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PARTICIPANTS
Thank you to all who have participated in this strategic planning activity. A special thanks to the Strategic Planning and Vision Team and Council Members who so generously gave of their time and talents to this activity.

CONSULTANTS: Four Seasons Ministry
Revs. Franklin Gillis, Mike Shirley, and Glen Langston

MINISTERS:
Revs. Bill Davidson and Jessie Squires

STRATEGIC PLANNING AND VISION TEAM (SPVT):
Jim Rogers – Chair
Rev. Jessie Squires
Bobby Boyd
Sharon Ellis
Jason Vincelette
Peggy Langille
John Evans
Carlos Liceaga
Nolan Reid
Josie Mitchell
Tom Cochrane

Various members from our church council
Meeting Schedule and Milestones
Warwick Memorial UMC Planning Process with Four Seasons Ministry

PHASE I: PREPARATION
Major event #1 May 29 6:30-9 pm Franklin Gillis, Glen Langston, Mike Shirley
Introduction to planning process
Council, staff, and SPVT

PHASE II: DATA GATHERING
Monday June 11 2:00-3:00 PM, meet with staff Franklin Gillis
June 11 6:30 – 7:30 meet with Strategic Planning Vision Team (SPVT)

Major event #2—Where are we headed; exploring roads to a preferred future.
Saturday June 30 9AM – 3PM Franklin Gillis
SPVT

PHASE III: DISCERNMENT
Major Event #3—Core Value Discernment Session
Thursday July 19 6:30-9:00 pm Mike Shirley
SPVT

by August 15--Questionnaire to leadership: “Are You Ready to Vision?” Mike Shirley

August 5, 12, 19, 16—Spiritual preparation for vision Mike Shirley
by congregation and leadership
Bulletin inserts: Spiritual Guide Sheets on “Fruit Bearing”

August 22—“Spiritual Preparation for Visioning and Covenant” form Glen Langston
SPVT, Church Council, Staff

August 12-Sept 12—“Fruitful Ministry Questionnaire” distributed Mike Shirley
to congregation through worship, Sunday School Classes, Choir, and other groups

September 9--Franklin Gillis preach at all three worship services Franklin Gillis
Worship focus on visioning

Major event #4: Visioning Event
Saturday September 22 9AM – 3PM Mike Shirley
Council, staff, and SPVT

October 1-19—“Ministry Discernment Survey” to congregation Glen Langston

SPVT presentation to church consultants not present
Sunday, October 14 5:30 pm covered dish dinner
PHASE IV: PLANNING DISCERNMENT
Major event #5—Goal Setting and Program Planning
October 27 9 AM-3PM  Glen Langston
Goal setting and planning
Council, staff, and SPVT

November
SPVT report summarizing identified goals, projected timeline, detailed action plan for Charge Conference

PHASE V: IMPLEMENTATION AND EVALUATION
November
Church Council and Staff
Planning and Implementation of program goals.
Telephone conference call  Glen Langston

March 2013  Glen Langston
Follow up telephone conference call
SPVT Chair, Church Council Chair, Pastors
1. Rebuilding the Foundation

In the early stages of our strategic planning our planning team did a close, critical, and prayerful examination of the foundation that has served Warwick Memorial UMC so well over the years. We wanted to keep the good parts from that foundation, but we knew that changes were needed if we were to become the kind of church (read church as people, not facility) God has called us to be as we go forward in the future. We adopted the Mission Statement of the United Methodist Church, created a set of core values, and from those core values developed a vision statement for Warwick Memorial. By making these fundamental changes to our foundation, we feel that we are now building our church on a “rock” that will withstand the tests of time as we move into the future.

Mission Statement

UNITED METHODIST CHURCH MISSION STATEMENT
The mission of the United Methodist Church is to make disciples of Jesus Christ for the transformation of the world.
Core Values

Our core values define what our church believes and how we want our church to relate with the congregation and the external world. Our core values define who we are as a church.

WARWICK MEMORIAL UMC CORE VALUES
As members of Warwick Memorial United Methodist Church, we are called:
to be centered on Christ,
to live as His family,
to be Biblically grounded,
to grow spiritually,
to embrace our diversity, and
to serve others.

Christ-centered: Members of our church strive to make Christ the foundation of our teachings, our actions, and our lives by developing a personal relationship with Him as we learn to follow His example.

Live as His family: Members of our church live as brothers and sisters in the family of Christ, knowing we are imperfect and yet filled with the grace of God. We help each other through trials and hardships that are part of our growth in His Spirit and together share and experience the ultimate joy we have in Him.

Biblically grounded: Members of our church meet people where they are on their spiritual journey. We lead people to God’s word through teaching and preaching scriptures in an applicable, current-day context.

Grow spiritually: Members of our church grow spiritually at their own pace from the time of their acquaintance with Christ, through their salvation, into spiritual maturity. They are nurtured in their faith through baptism and communion; and grow through teaching and preaching within the church, personal prayer, and Bible study, and practicing their Christian values in daily living.

Embrace our diversity: Members of our church value all people as children of God. We value human diversity because God created a diverse world of unique individuals and we respond to that diversity through love.

Serve others: Members of our church believe each person has a unique gift to be used in service, and we commit to an attitude that seeks to give rather than to receive and to serve rather than to be served.
Vision Statement

While our core values tell us who we are as a church, our vision statement tells us where we want to go in the future. It offers a picture of our preferred future. The goal of vision is not numerical growth, but to glorify God.

WARWICK MEMORIAL UMC VISION STATEMENT
Love, learn, grow, and serve through Christ.

We can easily relate our vision statement to our core values.

LOVE: to embrace diversity, to live as His family
LEARN: to be centered on Christ, to be Biblically grounded,
GROW: spiritually
SERVE: others passionately

The “through Christ” part of the vision statement comes from Philippians 4:13 that says “I can do all things through Christ who strengthens me.” This means that we don’t take credit or boast about what is being done, but give all the credit and glory to Christ (God).
2. 2013 and Beyond

In our final planning sessions, the planning team decided that the Spiritual Growth core value would be our main focus for 2013. The team understands that change takes time, and preparation is needed for anything new. We also have to insure that we do not get ourselves spread a mile wide and an inch deep as we begin to build on our new foundation and change the culture of our church. By focusing on Spiritual Growth, our church will take the UMC Mission Statement for making disciples of Jesus Christ and expand it. Not only will our church make disciples, it will encourage those disciples to continually grow spiritually.

The first decision was to create a goal for Spiritual Growth in 2013 and to make some recommendations on how to achieve that goal.

2013 Goal: Have two special events for spiritual growth in 2013.
Recommended:
1. Have a 40 days of Lent bible study with the following activities:
   Preaching series, Home bible studies, Prayer and fasting, Invite SS classes to participate, Invite children's ministry to attend, Follow up after study
2. Hold a Lay Witness Mission in the fall

Cultural Change

For Warwick Memorial to begin a spiritual growth process, which adapts to our mission statement, core values, and vision statement, a change in our church culture will be critical. Our team proposes we develop and communicate such a cultural change to the congregation through the expression and practice of our core values. This will be something that will take time and intentional activities to highlight the core value and the activity that is representative of that value. We will need to use those values in our decision-making process, our planning process, our worship, our teaching, our service projects, etc. In other words, in every facet of our church life we should be reflecting and demonstrating our core values. It will be important to LOVE, as we will most definitely stumble in undergoing this change. It will be important to LEARN to forgive as we GROW in our Christian walk and endeavor to SERVE those within our walls and those beyond our walls. With this in mind, the Strategy Team is making the following recommendation.

Recommendation: Recommend that Council appoint an ad hoc committee to examine and develop an intentional plan for communicating the cultural change that is reflected in our mission statement, core values and vision statement by July 1, 2013.
Organizational Change

If we are going to focus on spiritual growth for Warwick Memorial, our team decided to consider having a church designed around a straightforward and strategic process that moves people through the stages of spiritual growth.

- The process must be easily communicated and understood by the congregation (clarity)
- There are sequential steps in the process that cause people to move to greater areas of commitment (movement)
- All ministries and staff are aligned around the same simple process (alignment)
- Everything that falls outside the simple ministry process is abandoned (focus)

By making a change to the Warwick Memorial organizational structure so that we have a church that is organized around a spiritual growth process would hopefully transition the church to minimize meetings and maximize ministry as well as make it easier for members to move from one stage of spiritual growth to the next.

Illustrating the spiritual growth process and relating it to our core values is vital so the congregation can understand it visually. Below is one concept where there are three steps in the Spiritual Growth Process, Worship, Learn and Serve. Our planning team proposes to examine what organizational changes would be needed to adapt to this concept.

Recommendation: Recommend that Council appoint an ad hoc committee to examine and develop possible organizational changes to move our church toward a more spiritual growth methodology to support and align with our mission statement, core values and vision statement by July 1, 2013.