

Eastminster Presbyterian Church

Long Range Plan

November 20, 2016

Why we need a Long Range Plan

Eastminster Presbyterian Church (EPC) has come through a transitional period of time in the life of the church in the last (5) years. This has been highlighted by changes in pastor two times and a declining church membership at EPC and the Presbyterian Church USA. Our pastor Pressley Cox has now been with us for three years. She has brought back a new spirit to our church. Pressley has a new vision for EPC and brings a renewed vibrancy in leadership to encourage the EPC congregation to carry out God's work. God reminds us to use our campus facilities and church ministry fully. It takes a well thought out Long Range Plan (LRP) that can serve EPC as a road map. This plan is designed from the ground up with input from "all" and provides a pathway for the future of EPC.

Discovering God's Vision for EPC

Jeremiah 29, 11-12

"I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Then when you call on me and come and pray to me, I will hear you. Amen."

Eastminster Presbyterian Church

We are one family in Christ, living in community, celebrating our faith, called, comforted and challenged by the Word of God, reaching out to all persons.

Our Vision

To grow in God, make Christ known and serve with love.

Our Mission

Worship, Grow, Go

Our Core Values

Christ – centered Worship

Nurturing Faith

Genuine Community

Compassionate Hospitality

Caring Outreach

Long Range Planning Team

Stephanie Brandenburg
Amy Campbell
Pressley Cox - Pastor
Robb Ellis
Mike Ferney
Diane Hughs
Chuck Landers
Bonnie McCourtie
Jim Stewart - Chair

LRP - Three Areas of Focus

Spiritual Growth of the Congregation
Ministry Alignment and Communication
Financial Health

Eight EPC Ministries - Their LRP

Finance & Stewardship

Ministry Moderator – Eileen Osteen
Long Range Plan Liaison – Mike Ferney

What NEW has been done since March 2016

- 1.) Expand opportunities for Giving in 2017:
 - a. Establish brokerage account to accept stock gifts.

What is currently being done or planned for 2017

- 1.) Expand opportunities for Giving in 2017:
 - a. Update various ways for members to electronically tithe.
 - b. Promote Giving during the year using Sunday church bulletin, Web site, social media, monthly newsletter, regular mail and in-church minutes for mission.
- 2.) Bring in members to serve on Finance and Stewardship along with specific projects that have an end date.
- 3.) Improve transparency & communications:
 - a. Publish easy to read quarterly finance & budget summaries in 2017.
 - b. Congregation meeting semi-annually to discuss budget – 2017.

What are plans for the Future beyond 2018

- 1.) Expand opportunities for Giving :
 - a. Encourage Legacy gifts for specific projects and building an endowment.
 - b. Offer estate planning seminar for members to learn options for Giving.
- 2.) Plan and execute on a Capital Campaign to pay off the EPC mortgage:

- a. Do ground work in the next 12 months.
 - b. Launch multi-year campaign in the next 24 months with a completion in 3-5 years.
- 3.) Work with each of the eight ministries thru year to communicate budget items vs goal along with determining the Dream budget each year.
- 4.) Assign a member of Finance & Stewardship to be a liaison with each church ministry - attend ministry meetings on a quarterly basis – 2017.

Personnel

Ministry Moderator – John Taylor
Long Range Plan Liaison – Stephanie Brandenburg

What new has been done since March 2016

- 1.) Need for Nursery Workers.
- a. New workers for nursery on Sunday mornings. Currently have (2) and looking for a 3rd to put into the rotation. (It will not increase total hours/expense but rather share the existing hours among the 3 workers. This will provide greater flexibility in staffing.)
- 2.) Transition to new Personnel Moderator.
- a. Transition from John Taylor to Jerry Calloway for leadership of Personnel Ministry is in process.

What is currently being done or planned for 2017

- 1.) Planning for future staff.
- a. Add Children and Families part-time staff position and Youth and Media part-time staff position. A search committee chair is ready to get started on the Children and Families staff position as soon as we get through stewardship campaign and we understand 2017 EPC budget.

What are plans for beyond 2018

- 1.) Planning for future staff.
- a. Conduct search for new staff and support them as they join and assimilate to EPC.
 - b. Ongoing “care and feeding” of existing staff – making sure they are performing as expected, feeling supported and growing in their “career”
 - c. Identify new people to serve on Personnel committee

Children, Youth and Adult Faith Formation

Ministry Moderators – Elaine Campbell and Sarah Randall
Long Range Plan Liaison – Chuck Landers

What NEW has been done since March 2016

- 1.) Re-align worship and Sunday school times to promote broader participation – offering new Children’s curriculum and 3 adult Class options (Parenting, Lectionary Studies, and Contemporary theological topics) – Result to date is a fourfold increase in participation without significant congregation/membership growth!
- 2.) “Safe Place” Training and certification and hiring/training of (2) Nursery workers.
- 3.) “Dementia and You” Workshop (5 weeks) kicked off with over (40) participants.
- 4.) Youth Group Fellowship collaboration and participation with Grace Covenant Presbyterian Youth (6th-12th grades) Ministry underway.

What is currently being done or planned for 2017

- 1.) Provide additional Opportunities for Fellowship and topical exploration of Faith issues for EPC and community participation such as “The Last 3rd of Life”, “Stop Hunger Now”, NAMIs Mental Illness Workshop. Plan for Sunday School curriculum topics one calendar quarter in advance.
- 2.) Family and Outdoor Ministry Group activities - Quarterly or more often.
- 3.) Coordinate with Other ministry Teams for outreach to media outlets, Social media, and website current-ness/updates/advertising of Spiritual Growth, Learning, and Fellowship opportunities at EPC.
- 4.) Support formation of another Women’s circle Study group and geographic Bible Study small group.

What are the plans for beyond 2018

- 1.) Expand community Outreach and awareness of Growth, Learning, Service, and
- 2.) Fellowship opportunities at EPC through engaging, informative, carefully tended Website Maintenance and social media use for targeted publicity – Support for a staff position with the responsibility, skills, and calling to this mission. (Dream Budget)
- 3.) Expand Learning and fellowship opportunities beyond current Sunday school, Circles, and Bible studies to encompass special interest opportunities such as Hiking and camping ministry, learning to play guitar or other Musical instruments, Photography and/or art appreciation and application, Grief, depression, Faith and Hope, Financial peace university, Cooking classes, etc.

4.) Rejuvenate and remodel the “Dine with Nine” or “One Anothering” Small group ministry concepts to be both promoted/supported by the church and yet somewhat organically formed to foster Spiritual growth and Personal/family/social bonding while broadening participation and learning/growth opportunities within and for the Congregation and community.

5.) Intentionality of Succession planning, recruitment, and broadening participation within children, youth and adult Faith Formation teams. Increase training and support of Volunteer Teachers, Leaders, Organizers, Nursery Workers, and helpers.

6.) Call for future EPC budgets large enough to cover honorariums for outside speakers for programs, professionally printed handout and/or mail out material for EPC. This also includes Sunday school curriculum materials and support equipment at appropriate amounts. (dream budget)

7.) Support for and participation in the call to a staff DCE position/hire (dream budget?)

Property and Grounds

Ministry Moderator – Heath Cobb
Long Range Plan Liaison – Amy Campbell

The property and grounds of EPC provides a place for worship and church activities to happen and for our visitors provides the “first impression” of EPC. Our property and grounds are now almost 15 years old and now requires more maintenance and planning to replace key capital items.

What NEW have we done since March 2016

- 1.) Installed an electronic lock that eliminates the need to provide physical keys.
- 2.) Rearranged furniture in the Narthex so the bulletin board was more visible and coffee could be served on the buffet table without impeding foot traffic to and from the nursery.
- 3.) Addressed the signage complaints and installed an attractive sign with a secure way to attach banners. Additionally, website information was added to the monument sign.
- 4.) Reviewed construction books and conducted on-site inventories of HVAC equipment to determine age, condition and life expectancy.
- 5.) Light fixtures were also inventoried and deficiencies noted.

What is currently being done or planned for 2017

- 1.) Securing pricing for the replacement of high-bay and spot lighting in sanctuary. This bid to include the cost of a ground level switch that would control the power to the sound system.

What are the plans for beyond 2018

- 1.) Roof Inspection – due to the age of the roof it is recommended that the roof be inspected so we can accurately budget roof repairs/maintenance. Estimate \$300-\$500 for an inspection report.
- 2.) HVAC repair/replacement reserve – the good news is the units are in good condition but we need to be aware of the age and potential for failure. We recommend a 2017 HVAC repair budget of \$8,250.00 and to establish a Reserve for Replacement account with an annual contribution of \$8,250 to provide a replacement reserve in 2026, the anticipated replacement period.
- 3.) Create an over-arching maintenance program that will identify life expectancy and help us be prepared physically and financially.

Worship and Music

Ministry Moderators – Ann Coleman and Beverly George
Long Range Plan Liaison – Diane Hughs

What NEW has been done since March 2016

1. Help orient and support Lucie in her new ministry at EPC.
2. Change Worship and Faith Formation time.

What currently is being done or planned for 2017

1. Obtain quotes to upgrade sound system.
2. New children's program of choir/chimes.
3. Use hymns in worship that are familiar as well as introduce new ones.
4. Initiate a Children's Sabbath - October 23- children doing service.
5. Set calendar of special Sundays through January 2017.
6. Different ways of doing communion (sessional approval).

What are the plans for beyond 2018

1. Involve Property and Grounds on budget to upgrade sound system - 2 year project.
2. Budget funds to compensate Carol as pianist or a successor.
3. Introduce other instruments more frequently in worship - tapping our congregational talent and guest soloists.

4. Invite Greenville in Harmony to bring a soloist or quartet once or twice a year to our worship.
5. Send Lucie to Music and Worship conference at Montreat. We will encourage other members of EPC to attend.
6. Grow Choir-set goal and recruit 2017.
7. Evaluate Outdoor worship space with Property and Grounds for more frequent use.
8. Make additional banners and paraments, involving youth and members - Liturgical Art Fund.
9. Youth Bell Choir.

Outreach

Ministry Moderators – Gil Kraemer and Ed Irick
Long Range Plan Liaison - Jim Stewart

What NEW has been done since March 2016

- 1.) Continue Prayer Shawl, Angel Tree, Cashion Elementary, Gaihn, Boy Scouts & Girl Scouts, Greenville in Harmony, Golden Strip.
- 2.) Ended - Café Justo (coffee).
- 3.) Emphasis on Homelessness and Hunger.
- 4.) Street signage.

What is currently being done or planned for 2017

- 1.) Topical Seminars – Dementia, others.
- 2.) Integrate EPC Vision, Core Values & Mission Statement into Sermons and Minute for Missions.
- 3.) Stop Hunger Now – February 2017.
- 4.) Gaihn.

What are the Plans for beyond 2018

- 1.) Mission Trip(s) – collaborate with another church.
- 2.) Habitat House – collaborate with another church.
- 3.) Add strong small groups.
- 4.) Expand Stop Hunger Now –collaborate with other church(s).

- 5.) Publicize Outreach with digital street signage, newspaper, bulletins, lobby, Web site, Social Media.
- 6.) Keep EPC Web site fresh with Outreach- opportunities, pics, information about event.
- 7.) Reach out to neighborhoods within a 3 mile radius with direct mail and postcards.
- 8.) Soup Kitchen Greer or Greenville.

Assimilation and Membership

Ministry Moderator – Cyndi Lichoulas
Long Range Plan Liaison – Robb Ellis

What new has been done since March 2016

- 1.) Church-wide Communications – Originally seen as an opportunity for leadership by A&M, the need for proactive communication among teams and for the promotion of church-wide activities has led to the creation of a dedicated team (currently called “Hub”), outside of A&M.
- 2.) Media Communications (Website, Social Media, etc) – Also seen as an opportunity for leadership by A&M, the need for greater attention to EPC’s computer-based communications is likely heading in the direction of becoming a staff position.

What is currently being done or planned for 2017

- 1.) Sustainable process for following up with / engaging visitors.
 - a. Create and oversee a New Visitors sub-committee.
 - b. Create a process for recruiting and following up with/engaging visitors.
 - c. Document this process.
- 2.) Sustainable process for making sure current members are involved in the community.
 - a. Process to involve annual/regular review of members’ participation and time and talents.
 - i. Engage less-involved members.
 - ii. Follow-up with members not seen in a while.
 - b. Review existing membership management software to help keep track. Review other solutions?

What are plans for beyond 2018

- 1.) Carry out /refine visitor and new membership efforts.

Congregational Care and Fellowship

Ministry Moderator – Kimberly Lane
Long Range Plan Liaison – Bonnie McCourtie

What NEW has been done since March 2016

- 1.) Bulletin, newsletter announcements to ensure EPC has current email addresses
- 2.) Formation of a Visitation Team to visit shut-ins on a regular basis

What is currently is being done or planned for 2017

- 1.) Explore options for corporate prayer beyond weekly worship service. Coordinate with Pressley, Worship Team, Faith Formation Team. Outline different types, settings, models, etc. for consideration.
- 2.) Build understanding of and excitement about Stephen Ministry. Encourage additional members to attend a Stephen Ministry workshop.
- 3.) Fellowship Team considering periodic catered meals as an alternative to (or in addition to) covered dish/potluck dinners and as a way to support other EPC ministries. Team to gather lessons learned from recent events, share lessons with other teams. Then develop next steps.
- 4.) Evaluate best use of EPC kitchen/dining facilities. Gather data on current usage, conduct SWOT, survey other churches of similar size (through March 2017). Develop needs list and wish list. Prepare cost estimates. Review as needed with other teams and session.
- 5.) Congregational Care Team coordination with Membership Team to follow up with members who cease attending worship.
- 6.) Develop leadership within the Congregational Care sub-teams to facilitate succession planning and engagement of team members
- 7.) Share kitchen info and conduct training on as-needed or as-requested basis. Determine which team (Fellowship or Property & Grounds) is responsible for major appliances
- 8.) Fellowship Team to coordinate with Faith Formation Team for development of Hiking/Camping Ministry.
- 9.) Fellowship Team to review existing reception policy with Pressley and current session, and then determine next steps.
- 10.) Coordinate with other ministry teams for outreach to media outlets, social media, and EPC website for promotion of Fellowship and Congregational Care opportunities at EPC

What are the plans for beyond 2018

- 1.) Implement additional corporate prayer options. Expectation is for prayers to grow from primarily physical needs to also include spiritual needs.
- 2.) Send team to Stephen Ministry Leader Training. Begin training of EPC Stephen Ministers.

- 3.) Follow through with periodic catered dinner recommendations
- 4.) Follow through with kitchen/dining recommendations
- 5.) EPC 20th anniversary celebration in 2019