

A Five-Year Vision of the Journey Forward 2013–2017



Purpose: To chart Cedar Park United's journey forward, offering welcoming, vibrant, creative and relevant Christian ministry to all its members, participants, visitors, and neighbours.

Cedar Park United is uniquely positioned—because of its rich faith heritage, its location and its current membership—to present itself as a Christian community that *seeks to* offers a holistic experience of welcome, spiritual nourishment, and engaged, purposeful ministry on the West Island.

Such a vision requires thoughtful, intentional planning so that Cedar Park United can fulfill God's vision and purpose for all those within its community. To that end, in 2012 the Congregational Board identified four elements of the collective life of the church as the focus for its discernment, energies and resources. *The 5 Year Plan was adopted by the Congregation at the AGM in 2013 and 2014.*

In early 2015 the Congregational Board reviewed the document and proposed certain amendments (in purple), to better reflect the current activity, mission and vision of the congregation.

The following chart lays out the plan under four main headings which mirror our life and ministry

- Worship and Spiritual Growth
- People (welcome, participation, membership)
- Our Physical Resources(grounds and building)
- Our Resources (Financial and Time and Talent)

1. Worship and Spiritual Growth

Helping us to centre our common life in worship that is creative, contemporary, relevant and deeply grounded in the liveliness of God, and in programmes for spiritual growth which are reflective of our progressive, affirming theology and faith in action.

<p>Goals:</p> <ul style="list-style-type: none"> • Participatory worship that nourishes all ages, involves people in leadership, and engages the senses • Faith development programming for all ages (KidZone, adult ‘studies’, workshops, etc.) that is reflective of our progressive theology and our desire for faith in action 	<p>Achievements to date:</p> <ul style="list-style-type: none"> • Well-received preaching and liturgy • All-ages worship • Lay worship teams • Audiovisual enhancements for worship • Choirs as worship leaders • CD initiatives • KidZone as place for worship and learning and summer camp to continue development • Special activities to seek involvement of seniors and faith in action • Incorporating ministries into worship (including communion service) such as Social Justice and Pastoral Care (Healing Pathway) <p><i>Leadership:</i> Primarily minister, together with music director, KidZone coordinator, and Worship and Praise and Christian Development ministries</p>	<p>Timeline for the journey forward:</p> <p>2013</p> <ul style="list-style-type: none"> • Increasing the lay worship leadership base through participation and training • Offering spiritual exploration opportunities. • Expanding musical talent in worship (instrumentalists) • Continuing and expanding all-ages and visitor-friendly worship services <p>2014</p> <ul style="list-style-type: none"> • Exploring ‘special’ worship experiences (Taize, Iona, jazz worship, liturgical dance, dramatization) • Introducing needs assessment for maintenance and upgrade of sanctuary audiovisual equipment • Offer all-ages faith development opportunities <p>2015</p> <ul style="list-style-type: none"> • <i>Continued expansion of diverse worship experiences</i> • Enlarge and equip CD lay leadership pool • <i>Caring Community Project -congregational care within and beyond CPU</i> <p>2016</p> <ul style="list-style-type: none"> • Focusing on positive enhancement of worship and spiritual experience during Rev. Elisabeth’s four-month sabbatical • <i>Caring Community Phase II</i> <p>2017</p>
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2. People (membership, participation, welcome)

Increase the meaningful participation of more people in the life, ministry, work and fellowship of Cedar Park United.

Goals:

- Strengthening our core ministries as places of welcome and involvement
- Strengthening the culture of openness and welcome, so that invisible barriers that exclude are reduced and we are active in engaging those who might choose to participate in our community
- Basing our fellowship activities on our Identity and Values Statement and logo
- Providing programming that is relevant to young families, seniors and seekers
- Welcoming the involvement of neighbourhood organisations and activities that complement and enrich our identity and values
- Fully embracing outreach activities incorporating approaches recommended by Cedar Park's communications and welcoming teams
- Creating a culture of purposeful participation according to gift and skill, in all areas of church life

Achievements to date:

- Board focus sessions
- Implementation of logo
- Outreach activities such as website, distributing contemporary community flyers, participating in municipal community awareness day, hosting the Voices for Hope choir
- Programming support for, among other things, F4, Tot Time, Morning Connections, Women's Group, Men's Group, Coffee House
- Workshops aimed at the needs of seniors
- Treating renters as "part" of Cedar Park

Leadership: Congregational Board, minister, music director, church administrator, ministry chairs and teams, caucus groups to discern needs/opportunities)

Timeline for the journey forward:

2013

- Continuing board membership renewal
- Focusing ministry teams on involvement of new participants
- Focusing on youth and young adult ministries—NeXt and Faith on Tap?
- Initiating greater focus on connecting and partnering with other churches and community organizations

2014

- Continuing board membership renewal
- Continuing to focus ministry teams on involvement of new participants
- Gift discernment for all congregants (to promote participation, and enrichment)
- Focus on Youth programming and faith development

2015

- Board and congregational retreat
- 60th anniversary year of church building (*noted that we celebrated the cornerstone in 2014*)
- *Caring Community: Workshops and learning events, alongside ongoing care of sick, elderly*
- Prepare people resources for Rev.E sabbatical (2016)

2016

- *Caring Community: Learning and care*
- Assessing sabbatical cover resources, including increased lay leadership in all areas

2017

- Board and ministry renewal, ongoing

3. Resources: *Physical structure (building, grounds)*

Refurbish and maintain our building and grounds so that they can properly serve the ministry and membership needs of Cedar Park United and the surrounding community for the next generation.

<p>Goals:</p> <ul style="list-style-type: none"> Addressing the deferred maintenance and establishing a financial base for building upkeep, thereby ensuring that a safe, adequately maintained and equipped building and grounds are legacies for the next generations of Cedar Park United Adapting our building to our changing ministry needs for our core congregational activities (e.g., increasing building accessibility for the handicapped, upgrading lighting, providing basic facilities such as washrooms and an adequate kitchen, incorporating media technologies) Modifying our worship space to accommodate 21st-century, progressive, participatory worship and utilizing 21st-century media that are accessible and flexible Creating a visitor and user-friendly environment (washrooms, access, lighting) to enhance the building's attractiveness for public rental activity. 	<p>Achievements to date:</p> <ul style="list-style-type: none"> Building audit Partial replacement of windows and full replacement of pitched roof and eaves troughs (flat roof to come) Plans under way for updating lighting in Fellowship Hall, adding a washroom, and upgrading existing ones Plans under way for handicap accessibility (exterior and interior—chancel) Completing phase 1 of chancel redesign Installing an AV system and training team in its use Freshening up entryway to Christian Education building with new painting Repairing and repainting walls of sanctuary <p><i>Leadership:</i> Congregational Board, special property teams, project implementation crews for special projects</p>	<p>Timeline for the journey forward:</p> <p><i>[Reinvest \$20,000–\$30,000 annually in property and equipment out of increased regular givings over the next five years, supplemented by grants when possible with a minimum of special appeals. Timing of implementation will vary with funding available.]</i></p> <p>2013</p> <ul style="list-style-type: none"> Adding new washroom to CE Building Upgrading washrooms in sanctuary and annex Upgrading lighting in Fellowship Hall <p><i>(Estimated cost: \$53,000. Project dependent on receiving New Horizons Fund grant of \$25,000 and raising \$28,000 more)</i></p> <ul style="list-style-type: none"> Beginning \$3,000 annual repayment of \$15,000 loan from Trustees for 2012 window installation <p>2014</p> <ul style="list-style-type: none"> Completing replacement of windows (upper-level south wall and front/north wall) <p><i>(Estimated cost: \$16,600. No outside funding opportunities at present.)</i></p> <ul style="list-style-type: none"> Redoing exterior sidewalk and ramps to provide handicap accessibility <p><i>(Estimated cost: \$35,000. Apply for federal Enabling Accessibility grant to cover 75 percent of cost of this and wheelchair lift—see next item.)</i></p> <ul style="list-style-type: none"> Renovating chancel to add wheelchair lift and completing phase 2 of chancel renovation <p><i>(Estimate being prepared for accessibility aspects)</i></p> <ul style="list-style-type: none"> Installing new illuminated street sign with event-specific capability <p><i>(Estimated cost: ~\$10,000)</i></p> <ul style="list-style-type: none"> Installing interior dynamic electronic signage for
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<ul style="list-style-type: none"> Fulfilling in a diligent fashion the role of lessor for our long-term tenant, a daycare facility 		<p>communicating events to members and members of the community using church facilities <i>(Estimated cost: ~\$2,000)</i></p> <ul style="list-style-type: none"> Repairing and resealing parking lot, painting lines <i>(Estimated cost: \$4,000)</i> <p>2015</p> <ul style="list-style-type: none"> Redoing flat roof at end of its useful life (may be later: <i>ASSESS</i>) <i>(Estimated cost: \$26,200 [2009]). No outside funding opportunities at present, but \$10,000 on hand for project.)</i> <i>Continue to value our renters as part of the CPU Community</i> <p>2016</p> <ul style="list-style-type: none"> Updating Fellowship Hall to provide more storage and meeting space and better accommodate rentals <p>2017</p> <ul style="list-style-type: none"> Initiating a phase 3 of nave redesign to provide flexible seating that better accommodates multiple uses.
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4. Resources: Financial and time/talents support

Ensure that the congregation has the financial stability and human resources to continue to live out its vision of offering a place to 'feed your spirit, fulfill your purpose and feel at home.'

Goals:

- Creating a solid baseline of regular giving that meet our ministry goals in facilities, equipment and paid leadership that can serve our ministries (Present goal: \$30,000 more per year)
- Encouraging more bequests and gifts of securities
- Proactively seeking funding sources outside the congregation for projects. Organized process of grant application
- Updating our stewardship programming so that it is ongoing and holistic

Achievements to date:

- Enhancement of stewardship begun in 2012, including providing the congregation with more information on the church's financial picture
- Shift under way from dependence on time-consuming and labour-intensive fund-raising to higher congregational giving and a greatly reduced number of fund-raising events
- Better coordination of efforts to match funding opportunities with the church's needs and proceed with applications in a timely fashion
- Greater emphasis on seeking and using the talents of the congregation in areas in which they feel energized and passionate

Timeline for the journey forward:

2013

- Stewardship team: Increasing 'abundance' model for stewardship materials and programme format; maintaining routine communication with congregation so it understands/participates in stewardship effort
- Instigating (with M&P) periodic appraisal of the church's current human resources (minister, minister of music, church administrator, CD/families) to ensure they are adequately supported to meet the demands of an expanding church community and its ministries

2014

- Stewardship ministry: expanding activity cycle to 12 months
- Seeking bequests and gifts of securities
- Seeking external grants, funding sources
- Continuing to broaden talent base
- Reviewing needs for paid leadership resources in ministry areas (CD, pastoral, etc.)

2015

- Stewardship ministry: expanding activity cycle to 12 months
- Ongoing bequests, securities, grant searches
- Financial planning for sabbatical cover in 2016

2016

- Assessing special opportunities for leadership and experimentation during Rev. Elisabeth's sabbatical

2017

