



Congregational Vision Project

DREAM • UNITE • THRIVE

Our Vision Process – 2011

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I. Preamble

Our Faith

First Congregational Church of St Louis affirms the United Church of Christ Statement of Faith, looking to this Statement as a testimony, not a test, of faith. It is for us a lens of faith through which we perceive the world and God's call to us. In its words, we find expression of our faith in God who gives us life, the witness of Jesus Christ, and the passion of the Holy Spirit to live as empowered disciples in service to others.

We hope to grow together as we confess:

United Church of Christ Statement of Faith in the form of a doxology

We believe in you, O God, Eternal Spirit, God of our Savior Jesus Christ and our God, and to your deeds we testify:

You call the worlds into being, create persons in your own image, and set before each one the ways of life and death.

You seek in holy love to save all people from aimlessness and sin.

You judge people and nations by your righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Savior, you have come to us and shared our common lot, conquering sin and death and reconciling the world to yourself.

You bestow upon us your Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

You call us into your church to accept the cost and joy of discipleship, to be your servants in the service of others, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

You promise to all who trust you forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, your presence in trial and rejoicing, and eternal life in your realm which has no end.

Blessing and honor, glory and power be unto you.

Amen.

II. Summary

The Vision Team consisting of Paul Brady, Melissa Wurst, Elisa Wang, Jon Tiede, Merissa Mellish, Jim Goodwin, Janet Hoyne, and Ann Kittlaus, spent many hours during the spring and summer of 2011 working through a process developed by Rev. Dr. Gayle Engel, our consultant, in order to develop a Vision for our church. With that emerged five ambitious goals around which to frame the realization of our Vision.

During this discernment process we confirmed that our Mission Statement and our Core Values were still powerful and relevant.

This document leads you through our process so that we can share some elements of the discernment with you. We have an appendix that is available on request (as it is a further 28 pages) that captures most of the articles, list of books, list of inputs, assumptions and criteria that we used during our journey together.

After weeks of reflection and discussion one-one-one, in small groups and as a whole, on September 18, the congregation voted unanimously to approve the vision. The goals were presented with the vision so as to provide context on the input and priorities we received from the congregation. We now put this work in the hands of the Church Council to lead us in a process of goal implementation.

Our Vision

First Congregational Church of St. Louis-United Church of Christ is a community of faith that affirms with all we do that God is indeed still speaking, and people are listening.

As a congregational family, we persistently hone, practice and act out our faith to strengthen our connection and relationship with God and each other. Equally important, we demonstrate that faith, thought and action are an incredibly powerful combination; discernment, dialogue and friendly debate are inherent to this group of Christians. Inspired by an abolitionist pastor, we embrace our roots in social justice and advocate change on issues of poverty, race, LGBT rights, and more, seeking equality for all of God's children. In this, we live our understanding of "walking in the footsteps of Christ."

Our congregational growth is a natural result of our authentic, welcoming character and our engagement in the community. We strive, by combining inclusiveness with efforts to make a difference, to become a magnet to faith seekers, young and old alike, wherever they may be on life's journey. We embrace diversity in ethnicity, race, sexual orientation and socioeconomic status, as well as differing opinions and points of view. With open minds and an open door, we aspire to become a better reflection of the greater St. Louis community.

Together, we seek to follow God as a community that embodies and becomes a voice for progressive Christianity, knowing that our future is as bright as the promises of God.

Our vision is to ***be a beacon of faith, compassion and justice within St. Louis, the wider faith community, and beyond.***

Our five goals are as follows:

1) Create a Culture of Caring

To create a culture of inherent and intentional care that seeks to support each other through programs, ministries, continuous communication and deeper connections within our congregation and the wider faith community, so that we may meet God through each other.

2) Seek justice inside and out

To challenge ourselves to actively practice and pursue justice in all that we touch and all that we do within ourselves, within our church, in our community, and beyond, remaining true to our roots.

3) Expand Our Worship Experiences

To know and be transformed by God's Word in worship that is rich and varied so that we may develop deeper relationships with God, ourselves, and our community.

4) Actively Grow Our Faith

To commit ourselves to deepening our faith through varied activities that stimulate our minds, hearts and spirits so that we may be transformed and are better equipped to do God's work.

5) Widen Our Welcome

To develop opportunities for other members of our community to know First Congregational Church of St. Louis UCC and what we stand for in an authentic, inclusive and welcoming manner.

III. Our History and Heritage

The first watershed event in our congregation's history occurred in 1847 at Third Presbyterian Church, when the Reverend Dr. Truman Marcellus Post was called as minister. Dr. Post agreed to come from Illinois only when he was assured of his right to free speech, and only for a term of four years, as he felt that his radical and anti-slavery views were likely to be controversial in a slave-trading city. Further, Dr. Post stated that he was a Congregationalist in principle and policy, and insisted on the self-determination of the local church.

At the end of four years, the majority of the church desired to retain Dr. Post as their minister. And, unbeknownst to Dr. Post, they resolved, by a vote of 62 to 24, to organize as a Congregational church. The first worship service of the 77-member First Trinitarian Congregational Church and Society, at 6th Street just north of Franklin Avenue, was held on March 14, 1852. Dr. Post became Minister Emeritus nearly 30 years later, on January 1, 1882.

Eighty seven years later, in January of 1969, the First Congregational Church of St. Louis voted to officially affiliate with the United Church of Christ. The United Church of Christ emerged from the union of the Congregational-Christian and Evangelical & Reformed churches in the 1950s. Each congregation is self-governing and self-supporting.

Even as we have always welcomed the outsider, this is also a congregation of generations. Many families here today have been a part of this church for four, five and six generations.

From the inspiration of an abolitionist pastor, Dr. Marcellus Post, we embrace our roots in social justice to create a stirring voice that affects change on issues of poverty, race, LGBT rights, and more. In this, we can and do grasp the true meaning of “walking in the footsteps of Christ.”

Congregational ministers who remembered Dr. Post memorialized him by saying “we rejoice in the memory of his intense passion for liberty, his unbounded loyalty to truth, and his unflinching adherence to the right. With the prayer to God that his mantle may fall upon us who are left to finish the work that he began, we go forward rejoicing in the inspiration of his peerless life.”

In celebrating the 150th anniversary of the First Congregational Church in 2002, the following comments were also read:

“The challenge is to do our best to leave the world better than we found it. Then perhaps, in the future, someone will say of us, as we can say of your founders, ‘They did the best they could, given the limited understanding of their day, to build upon the traditions of their church in order to work for the true, the just, the beautiful and the good.’”

We share these elements of our church story as we look into ourselves now and look forward to building the church of the future.

IV. Theological Reflection

In the old King James’ Version of the Bible, Proverbs 29:18 simply says: “Where there is no vision, the people perish.”

Having no desire to perish, nor even to fall into a stupor, First Church engaged in intentional listening for God’s vision for us. We want to live fully, faithfully and with zeal! Like the small band of St. Louisans who began First Congregational Church of St Louis more than 150 years ago, we believe God has a vision of shalom for us – of wellbeing, peace, compassion and justice. It is ours to discern and ours to live into.

Like those before us, we live between memory and hope, journeying with the wisdom and experience of our forbearers at heart, and holding the promises of God before us. We know, as Reinhold Niebuhr the eminent theologian of our UCC heritage, said,

- Nothing worth doing is completed in our lifetime; therefore we must be saved by hope.
- Nothing true or beautiful makes complete sense in any immediate context of history; therefore we must be saved by faith.
- Nothing we do, however virtuous, can be accomplished alone; therefore, we are saved by love.

We believe that the community of faith is called to transform lives, the lives of those within, and those the community reaches out to touch. We follow Jesus. We believe Christ’s spirit lives among us and within each of us. Inspired by the Spirit, we worship, praise, pray, learn, share, comfort and encourage.

Our community is fluid, our doors are open. People enter freely and go out to serve. All are welcome here.

We know we are growing in faith, and stretching ourselves in service. The community in which we live, which spans neighbors to nations, molecules to the universe, needs our active engagement and care. Following Jesus into the world of compassion and justice requires courage. We want to act today like the church we want to become, because

- Vision without action is merely a dream.
- Action without vision just passes the time.
- Vision with action can change the world.

V. Why the Vision Process Was Initiated

The congregation approved the creation of the Vision Team and obtained funds to enlist the consultancy services of Rev. Dr. Gayle Engel. What led to this?

During the evolution of any church, growth depends upon an impetus or vision. Without intentional action, over time, this vision can become blurred. Some decisions are made in isolation; and some decisions are never made. At the point when non-related operational elements become issues that cannot be dealt with in isolation, factions can build and paralysis can take hold. A previously healthy church can splutter.

At First Church, we found ourselves at the beginning of 2011 with important decisions at hand and poor integration. Among these dynamic elements were:

Staffing Patterns – Senior minister on verge of retirement, an Acting Associate Minister, Parish Nurse grant funding coming to an end

Structural issues – Sense that Church Council was too big, burnt out lay leaders, inadequate participation by or roles for meaningful participation by many other church members

Property issues – Master plan for building without implementation plan, Worship space recommendations with no path for decision making

Financial issues – Salary cuts as “giving” in economic downturn failed to meet payroll (reversed with special fundraising appeal), Declining endowment as appropriate uses of endowment funds are debated

A Mission Statement and set of Core Values for the church had been adopted in recent years. “Who we are and what we do” had been defined. Missing was an overarching Vision to answer the question of “Why” and a set of ambitious goals to create parameters and direction.

The Vision Team’s assignment was to discern the church’s Vision through creation of ambitious goals that would weave and align with our Mission and Core Values and define our key priorities as we create a *church of the future*.

Through that, we would create a Living Plan that would act as our guide in developing objectives for each element of our church including the dynamic elements as described above.

VI. An Overview of Our Process

Planning Model

The Vision Team started work on February 15, 2011. Gayle introduced us to the idea of Asset Mapping and Needs Assessment as an open-source process. Gayle began with the concept of “Abundance,” the recognition of our congregation’s many gifts. These gifts would be collected and displayed for all in the congregation. In the “Release” phase, we would raise up the assets about which the congregation felt most strongly. The next two phases would be “Coherence,” distilling of the assets into goals, and “Testing,” the implementation of our goals. A built-in evaluation process would identify the gaps between our aspirations and achievements in a continual feedback and self-reflective process.

The Vision Team did a short trial run of open-sum planning. We began by listing the organizational assets of our church and members. These assets include the many groups that make up church life, from council committees to fellowship, study and mission groups. Our emphasis was to build from our strengths rather than focusing on our weaknesses and threats, as sometimes happens in strategic planning. The process we undertook at this first meeting served as a model for an all-congregation brainstorming session to be held in early April.

Gayle next explained to us how congregational assets fit into four aspects of church growth: Faith Development, Faith in Action, Congregational Connections, and Numerical Growth. Central to all of church life is, of course, worship, which connects the four aspects. After all, worship, rooted in faith, is one of the key factors that differentiate a church from a book study group, a community service team or a social club.

Dream, Unite, Thrive

“Dream, Unite, Thrive” was embraced as the theme for our process. Those three elements corresponded directly with the phases of our overall process. The early stage, asset-mapping, brainstorming, soliciting input from members and staff, is where we would Dream. As we distilled our assets into goals and discussed the goals and vision with members, we would Unite behind a vision. We begin to Thrive as our Vision and Goals turn into a road map for development and growth of our congregational mission.

All-Congregation Brainstorming Session and Input from Members

On April 3, 2011, Gayle and the Vision Team led more than 60 members through an all-church brainstorming and asset-mapping session. Members worked in teams to catalogue hundreds of congregational assets. Next, the assets from each group were crafted into goal statements. Each team prepared one or more large sheets with a goal at the top and colorful post it notes below, each identifying an individual asset that supported that goal. Finally, the members were given sticky dots

which they placed on any goal statements they supported. In the course of a single afternoon, we were able to define, identify and prioritize those aspects of church life we value most. Our appendix contains a chart listing all the goal statements created by members, grouped by subject, and with the total number of stickers given to each group, representing our assets and passions at that point in time.

Participation was not limited to those who could attend the session. A questionnaire was posted to the church website and mailed to all members. We also made personal contact with those who we knew would not be able to attend the meeting or respond to an email survey. We added insights and comments received by mail, email and these discussions to our growing list of church assets and passions.

We also asked our pastors, Rev. Ann Wilson and Rev. Steve Westbrook, to share their thoughts about our assets and our challenges. They each have served a number of other churches and offered invaluable perspectives as to what we do well and what we could do better. For example, with passion shown in the brainstorming session for issues of social justice, Ann and Steve challenged us to think about how our own lives reflect justice every day, not just when we are working at a soup kitchen.

Finally, we sought direction from Gayle, who shared current thinking on church growth and development, and from independent reading by various members of the group. Several of Gayle's writings about church life and books he recommended served as foundations for our discernment.

Process of Refining Directional Goals – Assumptions and Criteria

So what do we do with hundreds of assets, more than 30 goal statements, plus ideas from our pastors and from our own reading? We began the process of refining them into a workable list of goals, using criteria developed by Gayle. Overall, our question was always: "What is God's purpose for the mission and ministries of First Congregational Church?" The goals we drafted needed to be congruent with our mission and core values, enable us to live out our theological understandings and deepen our faith, connect us with other faith communities, both within and beyond our denomination, expand our membership and ensure care for all our members, and to expand our ministries in areas where we feel passion and excitement. We plan to achieve all this, of course, with an eye to financial realities in this challenging economy. Don't you love a challenge?

The Vision Team crafted 10 proposed goal statements, and presented them to the congregation on May 22, 2011. Twenty-eight PowerPoint slides later, members asked questions and offered comments about our work to that date.

Aspirations and Goals

"Simplify!" was the reaction heard most following our May 22nd presentation. We therefore refined our statements, determined that some of them function as objectives/tactics that could simply be taken directly to church committees for implementation, and consolidated others into more comprehensive universal statements.

We thus came up with initial drafts of the five statements included in this document. These statements were refined after comments by members given in round-table discussions with small groups, by council members in one-on-one sessions with Vision team members, and by other church members who read and reflected on the document. Again, our goal was to allow as much member engagement and input as possible.

Our five goal statements aligned well with the core values adopted with our mission statement a few years earlier. This was not intentionally done, but suggested that the goals flowed naturally from and affirmed our core values.

Implementation Objectives

The implementation objectives were written by the Vision Team to provide a vehicle for moving from the planning document to member action. The congregation will be challenged to carry out our collective plan. The implementation objectives call on us to start by creating working groups with specific tasks related to each goal. The working groups will undoubtedly create additional plans and objectives.

Our plan also incorporates a continual evaluation loop. For example, the goal of expanding our worship experiences will be implemented by a team that might: (i) investigate various aspects of worship, (ii) report back to the worship and education committee of council, (iii) try suggested alternatives, and (iv) solicit feedback from members and staff. Successful alternatives can be continued and others let go. As the process continues, the team can work with staff and members to evaluate whether worship feels more expansive or not.

In all cases, our success is measured by observing the gap between our goal, which is an aspirational statement, and where we are at any given time in the life of our church.

How We Created a Vision

Let's begin with the working definitions used by the Vision Team for mission and vision. Our mission is who we are and what we do. Our vision states why we are carrying out our mission. Together, the two statements answer the three questions ("who, what and why") which lead us to our overall query: "What is God's purpose for the mission and ministries of First Congregational Church St. Louis UCC?" Every planning professional has a slightly different definition of Mission and Vision, but our team decided to focus on the relationship between them – one descriptive and one aspirational – in our work.

Original drafts of our vision statement were short and pithy, and sounded a lot like our mission statement. We went back to the drawing board and created a more expansive vision – drawing a word picture of who we want to be in the future. Thus, a longer vision, with a summary statement at the end we can use in church materials, was written.

How the Whole Process is Aligned

All along, we engaged church members as much as possible. We asked continuously, “Do you see yourself reflected in this work?” As one member stated in a round table discussion – it is all about the process. Members of the Vision Team underwent a discernment process within our group and tried as much as possible to re-create that process with church members. Members were also actively engaged in information-gathering, deliberation and dialogue. This has led to a final document that fully captures the congregation’s vision and can be used to lead our congregation into the future.

It is now time for the members of the congregation to implement our communal plan. The real work – both fun and difficult – lies ahead as we build our church together. One member remarked in a round table discussion that she felt a bit jealous of our team as we went through this process together, learning about ourselves and this wonderful congregation. Well, here is your chance to learn and work together as we follow our Vision.

XIV. Our Mission, Vision, Values and Goals

MISSION

To know God’s Word, do God’s work and live God’s love

VISION

Be a beacon of faith, compassion and justice for St. Louis, the wider faith community and beyond

VALUES

Community & Fellowship

We are a Christian community where all can and do participate. Grounded in God’s love, we nurture one another.

Mission and service.

We are called to do God’s work of justice and peace. We seek to serve others as Jesus served, and to be transformed by the encounter.

Shared worship.

Creative, participatory and expressive worship helps us encounter God and binds us together into the Body of Christ. The Spirit is at work through music, the Word, and celebration of our life together.

A thinking faith.

Young and old, we are all growing in our Christian formation. Inquiry and dialogue draw us to God and open us to the change needed in ourselves and the world.

Open minds and hearts.

We are all God’s children, and we accept and affirm our differences. God loves each of us unconditionally, and we reflect that love in our openness to others.

GOALS

1) Create a Culture of Caring

To create a culture of inherent and intentional care that seeks to support each other through programs, ministries, continuous communication and deeper connections within our congregation and the wider faith community, so that we may meet God through each other.

2) Seek justice inside and out

To challenge ourselves to actively practice and pursue justice in all that we touch and all that we do within ourselves, within our church, in our community, and beyond, remaining true to our roots.

3) Expand Our Worship Experiences

To know and be transformed by God's Word in worship that is rich and varied so that we may develop deeper relationships with God, ourselves, and our community.

4) Actively Grow Our Faith

To commit ourselves to deepening our faith through varied activities that stimulate our minds, hearts and spirits so that we may be transformed and are better equipped to do God's work.

5) Widen Our Welcome

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Our Vision

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Our congregational growth is a natural result of our authentic, welcoming character. We strive, by combining inclusiveness with efforts to make a difference, to become a magnet to faith seekers, young and old alike, wherever they may be on life's journey. We embrace diversity in ethnicity, race, sexual orientation and socioeconomic status, as well as differing opinions and points of view. With open minds and an open door, we aspire to become a better reflection of the greater St. Louis community.

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Our vision is to *be a beacon of faith, compassion and justice for St. Louis, the wider faith community, and beyond.*

XV. Implementation Objectives and Critical Next Steps to Ensure That This Plan is a “Living Plan”

A great plan poorly implemented is a poor plan; an average plan superbly executed is a great plan. The Vision Team’s scope was to develop a Vision as well as key ambitious goals that we need to strive to achieve in order to realize our Vision.

The process now is to allow the Council to take these goals and work quickly to modify, develop and adopt implementation objectives that ensure the pursuit our vision. Doing so will create a mechanism for addressing the dynamic elements discussed earlier (i.e. staffing patterns, structural issues, property issues and financial issues).

This Goal came from this Brainstorming Session Statement: Mission – Partnering with Ochieng Brothers

Goal Statement 4:

To leverage the talents and affiliations of our members and our community to provide leadership in planning and carrying out efforts to preserve the environment through education, hands-on activities, and making connections among community groups working toward the common goal of stewardship of our earth.

This Goal came from this Brainstorming Session Statement: Education about/Experiences in Advocacy for the Environment

Goal Statement 5:

To foster caring connections among our members and between our members and others using the Holy Spirit, our parish nurse, and our own talents and friendships.

This Goal came from this Brainstorming Session Statement: Parish nurse connects us with members and others to give prayer shawls and we start a knitting group which teaches new knitters and together they make prayer shawls

Goal Statement 6:

To foster caring connections among our members and between our members and others by providing gardening, home care, meals and loving attention.

This Goal came from this Brainstorming Session Statement: Our gardeners tend gardens of our older member's homes, or retirement homes (Cape Albeon) or lower income communities

Goal Statement 7:

To use our physical plant to advance our missions by hosting events, providing spaces for local groups to gather and do their work and using our visible and central location to provide a demonstration of how God's work can be done.

This Goal came from this Brainstorming Session Statement: Use our spaces for outreach and support to community and mission groups (e.g. Wash U. Students, Neighbors in need, even parking lot, lawns with Sunday morning runners)

Goal Statement 8:

To use our musical talents and connections in the music community, locally and nationally, to provide a ministry of music to the St. Louis community, and to use our music skills for fundraising and fellowship in our church membership and beyond.

This Goal came from this Brainstorming Session Statement: Our great musicians do more concerts, events, fun/fund/friend-raisers

Goal Statement 9:

To have a greater understanding of what events are currently most pertinent and impactful to our daily lives. Through loosely led, open discussions, we can gain awareness of not only stories that are impacting our local neighborhoods, but also the larger community and world as a whole.

This Goal came from this Brainstorming Session Statement: Current Events Group: discussions, awareness, curiosity, debate (friendly)

Goal Statement 10:

To Live God's Love through positive and motivational conversation and activity in which we are able to open our hearts and minds to different avenues and outlets of reflection, meditation, and spirituality so that we may in turn be influential spirits to others. This Goal came from this Brainstorming Session Statement: The Positive Way of Life Group: various activities of positive influence that bring inspiration

Goal Statement 11:

To work with members of our community to create and establish a program to reach out to children and youth who struggle with literacy. To be able to work with early childhood development in order to instill a passion for reading, but also to work with older children who struggle with literacy.

This Goal came from this Brainstorming Session Statement: Community outreach for children and youth's literacy

Goal Statement 12:

To activate our core value of "to do God's work of justice and peace by working with minority churches who are active in community projects to promote social justice for the purpose of i) developing a mutual appreciation of our diversity 2) sharing in cooperative efforts to foster greater community 3) engaging in study and action on issues of mutual concern within our metro area and 4) collaborating in public witness to enhance social transformation.

This Goal came from this Brainstorming Session Statement: To connect our church with minority churches for the purpose of creating common mission endeavors, direct services, social justice for community action and global mission partnerships

Goal Statement 13:

To live our core value of where young and old are all growing in our Christian formation we will create a living early childhood Christian education curriculum that is worshipful and stimulating so that faith formation and spiritual grounding will be developed at an early age.

This Goal came from this Brainstorming Session Statement: To adopt/engage in an early childhood Christian education curriculum that is worshipful and stimulating for both adults and children + Activities to grow in faith with FCC children

Goal Statement 14:

To highlight our core value of being drawn to God while opening us to "the changes needed in ourselves and the world" foster and create inquiry, dialogue and active programs that focus on "The Environment, Health and Wellness" within the FCC community by using our expansive in-house resources and talents to enhance the mind, body and soul of our members as well as our impact on the Earth.

This Goal came from this Brainstorming Session Statement: Being physically healthy and caring for the environment

Goal Statement 15:

To become a church (and congregation) that is renowned regionally for living God's word through our roots in and commitment to social justice and other forms of activism. Claim this position through active faith efforts including education of the congregation, faith-based social justice program development, partnerships with other institutions/organizations, and communication and outreach of our position to attract other like-minded Christians.

This Goal came from this Brainstorming Session Statement: Use the Church's history in social justice and activism (abolitionist church) as a means to define a vision for the future, and use this position to market the church to others that want to do God's work and make a difference in St. Louis and beyond.

Goal Statement 16:

To activate our core value of *a thinking faith* by developing programs and curriculum to achieve spiritual and intellectual growth, and physical well-being within and beyond our church community. By mobilizing resources within our congregation (teachers, ministers, dieticians, physicians and others) and through partnerships with other institutions and organizations (Eden, Wash U and others), we will transform lives through the power of knowledge and God's word.

This Goal came from this Brainstorming Session Statement: Use education as a means to achieve social transformation through both existing and new programs and outlets.

Goal Statement 17:

To use accessible and enjoyable activities to grow our faith, create opportunities for fellowship and attract interest from potential members. By integrating acts of faith with hobbies, activities and exercise, we can reach people with God's word in new ways while enriching our lives with knowledge, fun and healthy activity.

This Goal came from this Brainstorming Session Statement: Recreational ministry – using pastime passions to achieve fellowship, outreach and growth

Goal Statement 18:

To follow the call of Jesus Christ to share the good news by widening our welcome at FCC in order that we may become a more diverse community of faith through invitation and inclusion into our membership of persons, who are more reflective of the racial, ethnic, socio-economic, and next generation composition of our metro area.

This Goal came from this Brainstorming Session Statement: Bible study Group for Students from Different Cultures + Systematic Outreach to every new Wash U faculty member to grow membership + Use kid's associations and friends to bring in Clayton and surrounding community members.

Goal Statement 19:

To listen to the word of God calling us to work in partnerships as churches, the UCC and the Wider Church with a new sense of urgency. To help strengthen the ministry of all our congregations by providing intentional partnerships to enhance the life, faith, mission and witness of our churches.

This Goal came from this Brainstorming Session Statement: Intentional partnering with Pilgrim.