

FMC Short Term Strategic Plan
January 10, 2021 through August 31, 2022

The purpose of this Strategic Plan is to attend to God's leading and to the passion of our congregation in addressing issues to 1) empower leaders, 2) enhance trust, 3) build confidence, 4) affirm progress, and 5) strengthen commissions. Here are our approved congregational priorities and some of the ways we hope to address them, condensed from the many goals and tactics FMC commissions have established.

PRIORITY 1:

Actively Engage with the need for RACIAL JUSTICE & HOSPITALITY

GOAL: Raise Awareness and Build Understanding

Tactics:

- Involve folks in "SURJ" (Showing Up for Racial Justice) and "Continuing to Listen & Learn" groups. (All commissions)
- Invite sharing of testimonies about experiences/learnings from these groups. (FAITH IN ACTION/ WORSHIP/ FAITH FORMATION)
- Recruit leaders for new SURJ groups for winter and spring. (FAITH FORMATION)
- Explore our participation in "Be the Bridge" organization & identify a facilitator. (FAITH IN ACTION)
- In the monthly spiritual practices grid, add specific racial justice activities and opportunities for relationships. (FAITH FORMATION)
- Create activities and conversation opportunities for children & youth about racial justice. (FAITH FORMATION)

GOAL: Increase Opportunities for Relating with African American Congregations

Tactics:

- In conjunction with "Be the Bridge," develop 1 or 2 small groups that would include an equal number of people from FMC and another congregation (like Witherspoon or Immanuel) with a focus on telling our stories and sharing our lives. (CHURCH LIFE)
- Plan a joint worship service with Holy Spirit Led Church (WORSHIP)
- Work with Keep Indianapolis Beautiful (KIB) to identify funding sources for a joint effort with an African American congregation who wants to do a similar project on their grounds. Then we could work together on each other's properties. (FAITH IN ACTION)

GOAL: Support the Work of Organizations supporting people with challenges made worse by systemic racism and discrimination

Tactics:

- Identify organizations to support. (FAITH IN ACTION)
- Provide volunteer and financial support. (FAITH IN ACTION)

PRIORITY 2:

Actively Engage in the need for BETTER CARE FOR CREATION

GOAL: Reduce Climate Impact of FMC by Converting to Solar Power

Tactics:

- Install solar panels. (FAITH IN ACTION along with Creation Care Crew)
- Celebrate the installation with a dedication service. (WORSHIP)

GOAL: Use our property to create beauty, sequester CO₂ and reduce water problems

Tactics:

- Plant native trees and shrubs in spring and fall. (FAITH IN ACTION)
- Allow prairie areas on FMC grounds to expand. (FAITH IN ACTION)
- Plan worship experiences that utilize our setting to celebrate Creation. (WORSHIP)
- Include creation care topics for individuals and households in monthly Spiritual Practices Grid (FAITH FORMATION)

GOAL: Provide Recycling Opportunities & Reduction of Waste

Tactics:

- Inventory our process and opportunities to reduce waste (like: offering coffee grounds to gardeners, not using styrofoam, etc. (CHURCH LIFE)
- Organize annual or semi-annual recycling drives. (FAITH IN ACTION)
- Maintain recycling receptacles at our meeting place. (FAITH IN ACTION)

PRIORITY 3:

Actively Promote Short-Term ENRICHMENT GROUPS (To focus on storytelling, relationship building and discerning gifts)

GOAL: Create New Small groups and Give them Visibility

Tactics:

- Recruit 2-4 people to facilitate formation of both enrichment and other small groups. (CHURCH LIFE)
- Communicate timing for and availability of these groups. (FAITH FORMATION)
- Plan worship time in which participants share their experiences. (WORSHIP)
- Create a Baptism Information/Enrichment group. (FAITH FORMATION)

PRIORITY 4:

Adjusting to and Evaluating OUR NEW STRUCTURE

GOAL: Improve FEEDBACK and COMMUNICATION

Tactics:

- Provide regular feedback to trustees about how the structure is working. (All commissions)
- Establish a performance review procedure and materials for all staff. (ADMINISTRATION COMMISSION)
- Establish a Communication Plan for FMC, including public-facing platforms. (ADMINISTRATION COMMISSION)

GOAL: ADAPT our Practices During this COVID Time

Tactics:

- Prepare our building and congregants for eventual resumption of in-person and indoor activities. (TRUSTEES and various leaders)
- Continue to make at-home resources available during the Covid time. (FAITH FORMATION)
- Provide monthly Spiritual Practices Grid in lieu of in-person Sunday School classes. (FAITH FORMATION)
- Recruit a facilitator for a 6-8 week online Bible Study using Menno Media's guide. (FAITH FORMATION)

PRIORITY 5:

Welcoming NEW pastors and solidifying a PASTORAL TEAM

GOAL: Establish a Pastoral Team that works well together, with the Commissions and the congregation

Tactics:

- Create clear job descriptions and areas of responsibility for the Pastoral Team (and Commissions) (TRUSTEES)

GOAL: Nurture a healthy relationship with the new Pastoral Team

Tactics:

- Creatively Plan Welcoming meetings, worship, activities, meals, etc. with all members and participants, FMC commissions, children and youth (ALL COMMISSIONS)