

**Gulf Cove United Methodist Church**  
*Helping Everyone Meet, Know, and Serve Jesus*  
**Vision Retreat**  
**April 11, 2015 – 9am to 3pm**

**Special Guest:** Lynn Ball, Congregational Church Vitality Specialist

**Attendees:**

Doreen Alvarez (Church Council Chairman)	John Dorotics	Mary Hilton	Kathleen St. Martin
Rev. Dr. Bill Fisackerly	Elaine Dorotics	John McGuire	Linda Starck
Carol Ankeney	Barbara Dunfee	Susie Morrow	Rick Starck
Gail Borden	Ray Dunfee	David Pentz	Dawn Tesaro
Marsha Bunyon	Kim Fisackerly	Gayla Pentz	Donna Wallace
Maxine Burgess	Scott Folsom	Joan Priest	Bonnie Wollmacher
Tippy Burgess	John Furtado	Ken Priest	Dana Hanson
Vic Costello	Joyce Furtado	Jeanne Shrout	
	Charles Hilton	Shirley Smith	

**FOCUSING**

Today's Vision Retreat started with 30 minutes of prayer, meditation, and scripture reading (Joshua 1:1-9, Micah 6:6-8, John 13:1-17, and Psalm 1).

**PATRICK LENCIONI VIDEO CLIP**

The first session of the day revolved around a film clip featuring Patrick Lencioni discussing his book Silos, Politics, and Turf Wars. As explained on his website [www.tablegroup.com](http://www.tablegroup.com):

Pat Lencioni tackles a prominent symptom of corporate [church] frustration: silos, the invisible barriers that separate work teams, departments and divisions, causing people who are supposed to be on the same team to work against one another. According to Pat, silos—and the turf wars they enable—devastate organizations by wasting resources, killing productivity and jeopardizing results.

One reason groups fail is because of fear of interpersonal conflict. We must remember, that being “nice” is not necessarily the same thing as expressing love. Sometimes you must stop a conversation that is not on point or is so far out that you could never bring it back. Of course, this would not apply to brainstorming sessions in which all ideas – no matter how crazy or irrelevant – are identified.

Failure is addressed by defining a thematic goal – the single, temporary, and qualitative rallying cry which remains the top priority and is shared by all members of the team for a given period of time. The thematic goal is intended to bridge the long-term vision and the short-term objectives. The primary question which leads to the goal is, “What is the single most important thing that we must get done this period in order for us to succeed?” The period of time covered by the goal is generally three to twelve months, and once that time is over, the thematic goal “goes away” – although the results of that short-term goal may continue.

After the goal are the defining objectives – the temporary, qualitative components of the thematic goal which are shared by all members of the team. These are four to six requirements which make the thematic goal tangible.

Finally, under the objectives are the standard operating objectives—the ongoing priorities of the organization which are shared by all members of the team. This includes things such as revenue and expenses; things which continue regardless of, and after completion of, the thematic goal. This level is not the focus of your efforts.

### Clarifying Questions

1. Where does the thematic goal live?
  - a. In staff meetings.
  - b. In the various areas of the church (youth, music, outreach, finance, etc.).
  - c. Individuals must take off their functional hats and become church leaders who are responsible for everything.
  - d. Provide guidance and oversight, but do not micro-manage.
  - e. It must have a clear and compelling priority.
  - f. Make it work well first, so you don't have to reinvent it later.
2. Who owns the process?
  - a. Someone in charge of executing the strategy.
3. What about elders?
  - a. Don't ignore them.
  - b. Don't over accommodate them.

### Final Reminders

1. If everything is important, then nothing is. You must choose what is most important.
2. Take off your functional hats. (He said it once, and he'll say it again...)
3. Don't make the great become the enemy of the good. (Don't always worry about getting it perfect every time.)
4. Use the red-yellow-green system, and pay less attention to the green.

After watching the Patrick Lencioni video clips and following a short discussion, our group felt that over the next year GCUMC should work towards providing outreach & in-reach, establishing “something” off campus, making disciples, and establishing a sermon series and worship-design team.

### **BILL HYBELS VIDEO CLIP**

This video clip focused on five axioms used by Bill Hybels, the founding and senior pastor of Willow Creek Community Church. They are discussed in his book Leadership Axioms.

Facts Are Your Friends: Base actions and words on facts. Be willing to accept facts that you don't like or which are not positive in nature.

When Something Feels Funky, Engage: Do not ignore or overlook small problems because they will grow into large problems. Things do not go away on their own.

Leaders Call Fouls: When need be, leaders must say “that’s unacceptable” to others or to themselves when things are not communicated properly or respectfully. Acknowledge the mistake, then offer the individual a mulligan – the opportunity to reword or rephrase, a do-over.

Take a Flyer: Take a calculated risk, try new things. Develop an action plan that will take your breath away. Challenge the congregation’s imagination. Every church needs to take a flyer once in a while.

This is Church: Sharing experiences -- the good, the bad, and the difficult -- on an individual level. Hybels cited Acts 2:46 (“Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts...”) and I Timothy 6 (for the proposition that life is life).

Check Your Satisfaction Gauge: Imagine a car’s gas gauge and see where your needle points. Are you fully satisfied or are you drained and empty?

Bill Hybels also discussed the four levels of Christianity:

1. Exploring. Those who are unsure and are looking around.
2. Beginning. Those who have accepted Jesus and are just starting their spiritual journey.
3. Growing/Deepening. These people are on their way to becoming mature Christians. Their concern is, “this is what I want to do and I hope God blesses it.”
4. Christ-Centered. These people have become Christ-like. Their concern is, “I need to do what God wants me to do.”

The largest gap and biggest step to be taken is between the deepening and Christ-centered levels.

### **GENERAL DISCUSSIONS**

Consider creating and having purposeful conflict in meetings, but speak the truth in love and not in a mean-spirited way. In this circumstance, it is necessary not to take any comments personally; know they are being said for discussion purposes. However, purposeful conflict may make some individuals uncomfortable and make them not want to serve on a committee.

Employ reflective listening. Repeat back to an individual what you perceive they are saying. Their response will indicate whether what is being heard by others is actually what the person meant to say. The speaker will be able to reword his or her statement, or it could turn out that you meant the same thing all along.

State the ground rules ahead of time: how you will talk with each other when conflict occurs. This helps to create a safe environment in which conflict can occur. Consider mining for conflict; question the silent person in the corner who has their arms crossed.

Validate everyone's ideas in some manner. You might not agree with what they are saying, or they might not have all the facts. But their comment could lead to an in-depth discussion. It takes courage to state something which you know is contrary to what others think. Even though their idea might be wrong for now, it might be relevant in the future. "If five people agree with each other on every single thing, four of them aren't necessary." In addition, listening to other opinions with which you might not agree helps you to be more open-minded and more open-hearted.

Silos are walls that stop people from working together, and that is why the GCUMC staff meetings are so important. They have discovered how to break the walls down and work well together. This should also be applied to the Church Council, other committees, and the entire church.

Most people have a fear of conflict, but being nice to someone (i.e., not forcing the conflict) isn't always love. Just because you are nice to someone doesn't mean you are genuinely listening to them or expressing love. We are called scripturally to speak the truth in love. Honesty is more important than niceness, but we need to always be aware of purposeful conflict, reflective listening, and the tone in which you express the truth.

The GCUMC congregation is a giving, loving group of people. When focused on a goal, we can do, and have done, great things. Two examples are last year's paying off our mortgage, and the fantastic response which was received in a very short period of time a few years ago for a Habitat for Humanity challenge.

The idea of assisting and listening to each other on a one-on-one basis does not apply to just the pastor; it applies to each of us. Trying to do the most expedient thing can sometimes get in our way. We each need to always put the person first. This will create a "this is the church" atmosphere.

The number of Christ-centered people who are leaders in GCUMC is large. We are an extremely lucky church in this regard. One of our goals should be to move more individuals into the Christ-centered level of Christianity.

Let someone know that it is necessary to have a difficult conversation while acknowledging that your relationship with them is strong. You are telling that person that they are important to you and you want to resolve the situation.

### **DISCUSSIONS WITH LYNN BALL**

Lynn is a cultural anthropologist by training. The key question asked by them is, why do people do what they do? Churches have a tendency to value things which they should let go; “we’ve always done it this way.” She is the Congregational Church Vitality Specialist for the South West District of the Florida Conference

A church is like the Grand Canyon’s Colorado River, which is composed of individual drops of water that are banded together with other drops of water. They don’t direct themselves; they are directed by God, the master sculptor of the Big Picture. He adds His own elements, such as movements of the Spirit (the wind) which reaches places the water can’t dream of reaching. He adds upheavals and creates circumstances that bubble up from underneath that can completely change the landscape. We cannot predict this, nor can we make it happen. The river can be compared to a church’s ministry:

- Droplets of water adhere to one another, creating bonds that are hard to break.
- Droplets adhere to everything they touch.
- Droplets leave a quality (wetness) behind.
- They move and are directed.
- They easily erode things that are dry and barren.

As we work on our focus for the next year, we need to avoid being overwhelmed by the task. Think of it in terms of “the we” (and “the I”) and give it to God because he is still in charge. This process is made up of three major elements:

1. **Individual Action**: When we are being faithful followers of Christ, we really don’t have a choice other than to be obedient to what God wants us to do. Churches have a tendency to say “the church/council/reverend/office staff ought to...” instead of saying “in order to be part of this mission, I ought to...” God gives each one of us gifts to add to our river, and each one of us is important. All our gifts are needed.
2. **Together with Others**: Ministry is not a solo endeavor, and it is not designed to be that. We must work together to combine forces. If an individual attempts something on his own, it will likely not survive if that person leaves.
3. **Directed by God**: Water goes where God designs it to go. He has a plan already in mind for GCUMC and the community into which it has been placed. We must remember to ask God what His plan is, instead of asking ourselves what our plan is. The Christ-centered life is messy and unpredictable. It is extremely hard to make the leap from “this is what I want to do and I hope God blesses it,” to “this is what God wants me to do and I have to get on board!” If our vision is in alignment with His will, He will give us the

people, the resources, the information, and everything else we need to make it happen -- everything will fall into place.

Church happens when we are the people of God. What we do has a tendency to spring from who we are. If we're not bearing fruit, it is probably because there is a particular place in our personal, spiritual lives in which we are struggling and need to grow. We will have our greatest fruitfulness when stepping out in faith, growing in God, facing our fears, and becoming who He wants us to be as His disciples. Being fruitful is the result of our daily relationship with Jesus Christ. When we are taking care of that relationship, walking humbly with God, staying in the Word, and paying attention to what God says about how we will live our lives, then we grow roots that are deep, we grow arms that are wide, and we naturally bear fruit.

Ascertaining at what level of Christianity you are will help you determine what areas you need to work on in order to become more closer to God. Any steps you take toward becoming more Christ-centered in any of the categories will increase your spiritual health exponentially. A church that lives in the Christ-centered category will find its on-fire leaders and evangelists in that category. We must be aware, however, that we can become so involved in doing things, that we forget to take care of our own spiritual lives.

Failing at something you try is okay. Today's most vital churches have an environment which encourages people to try things, yet still supports them if they fall flat on their face. If things aren't working the way you think they should, (a) you might need to step back and spend more time in discernment to figure out what God wants you to do, and refocus in that direction; or (b) you need to grow your relationship with God, look at your discipleship with God, and move into the Christ-centered level out of which God's ministries arise.

Ministry and fruitfulness spring from our individual discipleship. That is the primary source of what we do. A study group was formed to ascertain what it means to be a disciple of Jesus Christ. Their resulting description says that a disciple is a follower of Jesus Christ for life, who is committed to:

- Being a part of the Body of Christ,
- Becoming more like Jesus, and
- Joining Jesus in ministry.

They broke the idea of discipleship into component pieces, which can be recognized as the Missional Vital Signs for the Florida Conference of the United Methodist Church:

- ❖ Life of generosity: what good stewards we are of the things God has given us and how well we share them (Extravagant Generosity)
- ❖ Life of worship: in both church and our daily lives (Passionate Worship)
- ❖ Life of hospitality: how we treat the stranger; bringing the unchurched to Christ (Radical Hospitality)
- ❖ Life informed by scripture: we are in the Word; our life conforms to Christ; take what we learn and assign it to our lives, thus changing what we do (Intentional Discipling)

❖ Life of Service (Salty Service)

Corporately, how well we do these things impacts the health of our church. But how well we do them corporately is based on how well we do them individually.

The District and Conference are encouraging churches to team together in ministries, even with churches of a different or no denomination. This allows churches to leverage their differences, strengths, and weaknesses in order to work together for the common good.

When focusing on a thematic goal, consider the following:

- Let the Holy Spirit guide you; where is the Spirit focusing your attention
- Take small, specific steps
- Write them down
- Hold yourself graciously accountable
- Work with an accountability partner
- It takes 30 days to form a new habit

When focusing on the mission, consider:

- ✓ Personal Mission:
  - Who am I called to be for Christ?
  - Where is God calling me to participate in His mission?
  - Who can I invite to do it with me?
  - How can I let God direct my actions?
- ✓ Corporate Mission:
  - Who does our church need to be in order to accomplish God's mission? It might mean changing things that are well-established. Are we who we need to be to reach who God is telling us to reach?
  - How is our congregation called to carry out God's mission in the community?
  - How can we gather people together to accomplish it? How do we get the congregation involved?
  - How might we design ministry that relies on God? This often falls to the pastor, but a lay person might also question whether the ministry is what God wants you to do.

You will often discover a split personality in a church between the spiritual and the organizational, but we cannot live that way. Our organization has to spring out of the Holy Spirit, so we have to build in processes in the way we make decisions and build our churches that keep God at the front. He needs to be in the driver's seat, not the passenger seat.

### **REVIEW OF LAST YEAR'S 2014 GOALS**

At last year's vision retreat, several ideas were discussed with the idea of pursuing them as ministries. While many ideas did not take root, one in particular did: We adopted Myakka River

Elementary School. Two other goals which are slowly coming into being include establishing a non-Sunday off-site worship service, and establishing a live streaming on-line presence. The question is, should we continue to develop these two items?

### Adopt a School

Last fall we “officially” adopted Myakka River Elementary School. GCUMC volunteers mentor at the school, help monitor classrooms, and assist at school events.

For the past several years, the Girl Scouts have been meeting at GCUMC.

Last fall, we adopted the newly-created Boy Scout Troop 776, which has more than doubled in size since it started meeting here. The Boy Scouts and their parents have also provided a lot of physical help around the church.

Another “adoption” GCUMC made was of the Nicaro Methodist Church in Cuba. That has already proven to be extremely beneficial to both sides of the adoption. This action was not even on our list a year ago.

### Non-Sunday Off-Site Worship Service

#### In General

We have to be sure that there is enough momentum with the congregation to ensure that any ministry will continue should the initial leader leave the church; further, that it will continue as a church outreach, as opposed to the outreach of just a few individuals. This emphasizes the idea that future church leaders must be continually groomed. It was opined that we already have a core of potential leaders who have completed the Lay Servant Ministry classes.

One thing to consider is whether to have a worship service with communion, an offering, singing, scripture and a message, or whether it should simply be a Christ-oriented gathering with no formalities. In addition, it is not necessary that the off-site ministry lead to an individual joining GCUMC. Bringing them to God is the goal -- whether they attend GCUMC, another church, or no church. Their view of an actual worship service may be one of the reasons they don't go to church already. We have to grow into the program and establish ourselves low-key.

If we stay away from formal worship, the type of program and what needs to be offered need to be determined. Some suggestions included:

- Offer DVDs from the Alpha program which was founded by Nicky Gumbel; these DVDs naturally encourage asking questions and starting a discussion.
- Hold laid-back Bible studies.
- Have conversation over coffee, finding out where a person is hurting, and offering prayer and an appropriate scripture.

- Have pamphlets available with relevant community services.
- Ask Stephen Ministers to be present.

The off-site ministry needs to be a come-as-you-are program, in a “we’ll meet you where you are at” situation. It should not turn into a sales pitch for joining GCUMC; that would turn people off.

### American Legion

On Monday, John Dorotics and Rev. Bill have an appointment to meet with some executive committee officers of the Port Charlotte American Legion. The times that John has already spoken with an individual from the American Legion, that person seemed excited about the possibility of GCUMC establishing an off-site presence there, but he is not sure how the American Legion officers might feel.

### Coffee House

Shirley Smith and her small group have been discussing for more than a year establishing an off-site presence in a coffee-house type setting. She has developed a plan which she is about to present to her small group to ensure the continuation of the coffee shop should Shirley be assigned to a different church once her ministerial appointment is finalized. On Tuesday, Shirley has an appointment to meet with the owners of The Ice Cream Place across from the par-3 golf course (close to Home Depot) on Route 776. That business has already agreed to provide all the space that is needed as well as the coffee. Because Shirley envisioned our presence being a middle ground – not necessarily a worship service – her group has come up with the name Middle Ground Coffee House.

### Conclusion

All agreed that pursuing off-site presences at the American Legion and The Ice Cream Place should continue.

### Live Streaming On-Line Presence

This goal has been difficult to handle over the past year. We just completed expanding our sound booth and obtaining new equipment, and are still in the process of hiring someone for the new part-time Audio-Visual Technician position. SPR will be holding interviews in the near future.

Before an on-line presence can be established, there are legal and financial aspects which must be addressed. Comments made during the discussion included:

- There is usually a copyright charge for broadcasting music. We already pay amounts for simply posting songs on the overhead during worship services. Posting them on the internet as well would cost extra.
- Lynn Ball said her church posts certain things on YouTube. We could consult with her church regarding some of the details for doing so. Posting on YouTube is free.
- It was pointed out that during our previous work with Dr. Don Nations, we learned that the substantial financial outlay to establish an on-line presence may result in little or no return.
- What is the target of the on-line presence? Do we want to reach new individuals or enable our shut-ins and those who missed Sunday's service to "attend" the service on-line? Lynn said her church covers both bases. They are viewed by new individuals who do not physically attend the church plus by current members who missed a service.
- Instead of putting the whole worship experience on-line, provide just the pastor's sermon. This would presumably avoid any additional copyright payments.
- We currently lack the proper equipment to videotape the service or special music and make it available on CD for our own congregation. The appropriate equipment would have to be purchased.
- The Van Dyke Methodist church in Lutz (just north of Tampa) currently does live streaming. Each of the 4 or 5 video cameras cost \$4000 or \$5000, and each is manned during the service which is taped. About \$1 million worth of sound and visual equipment is also used.
- Before we consider taping services, we should upgrade the sanctuary lighting. The lighting we currently have is not conducive to quality videos.
- What did we mean when this goal was selected last year?
- Why do we feel that God wants this done?
- Looking at the situation from the viewpoint of one who tries to visit each of our shut-ins at least once a month, David Pentz believes that each of those individuals would appreciate having just a CD of GCUMC services.
- Live streaming falls directly under outreach, going outside our four walls.
- YouTube gives us another presence for those who are looking for a church, for those who are away from the church, and for those who don't want to come to a church building.
- Is live-streaming our Big Hairy Audacious Goal, but we need to walk before we run? That is, do we need to develop CDs, DVDs, YouTube, and other lower levels before we live stream? We might learn that live-streaming is not where we should end up.
- The blue cards submitted by first-time visitors each week increasingly reflect that GCUMC was found by them on the internet. Currently we do not have any on-line presence other than the church's website (<http://gulfcovechurch.com>).
- Most people younger than 27 years of age visit YouTube at least two or three times daily. Scott Folsom said that the youth in our ECHO group (grades 6-12) are always looking at YouTube on their smartphones.
- YouTube keeps track of the number of hits a video clip has.

Do we want to keep this goal at live streaming? Or do we want to modify it to simply create some type of on-line presence? Or do we want to keep live streaming as the ultimate goal, but take other steps towards it in the process? Since we have an on-line presence with the church website, do we want to include “worship” presence in the goal?

### **CONTINUATION OF THE ABOVE GOALS DURING 2015**

Lynn Ball indicated she was unclear as to whom we were trying to reach with the off-site goal. The following comments and points made during the following conversation:

- We are aiming for unchurched people who are not comfortable coming to church, but have an inkling that they are looking for something in their lives. This might include active military, veterans, homeless, and young adults.
- About six years ago, a project polled individuals who were then 16-25 years old regarding church. Over 70% of them found church people as being judgmental, critical, hypocritical, completely irrelevant, etc., with nothing good to say.
- Is including the homeless incompatible with trying to draw young adults and their children?
- We don't have the resources to target many different categories of individuals.
- Off-site programs would draw the types of individuals who frequent those locations, and in time, possibly other individuals who learn of the programs and are willing to go to those off-site locations.
- Should we partner with other Methodist or ecumenical churches with regard to some ideas?
- Personal experiences in the recent past have shown that parents of school-age children who lived on one side of the Myakka River were not inclined to go across the river to a related program, even if their children would benefit by doing so. We might consider staying “close to home” if we think there is any chance the individuals might want to come to a church. But if our goal is to bring them to God, but not necessarily to GCUMC, then we might not need to pay as much attention to the location of individuals we are targeting.
- We must remember that a thematic goal is meant to cover just 3 to 12 months. Not pursuing one category of people could be a goal at some other time.
- Once the 3 to 12 months is over, the thematic goal may be dropped, but if successful, the activity itself continues.
- One concern about working with a homeless population involves those who have any type of a criminal record. Legal issues are immediately present whenever you have children in the vicinity.
- There is a lot less conflict if you go to a group where they are, instead of having them come to you.
- Most young families are not of the opinion that they will absolutely never enter a church, but you have to do your work to become the type of church they want to attend.

- The church will do best if it tries to reach people who are separated from you by just one level. Reaching beyond that can be done, but you must put in an enormous amount of work to achieve it.
- It is advantageous if your congregation has some people who can act as ambassadors to your target group – who have similar experiences as the target.
- If the target group comes to your church, you need to blend their needs with the existing congregation without causing fracture.
- As more and more people come to your church, the culture of your church will change.
- Blended services do not tend to work well. It is better to provide a service for just one category of people, and not cover more than just one or two levels. For example, to reach millennials you put together a Saturday evening service that is geared toward everything for which current research indicates millennials are looking.
- We don't want to get confused between two groups:
  - We do want to bring more people into the church, but generally those are the people who previously had Christ in their life, got busy with life, are now retired and looking for a church. Their families are visiting or moving here and also looking for a church.
  - Unchurched people (those who don't feel connected to God) who have some type of problem with which we can help them deal, and help them come to Christ.
- If you don't understand anything about the people you will be trying to reach in a particular location, it will be more difficult (not impossible) to connect with them in a way that will be meaningful to them. As an example, missionaries learn the language and some of the culture and customs before they travel to a new country.
- A core group of people will need to dedicate much of their time to what must be done initially.

Although not a criteria we are discussing this afternoon, it was mentioned that we should analyze our own congregation as to their individual levels (searching, beginning, deepening/growing, Christ-centered). Then we need a plan for bringing our deepening/growing Christians to the Christ-centered level. We can't give or explain a faith that we ourselves don't have. The nurture activity of reaching a certain maturity level, finding out what people's spiritual gifts are, and getting them involved might be a necessary strategy under our goal. In addition, you cannot nurture to the exclusion of outreach, or vice versa.

To create our thematic goal, we should use the SMART guidelines:

S pecific

M easurable

A ctionable (something do-able that you can do with your current resources)

R elevant (to our mission and to whom we are as a church)

T ime limited (we want to see some type of results by a given time)

Being measurable means there is some way of measuring whether or not the initiative is successful, so we know whether something needs to be changed -- whether or not we ever see those people come to church.

After tweaking and further discussion, the following short-term thematic goal was selected:

**Create a safe venue off-site for disconnected people  
to experience a trusting relationship with God.**

The following steps should now be taken:

1. SELECT a venue by brainstorming and performing a viability assessment. For us, this step is at varying stages for each of our projects:
  - a. Coffee house
    - i. Owner/project leader: Shirley Smith and her small group, "Our Story."
    - ii. Viability assessment due May 1, 2015, including initial cost in both human and financial terms.
  - b. American Legion
    - i. Owner/project leader: John Dorotics.
    - ii. Viability assessment due May 1, 2015, including initial cost in both human and financial terms.
  - c. On-line presence/worship
    - i. Owner/project leader: New A/V technician after he/she is hired.
    - ii. Viability assessment due December 31, 2015, including initial cost in both human and financial terms.
  - d. Miscellaneous
    - i. Invite Rev. Roy Terry for suggestions with regard to the coffee house and American Legion. He presented the Fresh Expressions program at the Southwest District Annual Training.
    - ii. Ask for contacts and resources from other churches.
2. COMMUNICATE to the congregation:
  - a. Be really clear about what we are trying to accomplish.
  - b. Explain if something else needs to stop in order to continue the activity.
  - c. Emphasize that the activity is not the sole responsibility of the project leader. They need help!
  - d. Preach it, owned by Rev. Bill.
  - e. Announcements, newsletter articles, and pictures should be done by the project leaders.
  - f. Be excited in every way that the communication is conveyed.
3. CALCULATE the on-going cost in human terms as well as financial terms.
4. APPROVE the planning process, decide whether the activity is viable, and oversee its implementation.
  - a. This should be done by the Church Council.

- b. Monthly reports should be given by the project leaders.
  - c. A determination should be made as to whether there is enough money to continue, and if a sufficient number of volunteers are available.
5. ADVERTISE to the community. This can be done, in part, through newspaper and other media.
6. REVIEW whether the activity is a success.
  - a. Pray.
  - b. Success of the coffee house and American Legion activities should be determined based on whether they are still ongoing after several months.
  - c. Obviously, if no disconnected people attend the gatherings, something needs to be tweaked, or the activity should be stopped altogether.
  - d. An increasing number of participants would clearly indicate success.
  - e. There should be regular, on-going communication with the project leaders.
7. WATCH OUT:
  - a. Volunteer care should be provided to ensure that the people who are passionate about the activity do not lose that passion.
  - b. If the congregation doesn't buy into the activity, it might never start. Consider promoting with things similar to those used to convey information when we were adopting the Cuba church.
  - c. We need to consider ways to pass on our own excitement about the activity.

### **ADJOURNING**

The meeting was adjourned at 3:00pm with communion and a prayer by Rev. Bill.

Respectfully submitted,  
Dana Hanson  
Recording Secretary