

GNVT – Good News Vision Team

FAT – Financial Administration Team

B&G – Buildings & Grounds

HRLD – Human Resources & Leadership Development

VICA – Venice Interfaith Community Assoc.

Final Draft: VUCC Vision Plan 2016 – 2019

Goal	Team or Ministry Group with Major Responsibility	Action Steps	Results
Continue to build up family of Christ through worship with sensitivity to the various traditions from which we came	Senior and Associate Pastors, Music Director	Discuss Communion Service at Hospitality Summit and during worship Continue dramatic presentations Provide Lenten Session on Worship traditions — possibly a Potluck with sharing at tables	
Encourage all to practice God’s love	Senior and Associate Pastors All teams	Continue Joys and Concerns in the Worship service	
Affirm lay leaders, the way we do open and inviting communion, role playing and other creative strategies, inclusive language in music and sermons	GNVTV, HRLD HRLD HRLD Senior and Associate Pastors	Hold periodic summits with hospitality groups Be active in encouraging new ministry groups. Encourage ministry groups to use worship gathering tie to promote their ministry. Improve the coordination and education of ushers. (Andy White has taken the leadership for this ministry group.) Continue to work on inclusive language	Sponsored summit in November 2015: Education for Ushers and Hospitality

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	Music Director FAT	Continue to work with Choir Ministry to involve congregation members in sponsoring anthems Provide presentations to educate the congregation regarding the spirituality of stewardship (budgeting).	
Work to find a way to share our uniqueness what new members tell us draws them to our church	HRLD (Norma Sue White and Penny Nuttleman will coordinate) FAT	Begin featuring new members in Tidings and CONNECT Update comments on website Provide financial support and guidance for alternate funding methods and sources of advertising and community awareness	
Gather information about why new members join; personally contact new members as to what drew them to our church	HRLD, Leadership Council	Review the Friendship Book every Sunday for comments Discuss this matter intentionally at the New Member Orientation	
<p>Hospitality (ministry to guests and/or new members)</p>			
Assimilate new members into the church family	GNVT GNVT	Talk with Human Resources Team about assimilating new members Make assimilation an agenda item at Leadership Council	

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	HRLD HRLD GNVT	Encourage sponsors to invite new members to Family Night Dinners (free, but need to sign up) Mention Family Night Dinners at the New Member Orientation Educate New Members about VUCC structure at the New Member Orientation	
Explore the Creation of a “New Member Class” to assist new members in finding a place in ministry and other groups	HRLD Senior and Associate Pastors, HRLD HRLD HRLD FAT Leadership Council	Keep list of Ministry Groups up to date Provide new member sponsors Educate new member sponsors Hold a New Member event for new members and sponsors to get to know one another and answer questions about the church Provide presentations at New Members events to educate them on church finances, stewardship and budgeting Ask if new members are interested in joining ministry groups/teams	List has been created and is revised as needed. The list is included in the New Member Packets. <i>Sponsoring New Members</i> sheet given to prospective sponsors

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Make it a priority that no visitor sit alone during hospitality time in Naar Hall	HRLD, GNVT	Provide ambassadors to meet and greet visitors	GNVT has provided red nametags for first-time visitors and white for others. This is ongoing. Ongoing
	GNVT	Make visitors easy to spot with name tags and ask them to wear them through fellowship time	
	Leadership Council	Introduce ourselves and sit with guests Invite new members to participate in activities	
Provide a forum for the improvement of the Fellowship Time	GNVT, Norma Sue White, Rev. Keran	Develop new hospitality roster for congregation members to review	Summit was held on November 19, 2015
	HRLD, GNVT	Schedule Usher and Hospitality Summit with assistance in training for this event by Marge Johnson	
	GNVT	Invite monthly Fellowship Time coordinators to work out procedures	
	GNVT	Improve communications regarding Fellowship Time	
Get acquainted with new and prospective members	HRLD, GNVT	Recruit new VUCC members	
Get acquainted with new and prospective members	GNVT	Invite new and prospective members to lunch with two members of the Vision Team	

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Fellowship (ministry to our own members)			
Help people get to know each other on a deeper level	HRLD	Find a person to shepherd <i>Getting to Know You</i> in Tidings (Norma Sue White and Penny Nuttleman will get this started)	
Continue to involve members in Fellowship Time	Sunday Fellowship Time Ministry Group	Update Fellowship Plan	Ongoing
Have a sense of ease and genuine enjoyment of one another in every fellowship activity; be for niceness, no matter what	HRLD	Create environments conducive to conversation and fellowship whenever possible Keep business away from fellowship activities	
Offer a training session for Call to Care Ministry Group members	GNVT	Set date Invite hospice leader to conduct the training session	October 23, 2015 Ongoing
Offer an End of Life Seminar	GNVT	Plan (Rev. Don) with Ed Cavanaugh to present a session in early 2016 Publicize the event Sign up participants in Naar Hall	
Hold a Barbecue to kick off the new season	GNVT, HRLD	Make announcements in church Do skits in church Send out email blast about event	Ongoing

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	GNVT, HRLD	Sell tickets in Naar Hall and church office	
Outreach (ministry to the wider Venice community)			
Support Open and Affirming status	Senior and Associate Pastors, Leadership Council, All Teams	Demonstrate on an ongoing basis the openness of the Venice UCC congregation Live the life of an open and affirming church as a continuing lifestyle	
Broaden the definition of open and affirming	Mental Health Ministry Group, GNVT, All Teams	Broaden the welcome through the WISE (welcoming, inclusive, supporting, engaging) Covenant	Adopted
Continue partnerships with schools (Laurel Civic Association Homework Plus, teacher appreciation at Garden Elementary School, holiday event activities at VUCC, support of Garden Elementary ArtFest at VUCC, mentoring, Big Brothers/Big Sisters, Decision to Win, Take Stock in Children, etc)	Senior and Associate Pastors, Big Brothers/Big Sisters Ministry Group, Friends of Laurel Civic Association Ministry Group, GNVT HRLD GNVT GNVT, Youth Ministry Group	Continue partnerships already underway and be open to future opportunities Affirm Ministry Groups that are involved in these partnerships and recruitment Support mentors by conducting sharing session(s) Invite Big Brothers/Big Sisters to give a presentation	Ongoing

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	GNVT, Youth Ministry Group GNVT GNVT, Family Ministry Group	Encourage others to be Big Brothers/Big Sisters Provide lunch for teachers on work days at Garden Elementary School Hold a costume party, egg hunt and Art Festival	
Expand the relationship with Laurel Civic Association	GNVT	Support and encourage volunteers Support fundraising Provide Board member (Rev. Keran) Annually host a speaker at Worship from Laurel	
Continue to interact with and support the Interfaith community (Backpack for Kids, All Faiths Food Bank, Community Dinners, VICA, etc.	Senior and Associate Pastors, GNVT, Women’s Fellowship, Interfaith Dinners Ministry Group HRLD GNVT	Continue partnerships already underway and be open to future opportunities Affirm ministry groups that are involved in these partnerships and recruitment Have annual presentation explaining Backpack program to congregation	

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	GNVT	<p>Provide the church space for packing food for Venice area schools</p> <p>Support those who are involved with the packing</p> <p>Assist in fundraising</p> <p>Provide coordinators from VUCC (Rev. Keran and Sue Holmes, at present)</p> <p>Support Anne Hoffman, Pam Gansch-Boythe, Dave Hollenbeck and Carmen Dabbert in their roles of distributing toiletries, linens and towels at the dinners</p> <p>Attend Interfaith Dinners occasionally</p> <p>Participate in VICA</p>	
	GNVT	<p>Attend the Thanksgiving Eve Service and host Fellowship after the service</p> <p>Attend or encourage members and friends to attend the VICA-sponsored Winter Series</p>	

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		Provide representatives to the VICA Board (Rev. Keran and Sandy McHenry, at present) Support VUCC’s VICA representatives through helping with publicity for various events	
Encourage wider church missions by revitalizing the Outreach Ministry Group	GNVT, Hilda Dillman		We are a 5 for 5 Church
Ministry Support			
Support ministry groups as a top priority of Leadership Teams and Leadership Council	GNVT, HRLD	Act as a catalyst for new Ministry Groups; suggest new groups as needed	
Recruit volunteers and provide training for ministry groups	HRLD FAT B&G HRLD	Support scheduled training as needed Provide presentations to other Teams and Ministry Groups to educate them on church finances, stewardship and budgeting Stay in contact with the Landscaping Ministry Group and continue recruitment efforts Divide Ministry Groups and assign to HR Team members for supporting and monitoring the health of the ministry groups	
Ensure long-term viability of the church	FAT		

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		<p>Monitor variable cost items such as insurance</p> <p>Involve the congregation in the need for Planned Giving</p> <p>Report monthly income/expenses to congregation</p> <p>Add box to check for ongoing budget reports to requests</p> <p>Review Endowment Fund performance on a regular basis</p>	
<p>Keep the campus attractive, neat and in good repair</p>	<p>B&G</p>	<p>Consider moving from Crisis Management – Fix It When It Breaks Model – to a regular maintenance plan</p> <p>Focus on these projects in the not-so-distant future:</p> <ul style="list-style-type: none"> • Replacement of one air conditioning unit on the Chable Building • Replacement of three air conditioning units on Naar Hall – approx. \$18,000 • Replacement of the air conditioning unit for the sanctuary – approx. \$30,000 to \$40,000 	

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	GNVT	<ul style="list-style-type: none"> • Potential implications of Naar Hall’s roof warranty recently expiring • Ongoing tree and landscaping maintenance • Lawn mowing • Cleaning Services • Fire Protection Service <p>Sponsor a Congregational Cleaning Day</p>	
Educate congregation on VUCC structure	GNVT	Put brochure in new member packets; make them available to all members	
Educate congregation about Ministry Groups	<p>HRLD</p> <p>HRLD</p> <p>HRLD</p> <p>HRLD</p> <p>HRLD</p>	<p>Continue to educate congregation about the various ministry groups with a variety of communication strategies (presentations, VUCC Connect, Tidings, etc)</p> <p>At New Member Orientation, give information on the structure of the church</p> <p>Put list of ministry groups in Visitor Mugs</p> <p>Consider having placemats printed with Ministry Groups listed</p>	

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		Submit articles to TIDINGS about how and why we adopted the new structure	
Learn through study and conversation what we have to offer potential new members; create a greater sense of who we are	HRLD	Provide leadership for membership orientation	
Provide leadership development and opportunities	HRLD, GNVT	Plan and execute workshops and/or seminars for leaders, potential leaders and any interested parties	Fall 2015: Usher and Hospitality Summit
Provide continued support for the Mental Health Ministry Group	HRLD, GNVT	Submit a proposal to HR for Mental Health Ministry Group Monitor the work of the Mental Health Ministry Group	Completed
Present WISE Covenant to various groups in the church	Mental Health Ministry Group, GNVT	Attend conference <i>Widening the Welcome</i> in Hartford, CT Write WISE Covenant for approval by Leadership Council/church Form Mental Health Support Group	Rev. Keran and Pastor Pa Gansch-Boythe were our representative at the conference in September 2015 Approved by congregation in April, 2016 at the Annual Meeting
Conduct a Seminar Series on Mental Health	Mental Health Ministry Group, GNVT	Invite NAMI (National Alliance on Mental Illness) members and other community mental health professionals to speak at seminars	Ongoing Ongoing

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		Publicize seminars to our congregation and the community	
Create an Ethics Manual	HRLD	Create a guidebook regarding ethical behavior for clergy and congregation. The guide should include policy and procedures for grievances, expectations of members and the process for conflict management, and additions to the policy regarding security and safety.	
Educate the FAT Team on policies and procedures	FAT	Complete FAT Policy and Procedure Manual	Completed
Provide presentations to educate the congregation regarding financial support of other teams, stewardship and budgeting	FAT	Use volunteers in the worship service to emphasize giving of money, time and talent, especially during Stewardship season	

