



**WCC 2020 Vision  
Highlights For  
Phase 3 Listening Sessions  
April, 2014**

## Background

Beginning in December 2012, WCC began a process to develop a new strategic plan, our 2020 Vision. During **Phase 1**, an extensive data gathering, assessment and feedback process was conducted, culminating in a recommendation to “Up Our Game” crafted by the Vision 2020 Strategic Planning Steering Committee that was approved by the Council April 9, 2013 and presented to the full Congregation on May 5, 2013. The recommendation included two strategic imperatives for WCC to be a *vibrant and energized* progressive Christian church in 2020:

- 1) Growing WCC Through Faith, and
- 2) Successfully Transitioning Pastoral Leadership

The Congregation approved the work from Phase 1 and committed Phase 2 at the June 2, 2013 Annual Congregational Meeting.

During the 12 weeks of **Phase 2**, conducted in the Fall 2013, the Congregation was actively engaged in a process of discernment and transformation where first strategic imperative, Growing WCC Through Faith, was explored further. This was done using both large and small group processes and spiritual renewal activities designed to open hearts individually and collectively as to how God is working at WCC and the ways we are called as a congregation by God over the next seven years. In addition, the second strategic imperative, Successfully Transitioning Pastoral Leadership, became an immediate priority with the September 8, 2013 announcement of Pastor Shank’s retirement, effective June 2014.

The initial data gathered during Phase 2 was consolidated and presented in summary to WCC Leadership at a meeting on November 12, 2013 for their reaction and feedback. The congregation then entered Advent, 2013 for an important period of prayer, planning and discernment with regard to the planning process to date and their hopes for the future of WCC.

In **Phase 3**, conducted during the Winter 2014, the goals developed in Phase 1 were revised and specific tactics were developed by the Vision 2020 team based on the input and feedback from Phase 2. Presented to Council in February of 2014, the Vision 2020 Team and the Council held a series of two working sessions to identify worship group impacts and refine the plan. On March 11, 2014, the revised plan was presented to the Leadership team and endorsed to be reviewed with the Congregation. Final Congregational Approval of the 2020 Strategy will be asked for at the annual meeting on May 4, 2014.

The Final Phase, **Phase 4**, includes a kick-off of WCC’s New Beginning in the Fall of 2014.

## + Strategic Imperative 1: Growing WCC Through Faith

A. Faith Based: We will be and build a vibrant faith community where we continuously deeply explore, challenge and build our faith. We will do this by:

1. Consolidating and updating our mission and belief statements to more fully encapsulate the deep and abiding view of who we are, allowing members and visitors to find many ways to attach to and be spiritual within our faith community.
2. Thematically planning for church seasons and integrating faith development through our worship experience, music, small group and education programs in the manner of our Phase 2 experience creating a sense of expectancy for our members to be filled with God's presence
3. Ensuring continuous education and faith exploration in a variety of forms for all ages, stages and faith positions
4. Actively pursuing opportunities to a) streamline our lay (not staff) administration and minimize bureaucracy, b) focus our programs in support of faith building and c) increase our energy and engagement to remain a strong, vibrant church .

B. Stewardship: We will embrace our faith further through developing a strong belief in Stewardship as a reflection and expression of our faith for achieving the mission and vision of our church. Our church exists to change lives--ours and others--through expressions of our faith in time, talent and resources given with gladness and generosity in hearts. We will do this by:

1. Having a membership which is actively engaged in the life of our church. As members, our devotion and commitment will be evidenced by regular worship attendance, participation in small groups, sharing in service together and making a financial commitment to support the work of WCC as we are able.
2. Joyfully welcoming and encouraging visitors to participate in the life of our community through our use of passing of the peace, name tags, weekly follow up visits, etc.
3. Communicating well with our current and prospective members; valuing our website, messenger and social media as powerful ways to engage and share the gifts of WCC.
4. Coming together as a supportive community of faith in fellowship. As a full congregation, and in small groups to share meals and time with each other multiple times per year.
5. Transforming our lives and the lives of others through service; by maximizing the effectiveness of our current outreach and mission activities and conducting "all church" service projects for all ages and stages.

## **+ Strategic Imperative 2: Successfully Transition Pastoral Leadership**

At WCC, we will endeavor to have effective and empowered Pastoral, Staff and Lay leadership teams. By doing so, we aim to ensure the ongoing viability of our church and achievement of our 2020 plan. We will do this by:

1. Effectively managing the send-off, selection of and transition to a new Senior Pastor. This includes a robust celebration of Joe's 20 plus year ministry with us and the selection of individual interim and senior pastors.
2. Actively plan for and develop change and communications strategies for the congregation during the entire critical transition period.
3. Expanding the charter of the personnel committee to cover all dimensions of effective human resource practices.
4. Reviewing overall church succession processes to include additional pastoral, music and key office roles.

## **Our Mission**

*Our purpose is to change lives by following the teaching and life of Jesus Christ with peace and courage; and to weave the grace of God into the fabric of our relationships and the world.*

## **Our Vision**

*Our vision is to be a vibrant and energized [progressive] Christian church. We will be and we will build a flourishing faith community that deeply and continuously explores, challenges and builds its faith and emphasizes stewardship as a path for achieving the mission of our church.*

## **Our Beliefs:**

Our faith is rooted in Jesus Christ and we endeavor to follow his life and teaching. We believe the Bible is to be taken seriously and truthfully, but not always literally. We believe that God is a living Presence. We believe that we learn much from the life, death and resurrection of Jesus that will enrich our lives and our community.

In accordance with our belief, WCC is a house of worship that welcomes all people. As such, the diversity of our membership is a reflection of the complexity and variety of each individual's life path and faith journey. While we impose no particular vision of faith, we do encourage personal growth in the Christian life and together strive to be a force for kindness and good in the local community and the world.

## + What's in a Word? Plenty.

Feedback on the Plan Draft to date has been quite positive so far. Members who have spent time fully reading, praying about and reflecting on the plan have made comments like:

*"I'm amazed at the way you've captured the character of WCC, making it so very clear who we are."*

An ongoing question concerns the use of the word progressive in our Vision statement. The Vision team is using the word in alignment with the definition outlined below, however, are cognizant that when used or interpreted by others, say using a capital "P" Progressive, can connote something we do not intend. Can we fine a word that will express this that we can all embrace?

progressive adj. \prə-ˈgrɛ-sɪv\:

Characterized by continuous progress or advancement.

a. Of persons, communities, etc.: developing, changing, progressing; esp. advancing in or gaining some desirable attribute or quality; improving, or able to improve.

b. Of circumstances, attributes, ideas, conditions, etc.: characterized by, relating to, or involving gradual change or advancement, esp. for the better; growing, increasing, developing; marked by continuous improvement.

# +Next Steps

<u>Timing</u>	<u>Task</u>
April 8	Final Draft to Council and Congregation
April 13	Congregation Listening Session
April 27	Congregation Listening Session
April 8-May3	Vision 2020 team available for Spiritual Life and Small Group Sessions
May 4	Final Plan Ratification at Annual Meeting

