance: Stewardship	\$900
REALM Planning	\$0
Reconciliation Ministry	\$39,050
Session: General	\$15,700
Worship and Arts Ministry	\$11,720

Table 2: Administration and Personnel Cluster Request

Administration and Personnel Cluster		
Program/Project	Activity/Task	2019 Request
Personnel		\$448,350
Administration	Includes purchase of the Connections Module for the new data management system	\$37,690
	Total	\$486,040

Table 3: Buildings and Grounds Cluster Request

Buildings and Grounds Cluster		
Program/Project	Activity/Task	2019 Request
	Gas	\$9,500
	Electricity	\$8,500
	Water & Sewer	\$2,000
	Insurance	\$8,300
	Building Maintenance	\$9,500
	Grounds Maintenance	\$6,500
	Building Supplies	\$1,500
	Total	\$45,800

Table 4: Communications Cluster Request

Communications Cluster		
Program/Project	Activity/Task	2019 Request
Corridor Family Magazine	Growing young parent involvement	\$1,500
Corr Family	Measurement ad	\$200
UI Orientation	Seek conversation with students	\$300
UI Orient	Survey Monkey	\$250
PRIDE		\$300
Pew Cards		\$100
Lawn Banners		\$250
New Member Gifts	Includes a lunch for 1-day class	\$100
Welcome bags		\$200
PC KEY		\$150
<i>Proposed Prayer Post</i>	Materials & supplies, zoning, logistics, and PR	\$250
	Total	\$3,600

Table 5: Deacons Request

Deacons		
Program/Project	Activity/Task	2019 Request
Deacon Teams	Caring Connection	\$0
Deacon Teams	Hospital Visitation (mileage reimbursement, parking fees)	\$50
Deacon Teams	Support Teams (Pew Pads printed in 2017, none expected in 2019)	\$0
Deacon Teams	Prayer Chain	\$0
Deacon Teams	Cards and Celebration (Care packages, Cards and Postage)	\$450
Deacon Teams	Transportation (Mileage Reimbursement)	\$150
Deacon Teams	Deacon Neighborhood Ministry (Supplies/postage)	\$100
Care Buddies	Training Materials	\$100
Health Ministry	AED Pads (pediatric pads will expire 1/2019)	\$120
Health Ministry	CPR Training	\$250
Health Ministry	Honoring Your Wishes (training/supplies) New program	\$100
	Total	\$1,320

Table 6: Equipping Ministry Request

Equipping Ministry		
Program/Project	Activity/Task	2019 Request
Bible-giving (Elementary school students)	Bibles for 2 nd grade and confirmation, devotional for HS grads)	\$200
Sunday Morning Programs – [SPACE], etc.	Curricula, supplies, food, Easter materials	\$3,000
Youth Group	Activities, curriculum	\$1,000
Adult Faith Formation	Curricula	\$1,300
Mission Outreach	Mission trips, local mission	\$1,200
Intergenerational Programs	VBS, Camp Wyoming, pumpkin party, apple orchard, etc.)	\$2,000
Nursery	Program maintenance, materials	\$500
Hospitality	Milestone cakes, coffee, supplies	\$2,500
Improve communication with families	Implement the Parent Queue, Lead Small, Hootsuite, Go Weekly apps.	\$600
Baby-proof the facilities	Materials/equipment for baby-proofing	\$500
Faith-building Kits (Toddler & Preschool)	Materials for kits	\$750
Youth Group	Youth meals	\$1,000
The Way (4 th -6 th grades)	Meals, activities, rentals, etc.	\$200
Youth Group	Confirmation	\$500
Hospitality (Reduce single-use materials)	Kid-friendly dishes	\$300
	Total	\$15,550

Table 7: REALM Planning Request

REALM Planning		
Program/Project	Activity/Task	2019 Request
Annual Planning	Implement year-long annual planning cycle	\$0
Social Enterprise	Document SE processes, assemble team, develop project proposals	\$0
Garden Project	Document project management process Create project schedule Coordinate project activities	\$0
Standard Operating Procedures	Assess SOP documentation needs Work with ministries to document SOPs	\$0
Ministry Leadership Training	Teamwork, Decision Making	\$0
	Total	\$0

Table 8: Reconciliation Ministry Request

Reconciliation Ministry		
Program/Project	Activity/Task	2019 Request
World Refugee Sunday	Provide a refugee worship service and fellowship education program Participation in the Refugee Summit	\$500
Bond Project	Support Eastern Iowa Bond Project Hold fundraising opportunities for members of Johnson County to support Eastern Iowa Bond Project	\$10,000
CWJ	Become an affiliate of CWJ Participate in CWJ events Build relationships with those effected by discrimination due to poverty, race, or immigration status Hold education opportunities to help immigrants know their rights	\$2,000
Empowerment for Women	Recruit investigators Investigate if micro-lending already exists in Coralville and Iowa City Learn from other Iowa communities' micro-lending initiatives Learn of and from micro-lending initiatives outside the state	\$100
Camp Wyoming	Assist and increase registration of racial and ethnic minority FPC youth campers each year (2-5) Increase financial support for the reduction of the Camp Wyoming operating budget	\$2,000
Pasrur	Have Presbyterian Veda Gill visit FPC Have Presbyterian education provide letters and drawings directly to their sponsors. Opportunity for Veda Gill to meet with other congregation Provide informative presentation to tell the story of Pasrur for girls and the people supporting them Integrate 2018 post trip insights into FPC life	\$2,000

Reconciliation Ministry (Continued)		
Program/Project	Activity/Task	2019 Request
Take Away Hunger	Conduct annual intergenerational “ready meal” packing event to provide for those experiencing food scarcity in international, state and local settings	\$4400
Garden Gems	Create a garden for youth and members to maintain Food grown will be donated to those with food insecurity	\$1,000
CRC	Membership Common Fund (utility and rent support) Inside Out	\$3,650
JCIC	Core team provides leadership in solidifying faith-based organizations’ support and JCIC structure Core team provides opportunities to interact with disenfranchised	\$900
Community Pastoral Services	Send FPC members who need mental health counseling to the community center Become a supporter of low-income community members who need mental health counseling services	\$500
PCUSA Disaster Assistance	Annually provide funds	\$1,000
PCUSA Shared Mission Fund	Annually provide funds Advertise need to the congregation	\$7,000
Emergency Request Fund	In our ever-changing world we cannot anticipate all of the needs that may arise	\$4,000
	Total	\$39,050

Table 9: General Session Request

Session: General		
Program/Project	Activity/Task	2019 Request
Per Capita		\$15,200
Incidentals		\$500
	Total	\$15,700

Table 10: Worship and Arts Ministry Request

Worship and Arts Ministry		
Program/Project	Activity/Task	2019 Request
	Baptism	\$130
	Communion	\$50
	Arts for Worship (banners, liturgical art, guest musicians, candles, special worship services, materials, resources)	\$4,500
	Equipment, Maintenance, and Tuning	\$1,500
	Certifications	\$990
	Choir (music, pencils, robe/stole maintenance, resources)	\$900
	Handbells and Hand-chimes	\$200
	Instrumental Music (Brass Ensemble, Woodwind Ensemble, Youth Orchestra (new))	\$500
	Prayer Center	\$150
	Drum Circle	\$2,500
	Musical	\$300
	Total	\$11,720

2019 Ministry Goals and Activities

The following are the goals that each ministry will be working to fulfill in 2019. The goals, with their associated outcomes and activities were taken directly from the planning documentation each ministry provided to REALM planning. REALM planning will work with each ministry over the course of the year to evaluate progress and identify barriers to meeting these goals. These goals may evolve as circumstances dictate during the year.

Administration and Personnel Cluster

Goal 1: Maintain and further develop FPC's excellent staff who are the lifeblood of the church and its programs.

Objectives include:

- Provide equity in salaries among staff members with comparable responsibilities.
- Keep positions filled.

Activities include:

- Increase spending on salaries over the 2018 budget.
- Reinstate the quarter-time FTE position to Equipping Ministry.

Goal 2: Continue to build upon the capabilities of FPC's new data management system.

Objectives include:

- Communicate efficiently and effectively with members of FPC.
- Inform FPC members of activities, opportunities, and other important information.

Activities include:

- Evaluate the use of the MyFirstPres application.
- Purchase the Connections Module for the new data management system, which will streamline communication among various ministries.

Buildings and Grounds Cluster

Goal 1: Maintain the current facilities while ensuring that FPC is prepared to handle emergency situations.

Outcomes include:

- FPC facilities are maintained, functional, and available for use by FPC activities and programs.
- Gas expenses should be lower than previous years because of the new, more efficient boiler. This expense will depend largely on the weather.
- Snow removal expenses are difficult to predict and depend on the weather.
- Insurance costs are expected to be lower after review by the Presbytery.

Activities include:

- Work with the Capital Campaign task force to review finances and installation of an elevator.
- Extend electricity and water to the garage.
- Pay FPC utility expenses.
- Maintain appropriate insurance policies.
- Make building repairs as needed.
- Arrange for snow removal, lawn mowing, and weed control.

Communications Cluster

Goal 1: To build an outside Prayer Post for neighborhood-local community to leave prayers in, increase FPC awareness, and assist in faith formation.

Activities include:

- Research cost of materials needed to build and supply.
- Determine any zoning restrictions.
- Logistics on how prayers would be handled.
- Publicize Prayer Post to community.

Goal 2: To determine the viability of young family engagement with FPC.

Activities include:

- With Equipping Ministry and their growing young parents group, question them about magazine use.
- Place ad that requires attendance (small gift/coffee) for means of measure.

Goal 3: To determine the viability of college student engagement with FPC.

Activities include:

- Seek FPC UI students and ask their thoughts and concerns.
- Survey Monkey type research.

Goal 4: To create inclusivity through community events and publications.

Activities include:

- Participation in PRIDE parade and other activities.

Goal 5: To offer personal invitation to FPC events

Activities include:

- Maintaining pew cards.

Goal 6: To provide public awareness of FPC activities.

Activities include:

- Continue to display lawn banners.

Goal 7: To present a gift to new members on their decision to make FPC their church home.

Activities include:

- Continue to provide new member gifts.

Goal 8: To be hospitable and offer a tangible gift with information about FPC.

Activities include:

- Continue to provide welcome bags to visitors.

Goal 9: To be published in a yearlong welcome magazine throughout Johnson County.

Activities include:

- Press Citizen KEY magazine.

Deacons

Goal 1: Provide assistance to members and their families with health issues and other needs.

Outcomes include:

- Members who are experiencing short-term issues receive support that helps to ease the burdens, allowing them to focus more time and energy on their health issue or other needs.
- Members who are experiencing long-term health or other issues receive support and remain connected to the FPC community.

Activities include:

- Caring Connection.
- Care buddies.
- Emergency Fund.
- Deacon Neighborhoods.
- Prayer Chain.

Goal 2: Foster relationships among the members of the FPC community.

Outcomes include:

- Members who are experiencing short-term health issues feel supported.
- Members who are not able to regularly participate in church activities feel connected to the FPC community.
- Members with important life events are celebrated.
- Members with mobility limitations are able to safely and comfortably participate in worship activities.

Activities include:

- Hospital Visitation.
- Cards and care packages.
- Transportation to and from church for worship services.

- Worship service support teams.
- Maintain Deacon neighborhoods.

Goal 3: Maintain FPC's emergency training and equipment.

Outcomes include:

- Designated members are available and prepared to handle health emergencies that may occur at FPC.
- FPC has the equipment needed to handle on-site health emergencies.

Activities include:

- AED upkeep, maintenance, and documentation.
- Arrange/provide CPR training for FPC staff.
- Oversight of Congregational Health Ministry Team.

Goal 4: Organize health screenings and educational opportunities.

Outcomes include:

- Members are aware of potential health issues and are better informed to seek the appropriate treatment from health care professionals.
- Members are equipped to make advanced health care decisions.

Activities include:

- Blood-pressure screenings and flu clinics.
- Host educational events and provide resources on health topics.
- Implement the new Honoring Your Wishes program for end of life planning.

Equipping Ministry

Goal 1: Evaluate and adjust the curriculum framework that is being developed in 2018.

Outcomes include:

- Ensure that the faith-development needs of each age group are being met.
- Ensure that the needs for support during life transitions are being met.
- Aid in developing of age-appropriate programming.
- Identify learning/faith standards and milestones for age groups.
- Provide a structure for establishing goals and evaluation criteria for programs.

Activities include:

- Incorporate conversations in each meeting.
- Revisions by May 2019 for next year.

Goal 2: Develop communication plans for specific events that include more one-on-one communication potential participants.

Outcomes include:

- Increased participation in FPC activities.

- Develop relationships among staff, Equipping staff, and different segments of the FPC community.
- People contacted will feel more valued and connected to FPC.

Activities include:

- Be deliberate about adding one-on-one to communication plans.
- Increase awareness of who is present on a given Sunday so that conversations can happen.

Goal 3: Identify and develop communication channels that are most effective in reaching different segments of the FPC community.

Outcomes include:

- Increased participation in FPC activities.
- Develop relationships between staff, Equipping staff, and different segments of the FPC community.
- People contacted will feel more valued and connected to FPC.

Activities include:

- Implement the Parent Queue app.
- Create Instagram account to communicate with youth.
- Investigate Snapchat or other emerging technologies.
- Investigate Hootsuite and other planning tools to schedule and automatically communications (use click data).

Goal 4: Conduct an audit of FPC facilities to determine the baby-proofing needs of the building and grounds. Work with other stakeholders to modify facilities to ensure the safety of all children.

Outcomes include:

- Young children will be safer on FPC property.
- Parents will be more comfortable letting their children be at church and wander a bit, making it more likely that some parents will attend FPC activities more regularly.
- Emphasize that young children and their parents are valued members of the FPC community.
- Begin to integrate young children into the FPC community.

Activities include:

- Launch January/February 2019.
- Find baby-proof checklist.
- Education program for baby-proofing homes (parents, grandparents).
- Solicit member feedback.
- Partner with B&G and Deacons to conduct baby-proof audit.
- Train other members to help maintain baby-proofing.
- Actual baby-proofing.

Goal 5: Develop and distribute faith formation kits to toddlers and their parents to facilitate toddler faith development at home.

Outcomes include:

- Create regular opportunities for staff and Equipping leaders to connect with parents and develop relationships.
 - Equipping will learn more about child and parent equipping needs.
 - Parents will feel more connected to the FPC community.
- Create opportunities for parents to connect with their children through age-appropriate faith-building materials.
- Parents and children create daily faith-building habits.
- Children will learn beginning Bible stories and characters.
- Children will learn and practice beginning prayers.

Activities include:

- Launch September 2019.
- Kits are loaned (opportunity for follow up communication).
- Plan material needs for the age groups.
- Develop loan system/follow-up.
- Determine timing of first kit for infants (birth, baptism, etc.).

Goal 6: Develop and implement new preschool education programs at FPC.

Outcomes include:

- Create regular opportunities for staff and Equipping leaders to connect with parents and develop relationships.
 - Equipping will learn more about preschool and parent equipping needs.
 - Parents will feel more connected to the FPC community.
- Create opportunities for parents to connect with their preschoolers through age-appropriate faith activities.
- Create opportunities for FPC community to build relationships with children.
- Parents will learn ideas for incorporating faith building activities at home.
- Parents will feel more comfortable bringing their children to FPC activities.
- Continue to integrate young children into the FPC community.
- Create an environment at FPC in which parents and their children want to participate in church activities.

Activities include:

- Research needs and programs to meet those needs.
- Plan the implementation of one or two new preschool programs for 2020.

Goal 7: Redesign and reintroduce The Way program for children in grades 4-6.

Outcomes include:

- Elementary students begin to develop their church routine before they become scheduled with other activities.
- Elementary students will be exposed to Youth and their activities.
 - Elementary students will become more excited to join Youth when they come of age.

- Elementary students will be more comfortable when transitioning to Youth activities.
- Create opportunities for Youth to mentor 4th-6th graders.
 - Create opportunities for Youth and elementary students to develop relationships.
 - Create opportunities for Youth to mature as leaders.

Activities include:

- Launch September 2019.
- Rebrand.
- Planning activities.
- Communicate with parents.
- Add food budget and activity budget (September-December).

Goal 8: Refine the Bible-giving program that provides new Bibles to all FPC 2nd graders, introducing more education and relationship building aspects.

Outcomes include:

- Introduce 2nd graders to the basics of navigating and reading the Bible.
- Foster 2nd graders' sense of belonging to FPC and the larger Christian community.
- Foster 2nd graders' sense of "ownership" of their faith.
- Create regular opportunities for staff and Equipping leaders to connect with parents and develop relationships.
- Create opportunities for parents to connect with their 2nd graders through age-appropriate faith activities.
- Create opportunities for the FPC community to build relationships with children.
- Parents will learn ideas for incorporating faith-building activities at home.

Activities include:

- Refine Bible-giving program.
 - May 2019.
 - Catchup with all grades.
- Incorporate Bible skills activities into [SPACE].
- Be deliberate about asking kids to bring Bibles to activities.
- Multiple Bibles given at life stages.
 - Find age-appropriate/group-appropriate Bible.

Goal 9: Prioritize the incorporation of the new curriculum framework into the Sunday morning programming for elementary school students.

Outcomes include:

- More engaging programs for elementary students.
- Elementary students more excited to attend Sunday school, promoting higher, more regular attendance.
- Create opportunities to build relationships between elementary students and other segments of the FPC community.
- Create opportunities for elementary students to build friendships with each other.

Activities include:

- September 2019.
- Build out [SPACE] to include curriculum framework.
 - Curriculum.
 - Food.

Goal 10: Maintain and evaluate current youth programs.

Outcomes will include:

- Youth continue to participate in church activities.
- Youth and adult leaders continue to get to develop positive relationships with each other.
- Continue to foster friendships among the youth.

Activities include:

- Implement periodic evaluation cycle (all programs).
- Mentoring training.
- Mission trip(s).
- Local missions.
- Confirmation.
- Youth group.
- TG meals.

Goal 11: Identify and have conversations with the young adults at FPC (ages 20-35) to learn more about their needs.

Outcomes will include:

- Learn the needs of young adults in building their faith and navigating various life transitions.
- Learn what programming is attractive to them.
- Create opportunities to build relationships between young adults and other segments of the FPC community.
- Create opportunities to build relationships among young adults, helping them build a support network within the FPC community.

Activities include:

- R&D.
- Recruit young adults for Equipping (May).
- Plan 1-2 programs for 2020.

Goal 12: Identify and have conversations with the young parents at FPC to learn more about their needs.

Outcomes will include:

- Learn the needs of young parents in building their faith and meeting their needs as parents of young children.
- Learn what programming is attractive to them.

- Create opportunities to build relationships between young parents and other segments of the FPC community.
- Create opportunities to build relationships among young parents, helping them build a support network within the FPC community.

Activities include:

- R&D.
- Recruit young parents for Equipping (May).
- Plan 1-2 programs for 2020.

Goal 13: Develop and facilitate a program of periodic presentations about issues relevant to adults in the FPC community.

Outcomes will include:

- Provide support for adults through life transitions.
- Provide an activity that is attractive to more adults and encourages engagement in the FPC community.
- Create opportunities to build relationships between adults and other segments of the FPC community.
- Create opportunities to build relationships among adults.

Activities include:

- Presentations start January 2019.
- Plan topics.
- Coordinate with scheduled presentation by other ministries.
- Branding.

Goal 14: Incorporate intergenerational elements into existing and new programs.

Outcomes include:

- Create opportunities for different age segments to build relationships with one another.
- Create opportunities for members of underserved age segments to participate in church activities and feel connected to the FPC community.
- Create opportunities for different age segments to mentor and learn from each other.

Activities include:

- Incorporate aspects in current/new programs.
- Support Garden project.
- Dodekah—launch June 2019.
 - Gain Session approval.
 - Congregation awareness.
 - Recruit—Easter.

Goal 15: Reduce the use of single-use resources (e.g., paper cups and plates).

Outcomes include:

- Improve FPC's environmental stewardship.

- Improve the use of FPC's financial resources.

Activities include:

- Meet with Green Team to audit current state and plan for changes.
- Presentation.
- Research kid-friendly dishes (dishwasher safe, stackable).

Goal 16: Implement formal program for training hospitality volunteers.

Outcomes include:

- Volunteers perform tasks properly.
- Volunteers feel more comfortable performing task.
- More people are willing to volunteer.
- Reduce waste of resources.

Activities include:

- September 2018.
- Document roles & responsibilities.
- Develop training program.
- Deliver training.

Goal 17: Maintain and evaluate nursery program and plan improvements for 2020.

Outcomes include:

- Continue to offer quality childcare during worship services.
- Identify strengths of the nursery program to build upon.
- Identify challenges to address.
- Identify opportunities to expand or improve nursery program to meet the needs of the FPC community.
- Develop and implement improvements in 2020.

Activities include:

- Maintain and evaluate.
- Diaper pail refills.

REALM Planning Ministry

Goal 1: Introduce a year-long planning cycle for that allows FPC ministries to spread their planning work throughout the year.

Outcomes include:

- Ministries are given time to complete detailed planning.
- The planning process is less cumbersome, rushed, and stressful for the ministries.
- Ministries are able to set three to five-year visions for their programs and establish yearly goals to attain those visions.

Activities include:

- Evaluate the 2019 annual planning process that was piloted this summer, collecting feedback from the ministries that used that process.
- Using best practices from non-profit and business organizations, develop a long-term planning process.
- Introduce the long-term planning process to the ministries at the beginning of the year.
- Provide hands-on assistance to the ministries as they learn to use the process.
- Collect feedback and evaluate the planning process.

Goal 2: Develop and implement social enterprise planning methodology and task force.

Outcomes include:

- FPC builds the capabilities needed for large-scale social enterprise planning.
- FPC continues to develop existing and build new relationships with individuals, communities, and organizations in the Johnson County area.
- FPC is better equipped to collaborate to identify needs to be addressed, root causes, and develop large-scale programs.

Activities include:

- Recruit and train a social enterprise task force.
- Research existing social enterprise methodologies and develop a methodology that meets FPC's needs.
- Collaborate with ministries to learn more about the issues that can be effectively addressed with the social enterprise methodology.
- With the assistance of ministries, draft project proposals for Session's review and approval.
- Begin planning and execution of approved social enterprise project(s)

Goal 3: Document standard operating procedures for critical and regularly performed processes.

Outcomes include:

- Key processes are documented in a standard format.
- Staff and ministries are able to complete processes in a standard, effective manner.
- Stakeholders have visibility into processes and understand the various interactions needed to complete key processes.
- Stakeholders are able to evaluate procedure documentation and work to identify improvements.

Activities include:

- Work with staff and ministries to identify key processes that should be documented.
- Develop and implement a template for documenting standard operating procedures.
- Find an efficient way to share the standard operating procedure documents with all stakeholders.

Goal 4: Provide leadership and decision-making training to staff and other ministry leaders.

Outcomes include:

- FPC leaders are better equipped to collaborate with each other to plan and execute programs and activities.

Activities include:

- Investigate training programs and methodologies.
- Purchase and/or develop training program.
- Identify key FPC leaders and provide training.
- Develop and implement support mechanisms to help leaders utilize and reinforce training.

Goal 5: Manage the planning and execution of the Garden Project.

Outcomes include:

- An inter-ministry project team is effectively planning and implementing the Garden Project.
- Youth are integrated into the project planning and execution and are empowered to exercise the appropriate level of project ownership.
- The scope of the project is clearly defined and designed to provide transformational outcomes for participants and those who are being served.
- A long-term project plan with schedule and resource plan are documented.
- The 2019 objectives identified by the project team are met.

Activities include:

- Assemble a project team.
- Work with the team to research community needs and other gardening projects, using those lessons to define the project scope.
- Work with the team to identify objectives and set goals for each of the next three to five years.
- Work with the team to identify and plan the activities needed to meet the goals.
- Coordinate the work of the project team to complete the Year 1 activities.

Reconciliation Ministry

Goal 1: Assist registration at Camp Wyoming of racial / ethnic minority FPC youth by two campers each year, 2019-21.

Outcomes include:

- Add two new minority campers each year, 2019-2021.

Activities include:

- Educate minority families about Camp Wyoming.
- Determine interest among minority families and their youth.
- Collaborate with others at FPC about enhanced scholarship support.

Goal 2: Increase financial support for Camp Wyoming by helping to further reduce its operating deficit.

Outcomes include:

- Reduce operating deficit by \$1,000 (current operating deficit is \$12,914).

Activities include:

- Share news about Camp Wyoming financial status with FPC members & friends.
- Solicit financial support.
- Enhance financial support from Presbytery of Eastern IA (PEI).

Goal 3: Conduct an annual intergenerational “ready meal” packing event to provide for those experiencing food scarcity in international, state & local settings.

Outcomes include:

- 20,000 meals packed by 20 youth and 50 adults.

Activities include:

- Next event schedule for February 2019.
- Raise adequate funding for the event (Currently have \$1,682; will need \$4,400).
- Notify FPC members & friends, securing 2 shifts of youth & adult volunteers.
- Conduct event in Ryerson Fellowship Hall.

Goal 4: Reaffirm most appropriate corporate affiliate to use for this event (e.g., Take Away Hunger, Kids Against Hunger, Feed My Starving Children).

Outcomes include:

- An optimal affiliate is identified.

Activities include:

- Assess potential future corporate affiliates, determining:
 - Credibility, including national ratings
 - Match to FPC focus (e.g., including local food scarcity)
 - Solicit feedback from churches recently using other affiliates (e.g., St Mark’s and St Andrew, with Feed My Starving Children).

Goal 5: To enable an educational and rewarding experience for congregation members to be part of an activity that demonstrates our congregation as a welcoming congregation.

Outcomes include:

- To be part of an activity that demonstrates our congregation as a welcoming congregation.

Activities include:

- Provide a refugee worship service and educational post-worship service presentation that features refugee stories by refugees.

Goal 6: To deepen public identity by participating in the Johnson County Refugee Summit for refugees and community members to show our church as a welcoming church and a church one would like to join.

Outcomes include:

- To show our church as a welcoming church and a church one would like to join.

Activities include:

- Coordinate our refugee worship service and post-worship service with our Johnson County Refugee Summit participation.

Goal 7: To coordinate access to refugee services with community organizations and refugees to positively impact the refugee population.

Outcomes include:

- Positively impact the refugee population.

Activities include:

- During dialog session connections will be made between local refugee resources and refugees.

Goal 8: To fund education for impoverished Christian girls to create opportunity, end poverty, encourage tolerance, and provide a Christian education.

Outcomes include:

- Create opportunity, end poverty, encourage tolerance, and provide a Christian education.

Activities include:

- Have Presbyterian Education Board Executive Director Veda Gill visit and tell the story of the impact of education in Pasrur.

Goal 9: To communicate information about Pasrur and Pakistan to our congregation and community resulting in a deepened public identity.

Outcomes include:

- A deepened public identity.

Activities include:

- Have Presbyterian Education Board Executive Director Veda Gill visit and tell the story of the impact of education in Pasrur.
- Integrate 2018 post-trip insights into FPC life.

Goal 10: To enable the congregation and community to have a rewarding experience of direct, meaningful sponsorship.

Outcomes include:

- Rewarding and direct experience of meaningful sponsorship.

Activities include:

- Organize and mail letters, photos, and drawings from the girls in Pasrur directly to their sponsors year after year.

Goal 11: To expand sponsorship, interest, and resources for our congregation and community members to make an even more successful and sustaining program.

Outcomes include:

- Expansion of successful and sustaining program.

Activities include:

- Arrange meetings for Veda Gill to meet with other church leaders and congregations in the Presbytery to expand the program.

Goal 12: To create relationships between congregation members and members of the Presbyterian Church of Pakistan that are positive and sustaining.

Outcomes include:

- Positive and sustaining relationships.

Activities include:

- Provide informative presentations and content in person, on paper, via email and the web that tell the story of the rewarding experience of being part of a program that is truly making a difference in young Christian girls' lives.

Goal 13: To enhance a global perspective of the Presbyterian Church and its important role in creating positive and lasting change throughout the world.

Activities include:

- Provide informative presentations and content in person, on paper, via email and the web that tell the story of the rewarding experience of being part of a program that is truly making a difference in young Christian girls' lives.

Goal 14: Research whether microlending for local immigrant and refugee women is a possibility.

Activities include:

- Investigate if microlending already exists in Johnson County.
- Learn from other microlending initiatives.
- Learn about effective lending initiatives outside of the state.

Goal 15: Build relationships among faith-based organizations to gain the trust of the disenfranchised.

Activities include:

- Core team of leaders provide leadership in solidifying faith-based organizational support and JCIC structure.

- Core team of leaders provide opportunities to interact with the disenfranchised.

Worship and Arts Ministry

Goal 1: To create worship services that are welcoming and inclusive of all. Services will incorporate all senses and learning styles and involve volunteers and staff to lead in meaningful ways.

Outcomes include:

- People filled spiritually who then feel moved to go out and serve in the name of Jesus Christ.

Activities include:

- Baptisms.
- Communion.
- Arts for Worship (banners, liturgical art, guest musicians, candles, special worship services, materials, resources).
- choirs/instruments—see below.
- Worship Services.

Goal 2: Keeping instruments and materials in tune and maintained helps them last longer and sound beautiful so they can lead worship effectively.

Objectives include:

- In-Tune and maintained instruments.

Activities include:

- Equipment, Maintenance, and Tuning.

Goal 3: Enroll staff person in professional memberships to help make connections and receive resources to help in worship and arts planning. License the church to be able to use and print music and texts from other resources.

Outcomes include:

- Professional staff person with connections and resources.

Activities include:

- Church Music Memberships and Licensing.
 - AGO.
 - ACDA.
 - PAM.
 - CG.
 - Suzuki.
 - One License.

Goal 4: To create community through practicing and offering beautiful music in worship to the glory of God and in service to the worshipping body.

Outcomes include:

- Enhanced worship experience and community building through music.

Activities include:

- Choirs (Sanctuary, Youth, Children).
- Handbells and Hand-chimes.

Goal 5: To create a space where church members and community members can come to find a quiet place to pray and meditate. To provide ideas and resources for how to pray at home and on the go.

Outcomes includes:

- Spiritually fed people.

Activities include:

- Prayer Center.

Goal 6: To create an intergenerational drumming ensemble who will play both in worship at FPC but also go out into the community to play and lead workshops. This will build community through rhythm, music, and fun. This will also be a recruitment tool for the church.

Outcomes include:

- Music leadership in worship at FPC and outreach to the community through music.

Goal 7: To put on an intergenerational Christian musical. This will build community within those working on the musical. It will be offered to the church community and could also be used as outreach to the community.

Outcomes include:

- Telling a Christian story in a fun and interactive way. Building community.

Goal 8: To build relationships between different populations/communities in the Iowa City area. To make accessible a well-rounded educational program for babies, toddlers, and caregivers that will strengthen families and the community.

Outcomes include:

- Strengthened relationships between parent and child. Community building.

Activities include:

- Suzuki Baby Music.

Appendix A: Proposal for Prayer Post

Prayers come in many forms; there's no wrong way to talk to God. Some people pray silently, others hold up hands, others talk verbally in private.

A prayer box is a simple container where you can pray by writing a note. Think of it as a mailbox to God!

Prayers of concern can be turned over to God, in hopes of easing your worries. Prayers of gratitude show that you notice God's hand at work, and that you are thankful. Writing out prayers can be a family activity, showing younger ones that it is important to pray, any way you choose to do it.

The post (with Zoning approval) would be located near the bus stop and corner marque, in hopes of having the highest visibility and use. The Prayer Post would be built upon a 4x4 post with a larger mailbox (when opened would provide a writing surface), a smaller locked box inside (to hold prayer cards with confidentiality) and a supply of prayer cards/pens plus information about FPC. The Post would be painted brightly to attract interest.

The idea behind this is to offer prayer to those who need it and reach out to people who are hurting in the community. I feel that this Prayer Post would be an outward sign of FPC's continued interest and investment in the neighborhood and local community.

For more information on this proposal, contact Tammy Schroeder.

Material List \$170

- 4x4 16 foot Post \$23
- Large mailbox \$35
- Small lockable box \$15
- 2x2 plywood panel for writing surface and shelf \$10
- Solar post topper light \$25
- 5 15" walk up pavers \$25
- Paint/brush \$25
- Post foam mix for instant setting \$12

