

HEALTH AND HOPE PLAN IMPLEMENTATION GUIDE

*Approved and Adopted by Session
May 25, 2005*



**Hus Memorial Presbyterian Church
Cedar Rapids, Iowa**

HEALTH AND HOPE PLAN IMPLEMENTATION GUIDE

This guide is prepared by the Visioning Task Force and the session for use by the Implementation Task Force. The ITF will be responsible for recruiting people for various teams, monitoring the progress of various groups and people in meeting objectives, and obtaining assistance or consultation when needed in the implementation of this plan.

While task force will be guided by the action steps listed here, necessary adjustments may be made to facilitate this plan. However, such adjustments must be in consultation with the session and only with session permission.

Any questions regarding the meaning or intent of this plan are to be referred to and decided by the session, with advisory help from the Visioning Task Force that produced this plan.

PRIMARY OBJECTIVE OF PLAN: TO BECOME A MISSIONAL CHURCH

A missional church is one that sends its people into the world to serve as Christ's disciples in ministries of preaching, teaching, and healing.

A missional church calls people into a covenant relationship with Christ, equips them for ministry, and encourages them in the exercise of their ministry as part of God's mission in the world.

A missional church is a particular community of God's people whose mission is to proclaim the Gospel of Jesus Christ in ways that are shaped by the issues, needs, and culture of the people beyond the church.

FIVE PRIMARY MISSIONAL GOALS ADDRESSING EIGHT MAJOR TRANSITIONAL AREAS

THE FIVE PRIMARY GOALS: Inspiring and Relevant Worship
Dynamic and Biblical Spiritual Growth
Committed and Intentional Discipleship
Effective and Purposeful Ministry
Innovative and Faithful Outreach

THE EIGHT MAJOR TRANSITIONAL AREAS: Worship
Youth/Family
Membership/Discipleship
Education/Spiritual Growth
Mission Outreach
Leadership
Facility Improvements
Finances

Goal 1: Inspiring And Relevant Worship

With this vision, we pray God's blessing to become a congregation offering multiple opportunities for worship in various styles and locations that are effective in attracting many kinds of people and are pleasing to God. All worship services associated with Hus Church must be **INSPIRING: Inviting, Nurturing, Scriptural, Participatory, Innovative, Relevant, Inclusive, Noteworthy, and Genuine.**

Objective #1: Hus Church will offer an inspiring Sunday morning worship service.

Transitional areas addressed: Worship, Facilities, Mission Outreach, Finances.

Action Steps:

- The pastor and music director will design a Sunday morning worship service along the lines of a blended service, with an emphasis on music, styles, and features that will appeal primarily to younger (parents under 45 years old) families in southwest Cedar Rapids.
- The pastor and music director will develop the team concept from the present music and order of worship focus to include a whole array of complements necessary for a truly team-based approach to worship. This means developing groups responsible for children's involvement, presentation of scriptures, dramatic elements, technological support, welcoming of members and visitors, hospitality, sanctuary appearance, and other areas. Advanced planning and team co-ordination will be critical, and will be the pastor's responsibility until a worship team coordinator emerges to fill this role.
- This service with a functioning worship team will be in place by September 1, 2005.
- This service will meet the criteria listed in the Hus Church vision statement.
- The goal for this worship service will be 25 new participants by December 31, 2005, and 70 new participants by June 1, 2006
- Hus Church will add services only when the nine standards (listed above in the acronym "inspiring") of worship can be assured.

Objective #2: Hus Church will update the sanctuary and foyer area to support team-based, participative, multi-sensory styles of worship.

Transitional areas addressed: Worship, Facilities, Mission Outreach, Finances, Youth/Family, Education/Spiritual/Growth

- The trustees along with present worship team will implement the facilities improvements directed by the session for the support of worship by September 1, 2005. These include audio/visual equipment for the sanctuary (projector, retractable screen, sound board, A/V computer station, wiring/connections, booth with security), painting the sanctuary, cleaning and updating the foyer area, giving special attention to lighting.
- The pastor and music director will recruit and provide training for an audio/visual specialist for the congregation by September 1, 2005. The specialist, in turn, will recruit at least two other people to work together as a technology team.

Objective #3: Hus Church will use worship teams for each service provided in order to insure quality in worship.

Transitional areas addressed: Worship, Membership/Discipleship, Leadership.

Action Steps:

- There will be a Worship coordinator who will facilitate the ministry of all worship teams at Hus Church.

- The pastor is the one who oversees all worship at Hus Church under the authority of the session.
- The Music Director is responsible for all music at Hus Church, with guidance by the pastor under the authority of the session.
- All worship teams will be guided in planning worship by the Presbyterian Church's Directory of Worship and the Hus Church Vision statement.
- Each worship service at Hus Church must have a worship team.
- Worship teams will meet as often as necessary to insure quality in music and presentation of worship.
- The Music Director will explore adding new musicians to the present team.

Objective #4: Hus Church will provide a monthly Youth Worship Service.

Transitional areas addressed: Youth/Family, Worship, Mission Outreach.

Action Steps:

- The pastor and session elder (Terry Van Wyk) overseeing youth ministry will set up the schedule for these services from October 2005 through May 2006.
- The Youth Ministry Team will be responsible for the management and order of these services.

Objective #5: Hus Church will set aside a safe space for a prayer room.

Transitional areas addressed: Worship, Education/Spiritual Growth, Leadership, Membership/Discipleship, Facility Improvements, Mission Outreach, Youth/Family.

Action Steps:

- Two session members and two trustees will explore areas in the church that could be converted into a prayer room by the end of 2005.
- This task force will recruit interested persons to make necessary improvements to the area to convert it into a prayer room (including appropriate lighting, appropriate seating, safety considerations so that we don't have an unsupervised place).

Goal #2: Dynamic And Biblical Spiritual Growth

With this vision, we pray God's blessing to be a congregation of committed disciples who are continually seeking to grow in the grace and knowledge of Jesus Christ. Each member will be a student of the Bible, seeking through prayer and study to find God's will in their lives, and will meet with others to develop their personal character and spiritual gifts while opening themselves to the leading of the Holy Spirit.

Objective #1: Hus Church will offer a Rotational Sunday School.

Transitional areas addressed: Education/Spiritual Growth, Youth/Family, Facility Improvements, Mission Outreach.

Action Steps:

- Medora Hix, Presbytery consultant on Christian education, will be contacted and her assistance obtained for education and training for implementing a rotational approach to Sunday school.
- A new Christian Growth Team (CGT) will be formed to replace the Christian Education Committee, which will function until the CGT is ready to take on its responsibilities.
- Teachers and workers will be recruited for leading the rotational Sunday School by August 1, 2005.
- Physical changes needed in classrooms will be recommended to the trustees by July 21, 2005, and completed by August 31, 2005.

Objective #2: Hus Church will offer at least two Adult Sunday School Classes.

Transitional areas addressed: Membership/Fellowship, Education/Spiritual Growth.

Action Steps:

- The pastor and session will recruit two teachers for adult Sunday School by July 31, 2005.
- The adult classes will run concurrently to the rotational Sunday school schedule, and will be overseen by the Christian Growth Team.
- The CGT will assist the recruited teachers with curriculum ideas if needed, and the curriculum will be decided on and ordered by August 15, 2005.

Objective #3: Hus Church will offer an Alpha Course to reach out to non-churched.

Transitional areas addressed: Mission Outreach, Education/Spiritual Growth, Membership/Discipleship.

Action Steps:

- The pastor will identify at least 3 people with the gifts and desires necessary to lead an Alpha Course by July 31, 2005.
- The identified leaders will attend a training event for the Alpha Course whenever feasible.
- The Alpha Course Leaders will meet at least twice a month from the time of the training with the purpose of planning and recruiting help for the course.
- Supplies necessary for the Alpha Course will be ordered by August 15, 2005.
- The staff and trained people will initiate the Alpha program as soon as feasible, preferably sometime in the fall of 2005.

Objective #4: Hus church will offer a spiritual growth classes and workshops on an ongoing schedule throughout the year.

Transitional areas addressed: Education/Spiritual Growth, Mission Outreach.

Action Steps:

- The CGT will plan various classes and workshops for the spiritual growth of the adult members of the congregation.
- These workshops will include regular offerings of Bible studies and overviews, spiritual gifts workshops, and on topics considered relevant to congregational needs.
- These classes and workshops will be scheduled at least 4 months in advance.
- These spiritual growth opportunities will begin in the spring of 2006.
- Home bible studies are encouraged, but use of the church building is permitted.

Goal #3: Committed And Intentional Discipleship

With this vision, we pray God's blessing to become a congregation with a network of small groups that provide fellowship, learning, encouragement, mission support, recreation, and caring for one another. These groups will be the primary vehicles for involving new members into the life of the congregation. Membership in Hus Church will be known as an informed and meaningful commitment that is nurtured through deepening relationships with other disciples who are growing in the Word and being led by the Spirit.

Objective #1: Hus Church will support at least three new functioning small groups (defined as meeting at least two times per month) by March 1, 2006.

Transitional areas addressed: Membership/Discipleship, Leadership, Mission Outreach, Education/Spiritual Growth.

Action Steps:

- The pastor will recruit at least three people who will form a Koinonia Team to oversee and develop the small group ministry at Hus Church.
- The KT will choose and attend a workshop on developing small groups.
- The KT will develop a basic approach to small groups by January 1, 2006.

Objective #2: Hus Church will offer an orientation class for newcomers.

Transitional areas addressed: Membership/Discipleship, Leadership, Mission Outreach, Education/Spiritual Growth.

Action Steps:

- The KT will sponsor and invite visitors to a periodic Newcomers Class, which will be led by the pastor. These will be seven weeks in length, and offered three times a year.
- The initial Newcomers Class will start no later than January 2006.

Objective #3: Hus Church will have a shepherding ministry by January 1, 2006.

Transitional areas addressed: Membership/Discipleship, Leadership.

Action Steps:

- Present deacons will divide up congregation for minimal shepherding and oversight by September 1, 2005.
- The pastor and deacons will identify at least ten people who are gifted and interested in exploring a shepherding ministry by September 31, 2005.
- The deacons will provide training for shepherding by December 1, 2005, with the shepherding ministry being implemented by January 2006.
- The shepherding ministers will become part of the Koinonia Team by September 31, 2005.

Objective #4: Hus Church will have an intentional program of welcoming visitors and providing hospitality.

Transitional areas addressed: Membership/Discipleship, Leadership, Worship, Youth/Family.

Action Steps:

- The pastor will recruit at least 3 people to form Welcome and Hospitality Team (WHT) by July 31, 2005.
- The WHT will develop a welcoming plan by August 31 for Hus Church that will insure the welcome and care of newcomers. This plan will cover greeting, ushering, nursery care, elevator, and other welcoming activities.

- The welcoming plan will include an attractive welcoming space in foyer, with a variety of drinks and snacks by September 11, 2005.
- The WHT will work in close cooperation with the Worship Team and Koinonia Team.

Objective #5: Hus Church will become intentional and clear regarding the covenant of membership.

Transitional areas addressed: Membership/Discipleship, Leadership, Finances, Education/Spiritual Growth.

Action Steps:

- The pastor will develop a written membership covenant by December 31, 2005. This will be based on and faithful to the current expectations for membership stated in the PCUSA *Book of Order and Confessions*.
- The covenant of membership will be publicized and explained in the fall of 2005.
- Present members will be invited to reaffirm their membership by signing the covenant early in 2006.
- The Clerk of Session and pastor will make the membership rolls as clean as possible by December 31, 2005.
- After January 1, all new members will be received upon signing the membership covenant in a special celebration led by the session.

Objective #6: Hus Church will adopt and implement an effective pledging system.

Transitional areas addressed: Finances, Membership/Discipleship.

Action Steps:

- Hus Church will address and change its forty year history of budget shortfalls.
- The session will explore and, if feasible, offer automatic bank withdrawal and credit card alternatives to giving by August 15, 2005.
- The session will explore effective and intentional approaches to pledging.
- By September 31, a pledging approach will be selected and implementation will begin in October 2005.
- The goal is to have at least 75 giving units averaging \$2000 per year by January 1, 2006 (providing a 2006 giving base of \$172,000), and at least 85 giving units averaging \$2500 by January 1, 2007 (providing a 2007 giving base of \$212,500).
- Shortfalls in ministry funding remaining in 2005 will be made up out of the minister's housing fund.
- Hus Church's goal is to no longer have short falls by January 1, 2007.

Objective #7: Hus Church will provide education and activities celebrating the history of faithfulness to God and God's mission.

Transitional areas addressed: Youth/Family, Education/Spiritual Growth, Mission Outreach, Leadership, Membership/Discipleship, Finances.

- A Heritage Team will be formed to celebrate and recall the history of Hus Church.
- The purpose will be to encourage and inspire present participants of Hus to be faithful and diligent in their faith through the witness and work of past participants in the Christian faith.
- While the Czech history of Hus Church is to be affirmed, the Heritage Team will focus on the history of Hus Church as a Christian group and honor all ethnic elements involved.
- A special display area for photos, paintings, and artifacts recalling the Christian heritage of Hus Church.

Goal #4: Effective And Purposeful Ministry

With this vision, we pray God's blessing to become a congregation of members who are passionate about their ministries. Persons who share a similar call will serve together in ministry teams who support the vision and values of Hus Church. Task forces will be formed to address clear and temporary tasks that are necessary for the life of the congregation. The staff and session will provide oversight of these ministries through clarifying vision, developing and equipping leaders, spiritual guidance, evoking spiritual gifts, supportive prayer, and biblical teaching.

Objective #1: Hus Church will accomplish ministry primarily through teams and task forces.

Transitional areas addressed: Leadership, Membership/Discipleship.

Action Steps:

- Session, deacons, trustees, staff, and present organizations of Hus Church will carry out appropriate items in the Health and Hope Plan until reorganization of present groups and creation of new teams can take place.
- Session will implement the Hus Church leadership expectations by September 31, 2005.
- A one or two day retreat will be held by September 31, 2005 for congregational leaders to discuss the new model of organization and how to maximize its effectiveness at Hus Church.
- Session will have clarified the process for forming a team by October 31, 2005.

Objective #2: Hus Church will be organized around relational and missional principles of leadership.

Transitional areas addressed: Leadership, Membership/Discipleship.

Action Steps:

- Deacons and Trustees will explore how their ministries would fit into a team framework, and make their recommendations to Session by November 31, 2005.
- Nominating Committee will be instructed by Session by October 2, 2005 on guidelines for nominations.
- The Session will rewrite the by-laws of Hus Church in 2006 to support the new models of leadership and ministry being implemented.

Objective #3: Hus Church will be strengthen its ties with other churches and ministries.

Transitional areas addressed: Membership/Discipleship, Leadership, Worship, Youth/Family.

Action Steps:

- The session will strengthen its connection with the PCUSA and evangelical cooperative associations (such as Linn County Association of Evangelicals and the Cedar Rapids Prayer Alliance) through the work of an elder who senses a call to this kind of ministry.
- At least one elder will be on session because of their interest in strengthening Hus Church's ties with denominational and affinity groups.
- It is a goal of this plan to form a team focusing on the work of the wider church by September 1, 2006.

Objective #4: Hus Church will be led by leaders who are informed and trained.

Transitional areas addressed: Leadership, Membership/Discipleship, Mission Outreach.

Action Steps:

- The session will identify the essential training needed to serve as an elder by October 20, 2005.
- This essential training plan will be implemented by January 1, 2006.
- Training needs will be provided for programs implemented in Health and Hope Plan.
- As ministry teams are formed, it will be required that training needs be identified by the team members and the information given to the session to be implemented.
- A spiritual gifts course will be offered at least yearly and preferably twice yearly.

Objective #5: Hus Church will provide a full time Youth and Family Minister for leading and developing ministry for youth and families.

Transitional areas addressed: Youth/Family, Education/Spiritual Growth, Mission Outreach, Leadership, Membership/Discipleship.

Action Steps:

- The pastor and session will identify the responsibilities and goals for the Youth Minister by July 31, 2005.
- As recommended by the Visioning Task Force, session will employ Terry Van Wyk for this position due to his call to this ministry, his willingness to face the challenges involved, the relevancy of his life experience, and his pursuit of training to become better equipped to do this ministry.
- If Terry Van Wyk is employed, he will be commissioned and begin his service as Youth Minister on August 15, 2005.
- The pastor and Youth and Family minister will recruit a Youth and Family Ministry Team (YFMT) by September 31, 2005.
- The YFMT will include the youth minister, two adult advisors committed to reaching youth, and youth under 18 years old selected by the youth minister.
- With guidance by the pastor, the youth and family minister will lead a confirmation process for youth that emphasizes a personal commitment to Christ and the church.
- The YFMT will sponsor and plan one event per year that focuses on families and the issues important to families. The first one will take place in 2006.
- The Heritage Team will develop an annual event that uses the heritage of Hus Church to encourage and inspire the present participants and members.

Goal #5: Innovative And Faithful Outreach

With this vision, we pray God's blessing to become a church that sends people out to participate in mission service in Cedar Rapids and throughout the world. We will communicate and celebrate the amazing works of God. As a people known for being diligent and courageous, we will work in unity with all who serve faithfully in the name of Jesus Christ and for the glory of God. All the spiritual, financial, and physical resources of Hus Church will be committed to inviting all people everywhere to experience and advance the Reign of God in their lives.

Objective #1: The Hus Church Youth Group will plan a mission trip for the youth for 2006.

Transitional areas addressed: Mission Outreach, Youth/Family, Leadership, Membership/Discipleship.

Action Steps:

- The youth group will choose a mission trip, research it in detail, and plan the amount of money needed by December 1, 2005.
- The youth group will make a fund raising plan January 10, 2006.
- The youth group will raise the needed funding between January and May of 2006 for the proposed mission trip.

Objective #2: Hus Church will offer at least three need-oriented workshops each year starting in January 2006.

Transitional areas addressed: Mission Outreach, Education/Spiritual Growth, Membership/Discipleship.

Action Steps:

- The pastor will set up one need oriented workshop beginning for fall of 2005. Arrangements for leadership and promotion will be done by the pastor.
- The pastor and implementation team will recruit a Community Outreach Team (COT) by August 31, 2005.
- The COT will research and plan by December 1, 2005 the need oriented workshops for 2006.
- The COT will decide the cost if any for workshops.

Objective #4: Hus Church will do at least two major community service projects each year.

Transitional areas addressed: Mission Outreach, Membership/Discipleship

Action Steps:

- The Community Outreach Team will identify and set up two service projects each year with a community agency, such as a neighborhood school, service program, or even another church.
- The activity will be called "Project Saltshaker," denoting the presence of Hus Church making a positive difference in our neighborhood.
- The COT will oversee arrangements (including date, recruiting, and financing).

Objective #5: Hus Church will become a congregation supportive and involved in the mission of the church throughout the world.

Transitional areas addressed: Mission Outreach, Education/Spiritual growth, Membership/Discipleship.

Action Steps:

- A resource center on worldwide missions will be set up in the foyer area by the pastor by August 31, 2005. The pastor will initiate this.
- Beginning in January 2006, a vital and worthwhile international mission will be highlighted once every month in worship. The pastor will initiate this.
- From January 2006 through March 2006, arrangements will be made for the congregation to be introduced personally to a mission worker and their ministry at least every three months. The pastor will initiate this.
- People responding to these introductions to worldwide missions will be invited to form a World Outreach Team (WOT) by June, 2006.
- The WOT will contact missionaries and local persons experienced in international missions to come to Hus Church to talk about their work.
- The WOT will develop projects for members of Hus to demonstrate their interest and support for mission projects to which they sense a connection.
- The WOT will develop and promote at least one short-term mission trip a year, with the first trip taking place by the end of the summer in 2006.

Objective #6: Hus Church will spend significant time and money on effective advertising.

Transitional areas addressed: Mission Outreach, Membership/Discipleship, Finances.

Action Steps:

- The session and pastor will recruit a person familiar with advertising by September 1, 2005.
- The ad person will advise the session on the wisest use of the advertising budget.
- The session will develop and implement an advertising plan, beginning August 20, 2005.
- The session will hold a contest for the best suggestion for the acronym HUS. The session will choose the winning suggestion by August 31, 2005, and will be used in publicity for the church. (Some simple prize will be awarded.)