



DRAFT - GOALS & OBJECTIVES 2025 - DRAFT

Working Draft – February 23, 2025

Our Mission:

Inspired by Jesus to make the world a better place, we boldly:
nurture faith, encourage curiosity, welcome diversity, and love all.

Our Values:

We are a church where:

1. **Faith is boldly nurtured**, in a supportive community learning to live with grace and in service to others.
2. **Curiosity is boldly encouraged.** We do not check our brains at the door - we encourage everyone to ask questions, to come to their own conclusions, and to explore their doubts.
3. **Diversity is boldly welcomed.** No matter our background, cultural practice and history, our economic condition, color of our skin, sexual orientation or gender identity, or our theological or political leanings, together we are richer for it.
4. **All are boldly loved**, following in the example and spirit of Christ - no exceptions.

We exist not for our own comfort but to be Christ's voice, hands, feet, and heart in a hurting world, and we do it with **boldness**. "For God did not give us a spirit of cowardice, but rather a spirit of power..." (2 Timothy 1:7). We claim the spirit of Christ to live our faith daily, recognizing that doing so will at times put us at odds with others, even those we care about. Yet we will do so, with boldness, compassion and courage.

These aren't just words to us – they are essential to who we strive to be and how we strive to live. We are a church of Jesus Christ! Jesus loved without exception. He invited people to follow him, took time to teach them, and helped them wrestle with their questions. He even loved Thomas with his doubts. He famously ate with "sinners and tax collectors" and touched the untouchables. Everyone was welcome in his family. At the same time, he confronted the injustices of his day with boldness covered in love. He is our model for our life together and in the world. This guides us as we build relationships and work side by side with each other and our neighbors, near and far, to give hope and make this world a better place.

These values weave through and permeate our goals.

1. **GOAL: PROVIDE A CARING PLACE TO NURTURE A STRONG FAITH THAT CHANGES LIVES**
 - a. **Objective: Support individuals with a strong and comprehensive pastoral care ministry.**
 - i. **Action:** Publicize in multiple ways at least four times annually who is on which deacon's care list. (i.e. "if your last name starts with A-C, (Name) is your deacon.")
 - ii. **Action:** Deacons make contact quarterly via phone, email, text, cards, or in person, with at least two contacts per year in person or by phone.
 - iii. **Action:** Promote resources available for pastoral care, including deacon ministry and Stephen Ministers.
 - b. **Objective: Individuals are growing in their faith in ways that are meaningful to them.**
 - i. **Action:** Offer opportunities in a variety of formats for people to learn about the Bible, theology, and faith, and to support each other as they grow in faith.
 - ii. **Action:** Create worship that involves all senses, as well as the heart, mind, and soul.
 - c. **Objective: Individuals participate in service to and with people in the community, locally and beyond.**
 - i. **Action (Local):** Provide financial, prayerful, and/or volunteer support for McPhee Elementary School, Clinic with a Heart, The Gathering Place, and Justice in Action.
 - ii. **Action (International):** Partner with Minga Peru to empower women and youth in the Peruvian Amazon to improve their lives and build climate resilience.
 - iii. **Action:** Invite individuals regularly through general invitations, our online platform, and one-on-one invitations to get involved.
2. **GOAL: GROW A BOLD, INCLUSIVE CHURCH COMMUNITY**
 - a. **Objective: All people, without exception, have a voice, know they are valued, can participate, and can have leadership roles.**
 - i. **Action:** Elect members to Session and Board of Deacons representing the full spectrum of diversity in the congregation
 - ii. **Action:** Recruit worship leaders and design worship services that reflect the full spectrum of diversity of people in the congregation, including new and long-term members, economic diversity, sexual orientation and gender identity diversity, and cultural diversity.
 - iii. **Action:** Recruit leaders and participants for other ministries that also reflect the full spectrum of diversity of people in the congregation.
 - b. **Objective: Individuals feel safe to participate and be themselves.**
 - i. **Action:** Provide opportunities for the congregation and staff to learn how to interact respectfully and compassionately with people with different backgrounds, orientations, or health issues.
 - ii. **Action:** Provide learning, fellowship, and community-building activities that incorporate a variety of cultural traditions reflective of our members, our local community, and international relationships.
 - iii. **Action:** Work with FaithAlliance to show the LGBTQIA+ community that FPC is a place where they can be themselves without fear.
 - c. **Objective: Increase the number of first-time and returning visitors participating in church activities and events.**
 - i. **Action:** Gather the contact information of visitors who attend church events and activities so we can reach out and invite them to future events and activities.
 - ii. **Action:** Reach out to visitors and invite them to learn more about us.
 - iii. **Action:** Design and implement a process that welcomes and integrates people into the life of FPC.
 - iv. **Action:** Share our values intentionally with the larger Lincoln community, including who we are, what we are doing, what we stand for, why it matters, and how they can be involved.