



Mission and Vision Statement and Strategic Plans for 2009-2010

Fall 2009

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Winston-Salem, North Carolina

Loving God and Serving our Neighbors as
a Grateful • Vibrant • Connected • Responsive people
through the *grace* of the Lord Jesus Christ,
the *love* of God, and the *fellowship* of the Holy Spirit

As *grateful* people of God,
we prayerfully shape our common life
around corporate worship that is
refreshingly traditional,
musically alive,
deeply biblical and
joyfully intergenerational.

As a *vibrant* community of faith,
we are a diverse priesthood of believers where
inquisitive children,
lively youth, and
faithfully searching adults
come together as we
thoughtfully consider scripture, tradition, and
what it means to live as God's people
engaging pressing issues of our day.

As a *connected* fellowship of believers,
we reach out enthusiastically with love and care.
Rejoicing in times of celebration,
bearing one another's burdens in times of struggle,
we share in the wondrous workings
of God's grace in our lives.

As a *responsive* household of faith,
we are sent forth to bear witness
to God's reconciling reign in our community and our world.
Joining with Christ in his work of love, peace and justice,
we seek to overcome the barriers that divide us,
particularly the challenges of racism and poverty.
Inspired by the Spirit, we share God's good gifts
with generous and energetic commitment.

Highland Presbyterian Church is a congregation of the Presbyterian Church (U.S.A.)
This is a statement of our mission and vision as a congregation, adopted by the Session on August 11, 2009

Worship Committee

Goals and Action Plans

Goal 1: Develop and implement a course of study about the nature of Presbyterian worship, utilizing the Directory for Worship and other appropriate resources. At the same time, continue to offer interpretation of symbolism in Highland's sanctuary, and occasional interpretation of liturgy or music.

- Offer an adult Sunday School class about the nature and practice of Presbyterian worship.
- Provide time in new officer preparation to reflect on worship.
- With children, explore aspects of worship during Time with Children and in Children in Worship classes
- Interpret sanctuary symbolism through a "symbol of the week" in *Highlights* or website, as well as printed brochure.
- Through worship notes and/or *Highlights*, offer occasional interpretations of liturgical words, actions, or music.

Goal 2: Identify and implement additional ways to involve members of the congregation more actively in worship leadership (expanding on such current practices as members leading the Prayers of the People, and confirmands leading the call to worship).

- Form coordinating team to work with staff
- Identify opportunities for involvement
- Identify and equip participants
- Develop and implement schedule for worship leadership

Goal 3: Within our traditional, formal liturgical worship, continue to find ways to introduce appropriate variety in liturgy and music, including elements in worship that connect us with the global Church community.

- Set aside time at Worship Committee meetings to identify and reflect on appropriate elements to include in worship.
- Review church calendar to identify and implement regular opportunities for inclusion of varied elements in worship.

Christian Education Committee

Goals and Action Plans
Goal 1: Develop a new model for recruiting and training teachers at all levels.
<ul style="list-style-type: none">• Implement new Child and Youth Protection Policy, encouraging congregation to participate and learn about additional opportunities for ministry with children and youth• Create a new multilevel adult Sunday School class, called “Equipping the Saints,” that will track along with other adult offerings. This would be similar to content covered in officer training as it would cover areas of church history, Reformed theology and confessions, and Bible study. Encourage course participants to consider teaching, and invite potential teachers to participate.
Goal 2: Explore Alternative Adult Curriculum Offerings in addition to what is currently offered. This would include alternatives to place, time and day of the week.
<ul style="list-style-type: none">• Continue development of FaithCircles• Plan and implement additional offering for Wednesday evening classes in coordination with Fellowship & Communications Committee’s goal of expanding involvement in Fling• Restart “Chrysalis” group (faith/education opportunity for women)• Explore possibilities for implementation of a conversational Spanish course• Explore possibilities for implementation of ESL (English as a Second Language) classes, in partnership with Community Service Committee
Goal 3: Look for synergies with other committees in our educational opportunities, especially in areas like community service, CHANGE, witness committee activities, etc.
<ul style="list-style-type: none">• With the Worship Committee, develop a course about Presbyterian worship• With Community Service Committee, explore possibilities for ESL, and for learning about ministry in community in partnership with local agencies• With the Stewardship Committee, develop a course about Stewardship as a practice and discipline at the core of Christian faith• Continue exploring other learning opportunities with these and other committees

Youth Committee

Goals and Action Plans

Goal 1: Develop a program to identify, attract and train Youth Advisors and Sunday School teachers.

- Advertise the need for youth advisors in Highlights. Encourage involving a friend. As youth ministry grows at Highland, some Advisors will feel called independently and will offer.
- Attempt to get a Youth Fellowship Advisor first and if we get a 'no', ask if they would be willing to volunteer for a specific job such as summer mission, Bible study, lead one event, any combination.
- Keep careful year-to-year records of people who would like to be asked again.
- Encourage parents to volunteer in an area other than one which their child is in. Be up front with the parents of youth about how difficult it is to find folks to work with the kids. Perhaps some would step up.
- After the annual youth worship service, have a Youth Ministries Fair with food for the entire congregation to see pictures of what the youth did this year and recognize all youth advisors and inspire involvement that way. Possibly set up displays of other ways people can help such as signing up to provide a dinner or help chaperone Montreat or Work Camp.
- Pursue an ongoing relationship with WFU Divinity School for a potential source of folks. Perhaps extend that to the religion department or the whole campus.

Goal 2: Develop a consistent program to encourage service oriented youth activities and involvement in community outreach programs.

- Accompanying program has already been implemented and youth are starting to make use of it
- Beginning this year, Jon will be offering a monthly service project for HS youth.
- Consider cooperative program with the Temple – there may be services we can provide to each other which might also foster a closer relationship between the two congregations. That would help both youth and adults.

Goal 3: Develop or implement a sexuality seminar or program for the youth.

- Identify and evaluate different curriculum options (possibilities include materials from Youth Specialties, and/or PCUSA).
- Evaluate the different options selected.
- Present recommendation to the Session, and with approval

Goal 4: Increase youth involvement in church via such things as music, bell ringers, youth occasionally singing.

- Add youth to Youth Ministry Committee.
- Encourage youth to serve as ushers, in coordination with the Usher Captain.
- Involve youth in worship leadership, in coordination with the Worship Committee and staff. Possibilities for involvement include scripture readings, liturgy, prayers.
- Explore music and bell ringing possibilities with Henry Tysinger.

Community Service Committee

Goals and Action Plans

Goal 1: Determine where church members are already volunteering their time and efforts

- Working in concert with both Stewardship and Membership Committees, assess current data and explore the best means to discover what we already know about which members are currently connected with which local agencies. Beyond this current information, create a mechanism during the next twelve months to survey members to learn/gather information about their involvement. Consider adding a line to Time and Talent forms requesting information about involvement with community agencies.
- Take the information of who is sharing his or her time with which agency and use it to strengthen our ability to connect people with agencies. Contact members regarding their willingness to have their name shared as connected with the particular agency. Share this information [through new member packets, newsletter articles highlighting agencies, the website, moment for missions, etc.] with Highland members (new and otherwise) who are seeking to connect with an agency.

Goal 2: Share community survey research data compiled by Long Range Planning Committee with Community Service Committee and other church members to better understand community needs.

- Invite Terry Mixon (LRP chair) to share information gathered from interviews with community leaders during Fall 2008 in a variety of forums (Committee, Sunday School, post-Fling meal).
- With the Christian Education Committee, consider planning a 6-week class regarding ministry in the community. Consider inviting guests from local agencies, and/or other experts regarding pressing issues and needs.
- In light of learnings and conversations, review and revise Community Service budget for 2011.

Goal 3: Involve more church members in community service to meet increasing needs for assistance.

- Identify additional members and friends of the church who express interest in involvement in community: through implementation of surveys (Goal 1), during the Christian Education Courses (Goal 2), and from our One Great Day of Sharing (Goal 4). Pair these members with those already helping our agencies and encourage them to participate in projects as well as daily needs through these new partnerships.

Goal 4: Plan and implement One Great Day of Service to connect church members with agencies and to educate the congregation about the ministry these agencies offer.

- Through ongoing site visits and relationships with local agencies, compile a list of needs.
- In early 2010, in coordination with church calendar, determine a date for the One Great Day of Service and share plans with Diaconate and Session.
- Work with agencies to plan half-day service projects at their sites or for their clients. The date may correspond to VCS, or to Fall Stewardship campaign plans.
- Communicate plans with congregation and solicit active involvement.

Witness Committee

Goals and Action Plans
Goal 1: Expand the Alternative Gift Market
<ul style="list-style-type: none">• Make Alternative Gift Market an educational experience year-round for adults and children, raising awareness and involvement• Explore other giving opportunities in addition to the listed opportunities (including Heifer International, Moringa Tree, CWS Blanket program)• Have an Alternative Gift Market FAIR with a potluck event after church; tables to be in place through end of December• Have AGM tables available at other occasions year-round, and publicize opportunities monthly via <i>Highlights</i>• Incorporate awareness of AGM needs into Christian Education classes
Goal 2: Educate our congregation on global issues (hunger/fasting materials, etc.) and world missions
<ul style="list-style-type: none">• Publicize information about global issues via links on church website and <i>Highlights</i>• Sponsor opportunities for fasting. Possibly start with a class, and then grow to the congregation, encouraging officers to participate as well. End fasts with communion or with a hunger meal• Sponsor a Hunger Meal at a Fling meal as an introduction to a fast. Consider connecting the meal to members bringing spaghetti sauce on first Sunday of month. Encourage officer participation.• Explore opportunities for involvement with Bread for the World
Goal 3: Promote and support mission trips within the United States and abroad
<ul style="list-style-type: none">• Support annual mission trip to Sea Island Habitat for Humanity on Johns Island, SC, including budget support from Witness Committee Work Camps line item. Share reports from trip with congregation, including a daily blog• Publicize mission opportunities and challenge congregation to participate.• Encourage annual commitment to mission trips, not just “as they come up.” In planning, consider trips to Appalachia.• Equip a Disaster Response Preparedness Team to be on call with equipment, supplies, etc. to go in trailer.• Make yearly commitment for trip to Guatemala, with emphasis on connecting with PCUSA. Make appropriate use of Guatemala fund for such work. Ensure intergenerational participation, and education about safety concerns.
Goal 4: Support a PCUSA mission co-worker
<ul style="list-style-type: none">• Support Mamie Broadhurst and Richard Williams as mission co-workers in Columbia at \$1,000 per year for three years through the Witness Committee’s missionary budget line• Support Amanda Craft, Presbyterian mission co-worker in Guatemala, with \$1,000 from the Guatemala fund

- Support Ashley Williamson, Highland member and mission co-worker serving in Guatemala, with up to \$1,000 from the Guatemala fund

- With each mission co-worker, explore ways to provide support and two-way communication, with links to information and newsletters on church website, email and hardcopy newsletters, etc.

Goal 5: Continue support of Special Offerings and Two Cents a Meal

- Implement sand buckets for children to carry to collect money during Children and Worship and at Fling
- Continue to promote, receive, and distribute special offerings: One Great Hour of Sharing, Pentecost, Children's, El Buen Pastor, Peacemaking, CROP Walk, Alternative Gift Market, Christmas Joy. Provide publicity through *Highlights*, website, Minute for Mission, special bulletin boards for each offering. Provide support for church members who organize and implement special offerings.

Fellowship and Communication Committee

Goals and Action Plans

Goal 1: Strengthen and broaden the Fling's appeal so the average weekly attendance will be over 100 members or guests.

- Solicit the staff's assistance to help coordinate programs either before or after the meals for adults, youth, and children
- Consider different days in the week to have the fling other than Wednesday
- Alter the menu as to increase the variety of what is served at each meal and improve the meals. Consider catered meals, and/or expand current offering of meals beyond current 4 menus.
- Publicize menus in *Highlights*
- Review attendance to see if program/menu changes affect weekly attendance beyond current levels

Goal 2: Increase intergenerational activities within the church at quarterly events

- Maintain a complete church calendar in order to promote activities within the church
- Increase communication with other committees such as Congregational Care, Christian Education, and Membership to uncover additional opportunities for fellowship

Goal 3: Increase the church's utilization of the website

- Monitor hits on website to determine patterns of usage
- Provide consistently-updated church directory for website
- Provide publicity for website through *Highlights* regarding website features, and articles about the impact of technology on Highland's life.
- Gather input from congregation and staff about what is more/less helpful about website, and revise/update regularly.
- Periodically feature information about Highland members in a "Get to know you" column on the website

Goal 4: Make the Church pictorial directory available during services at Highland.

- Work with Mike Culler and Re:Member to explore appropriately-sized pictorial directories for church pews.
- Express gratitude to Mike for his efforts to make directories available

Membership Committee

Goals and Action Plans
Goal 1: Improve Time and Talent system so that more members respond, their interests/passions are known, and they are active and involved in some area of church life.
<ul style="list-style-type: none"> • Review/reformat/rename current Time and Talent form (apart from work of Stewardship Committee) • Introduce “new” form to church members through a variety of means in personal gatherings (worship, Fling, Sunday School, Youth groups, Dinner for Eight gatherings, Circles, etc.) and gather completed forms • Mail forms to those who have not completed them, followed by contact from Membership Committee • Share information with appropriate committees and staff members, asking them to follow up with members about their involvement
Goal 2: Have every member connected to, or involved in, at least one area of the church's work. For new members, follow-up more diligently after they join. For all members, a survey to determine how their expectations for the church are being met, and where they'd like to connect.
<ul style="list-style-type: none"> • Review church directory to determine names of non-active members (including giving); contact inactive, non-contributing members for potential move to inactive roll. • Compile list of recently, but not currently, active members, and form/equip team to reach out to invite them into active participation • Make list of members who only participate in one area (typically in worship). Review their prior Time and Talent input and follow up with appropriate committees to encourage activity. If no Time and Talent input, send personal note with this year’s form, and follow up in January with those who have not returned form. Share results with staff and committees to encourage verbal contact/affirmation. • Clarify opportunities for active involvement and growth in discipleship (website, opportunities in church life, bulletin boards, newsletter, etc). • Celebrate the active involvement of our members! Encourage staff to affirm importance of active church membership as vital part of faith development and growth. Encourage committees to be intentional about celebration of members who share in the work for which they plan and act. • Strengthen the Ambassador program (already in place) which connects with the new member for the first six months. • Intentionally connect with new members at 3, 6, 9, and 12 month intervals to encourage activity • Plan and implement annual gathering for new members
Goal 3: Develop a separate newsletter for new members for one year, to provide special info they need about church life, such as how our committees work. This information should include a list of "go to" people to answer their questions as they become assimilated. Such info for new members should also be posted on the website.

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<ul style="list-style-type: none"> • Name editor/writer and develop format for newsletter
<ul style="list-style-type: none"> • Work with appropriate staff members and committees to develop content (to include such information as HPC events of particular interest to new members, contact list of key “go-to” people within congregation, testimonials from recent new members, opportunities to give and receive within life of HPC, etc.)
<ul style="list-style-type: none"> • Publish/distribute newsletter monthly via email, and post on church website

Congregational Care Committee

Goals and Action Plans
Goal 1: Evaluate ways in which we communicate the needs of our church members and friends to the congregation, and also how we inform the congregation about the activities and responsibilities of the Congregational Care Committee.
<ul style="list-style-type: none"> • Compile a list all ways we are currently communicating needs
<ul style="list-style-type: none"> • Identify new ways to communicate needs
<ul style="list-style-type: none"> • Research other congregations for ideas by asking the question “What are you doing to care for one another and how are you communicating it?” (Both online and in person)
<ul style="list-style-type: none"> • Share findings and plans to implement new ways of sharing needs (Highlights, worship, website)
Goal 2. Assess support that HPC provides for groups and consider additional offerings as needed.
<ul style="list-style-type: none"> • Determine present means of addressing caring issues with regard to bereavement, divorce, parenting, aging parents, unemployed and those with special needs.
<ul style="list-style-type: none"> • Research additional ideas for providing support
<ul style="list-style-type: none"> • Implement caring groups as appropriate
Goal 3. Explore ways in which members are connected and how to enhance the sense of connection.
<ul style="list-style-type: none"> • Compile list of ways in which members are currently connected.
<ul style="list-style-type: none"> • Through research and brainstorming, identify ideas for new ways to connect and strengthen relationships.

Property Committee

Goals and Action Plans
Goal 1: Develop and implement a comprehensive scheduled maintenance program for the church's physical plant. This will include seeking multi-year funding commitments for larger expense items (such as painting the church exterior every 5 years).
<ul style="list-style-type: none"> • Identify any existing maintenance plans for HPC, and survey other churches • Identify HPC stakeholders • Draft plan with stakeholder involvement, including identification of any additional resources needed. Circulate, refine, and secure approval from committee and session
Goal 2: Perform a needs assessment and identify options for renovation/replacement of the Activity Building. The assessment will specifically include components focusing on [a] acoustics in the large room, and [b] the kitchen.
<ul style="list-style-type: none"> • Identify stakeholders and any prior documents regarding facility • Conduct needs assessment • Identify and share information regarding options, likely costs and potential fund sources • Seek advisory guidance from stakeholders • Obtain approval for plans from affected committees, session
Goal 3: Perform a needs assessment and identify options for repair/renovation/replacement of the parking lot.
<ul style="list-style-type: none"> • Identify stakeholders and any prior documents regarding facility • Draft facility needs assessment document with professional guidance • Conduct needs assessment • Identify and share information regarding options, likely costs and potential fund sources • Seek advisory guidance from stakeholders • Obtain approval for plans from affected committees, session
Goal 4: Identify opportunities and where possible implement solutions aimed at enhancing environmental efficiency.
<ul style="list-style-type: none"> • Identify stakeholders • With stakeholders, identify potential projects, costs and fund sources where necessary • Publicize process to invite additional participation • Prioritize and execute as many projects as possible • Measure costs and benefits, and report projects and savings periodically

Stewardship Committee

Goals and Action Plans
Goal 1: Develop a financial benchmarking plan
<ul style="list-style-type: none">• Review available records of congregational giving (General Assembly reports, pledge totals, designated giving, etc.) and discern patterns, trends, etc. (No personal giving information will be reviewed or shared).• Compile and summarize information, and share with congregation as appropriate• Update information annually
Goal 2: Develop an operational plan for Time & Talent
<ul style="list-style-type: none">• Develop list of general categories for Time and Talent participation• Develop a process flow chart for Time and Talent information collected during pledging• Develop conceptual rendition of theme/pledge card for committee review
Goal 3: Develop a year-round calendar to educate congregation on Stewardship
<ul style="list-style-type: none">• Review calendar to determine current activity• Consider opportunities for year-round education, and determine best fit/practice for Highland• Implement year-round education model
Goal 4: Continue Fall Stewardship Campaign
<ul style="list-style-type: none">• Develop calendar• Consider opportunities for publicity: mailings, brochures, minutes for mission, personal visits• Incorporate budget information for coming year• Implement campaign, and follow up with congregation regarding progress