Purpose of Focus Group Meetings

To provide an opportunity for the congregation leadership and other family members to meet, discuss, and plan/execute actions for the congregation to move forward in 2016 and beyond.

Meeting Time and Frequency

We would like to meet monthly. We would like to meet from 9:00-10:30 a.m. on the third Saturday of each month. Let's discuss and determine if this time works – or is there a better time.

Composition of the Focus Group

The Elders, Deacons, Minister, and any members interested in participating.

Some Background and Fundamental Thoughts

We have some significant items to address as a church family in the near-term and longer range. Examples include: additional leadership (Elders, Deacons); hiring and transitioning to a Family minister; the approach for refurbishing and utilizing the Miller Building; addressing various ministries.

For the near-term and longer range health and growth of the congregation, we need to be more outwardly focused, with an emphasis on evangelism/visitation (inviting people to church, visiting our visitors, engaging in Bible studies, leading people to Christ). We also need to ensure we have the supporting ministries that address the spiritual needs of young adults and families.

We (the Elders) have normally met with individuals and small groups of folks to discuss specific ministries and forward planning. We also have periodically held family meetings to discuss some of the above items. This has proven to be ineffective for several reasons. First, these meetings usually happen on a Sunday after services (sometime coupled with Dinner on the Grounds), when many folks aren't able to stay (for a variety of reasons). Second, these meetings are more informational and provide information/status, with limited discussion and formal

decision-making. Finally, these meetings are not well-suited to address significant and complex congregational issues.

Suggested Approach (Open for Discussion)

1. We want to solicit issues and topics that need to be addressed as a family.
2. We will list those issues and topics and categorize them as "Must Do's" and "Desirable to Do" -- the Elders have provided an initial list of "Must Do's" for discussion (see below) -- we would like to use Focus Group inputs to populate the "Desirable to Do" list.
3. We need to recognize that there is a limit to the number of "Must Do's" that we can take on and actively work -- this is a function on the importance, complexity, and resources associated with each item.
4. Our goal is to assign a "leader" or "small group" of folks to address each "Must Do".
5. For each "Must Do", we would like to have the “leader” or “small group” develop an action plan (with a list of tasks/actions and estimated completion dates). We intend to have these action plans worked on in-between monthly meetings, and use the monthly meetings to present status and discuss progress/additional actions.

Initial 'Must Do" Issues/Topics (Open for Discussion)

1. Installing Additional Leadership (At least one Elder) -- to enhance the leadership team and to ensure continuity of the Eldership in the event an Elder steps down.
2. Installing Additional Leadership (Two Deacons, one for Evangelism/Outreach, one for Building and Grounds) -- these are identified areas of need – these areas could also be handled by designating "Ministry Leads"
3. Transition specific functions from the Elders to others within the congregation (e.g., Building and Grounds, Treasury, Church Directory) -- to allow Elders to focus more on shepherding duties, evangelism/outreach, and congregational planning/execution
4. Transition the current preaching structure to a full-time Family Minister -- this will involve several steps, including determining what we envision a "Family Minster" being and doing; assessing what financial resources would be needed to accomplish this (what would be a reasonable salary, reducing or discontinuing some current budget line items, and increase our giving); establishing a timeline for this transition; adjusting the preaching rotation to facilitate this transition; and forming a search/hiring committee.
5. Refurbish the Miller Building -- develop a vision for using the Miller Building (some work has been done on this); develop candidate designs/floor plans (in work); get a cost estimate for refurbishing the Miller Building (in work); decide refurbishment approach (total or phased); decide how much we can afford to spend and ensure compatibility with the resources needed to hire a Family Minister; determine if we are willing to take on a loan (if needed); etc.

Identification of Additional “Must Do’s” and “Desirable to Do” Items

Open Discussion