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YORKMINSTER PRESBYTERIAN CHURCH EXISTS  
TO LOVE GOD AND LOVE ONE ANOTHER THROUGH  
FAITHFUL DISCIPLESHIP IN JESUS CHRIST.

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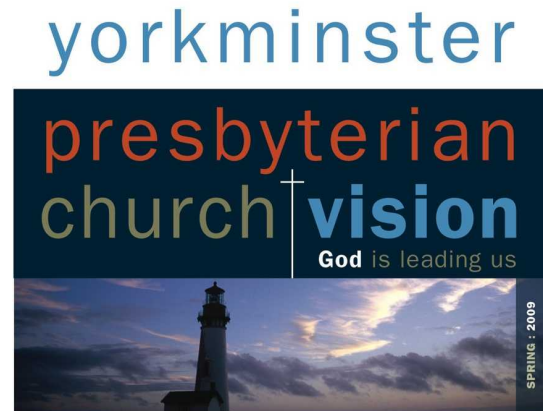


# Agenda

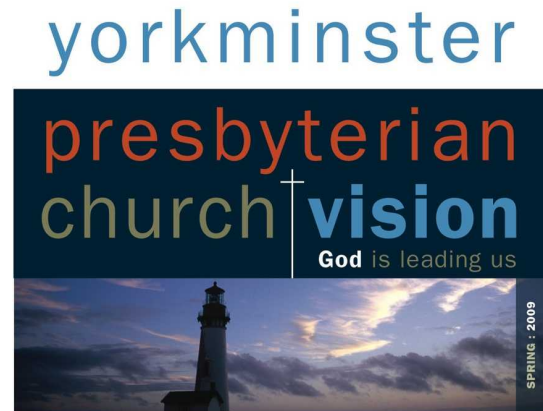
- Discuss Core Values (focus group feedback)
- Present Vision
  - Affirmations
  - Vision Elements
  - Focus Group feedback
  - Recommendations
- Questions

# Team Members

- God
- The Congregation
- The Session
- The Long Range Visioning Team
  - Rick Morgan
  - Traci Olson
  - Susan Copenhaver
  - Judi Campbell
  - Larry Shriver
  - Ron Gerrey
  - David Pierce
  - Feild Russell
  - David Petko

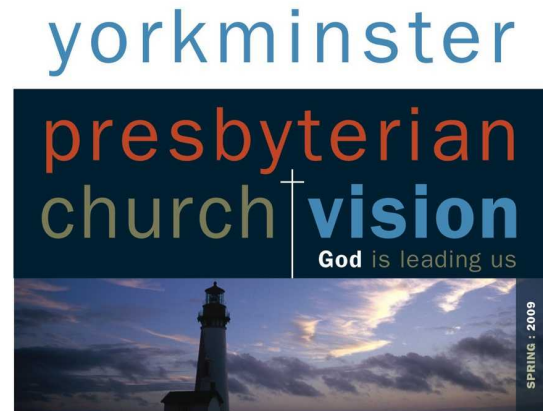


# Core Values – Focus Group Feedback



- Care and Ministry to those in Need
- Effective Youth Ministry
- Teaches people what it means to be a disciple of Christ
- A Sense of Community and Fellowship
- Emphasizes Prayer in all Aspects of its Ministries
- Good Organization and Effective Leadership

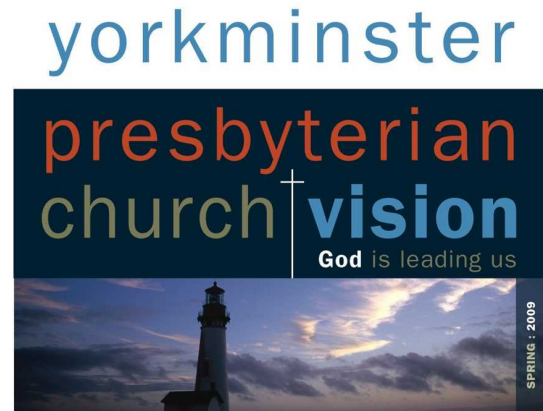
# Vision - Affirmations



Yorkminster is faithful in:

- Caring, nurturing community
- Traditional worship and music ministry
- Staying committed to children and youth
- Biblically based Reformed Theology
- Relationship building as a body of believers
- Active and relational based missions
- Faithful stewardship and good leadership

# Vision



**Yorkminster Presbyterian Church exists to Love God and Love One and Other through faithful discipleship in Jesus Christ.**

**We measure our lives by the Great Commandment:**

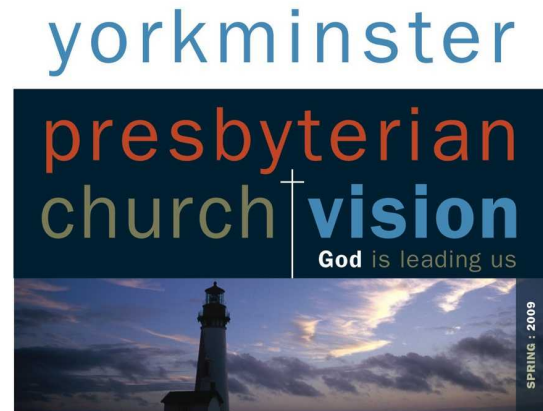
...”Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself” (Matthew 22:37-39).

**We measure our ministry by the Great Commission:**

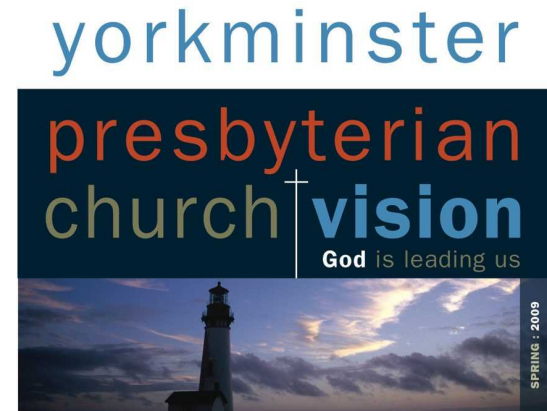
“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you” (Matthew 28:19-20)

# Vision Elements

- Spiritual Leadership
- Teaching Discipleship
- Evangelism
- Worship
- Mission and Service
- A Caring, Nurturing Community
- Identity
- Staffing to Support the ministries in the vision



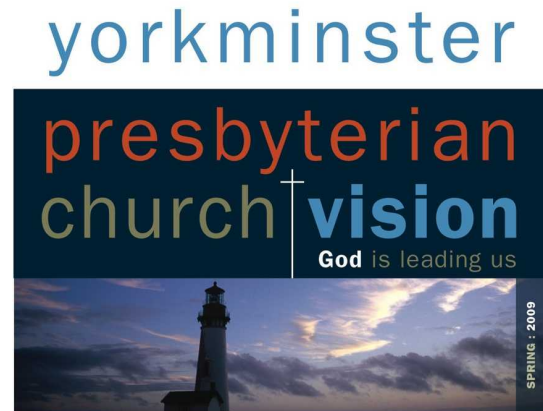
# Spiritual Leadership - Statement



Enhance the culture of spiritual growth among our leaders so we may faithfully guide the ministry of the church. As disciples we must strive to come together to seek God's will first through:

- Study of scripture
- Praying with one another
- Spending time in Christian fellowship

# Spiritual Leadership – Focus Groups



Core Value - Good Organization and Effective Leadership.

Core Value - Emphasizes Prayer in all Aspects of its Ministries.

“Ministry based in scripture”

“Strong leadership helps attract people”

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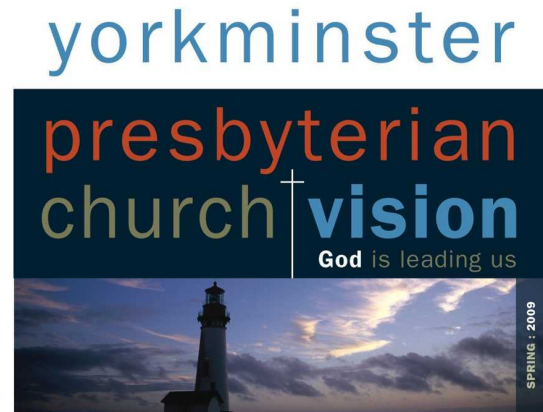
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# Spiritual Leadership - Recommendations

A re-emphasis on training of officers, committee chairs and moderators of the session and diaconate in the following areas:

- Increase the use of study, fellowship and prayer in the session and diaconate meetings
- Form a group of ordained lay persons who are currently not sitting on the session or diaconate. This “College of Officers” will be enlisted to help promote and support these recommendations
- Have session re-visit the current mission statement to make it more clear and concise and to make any changes needed to reflect this vision

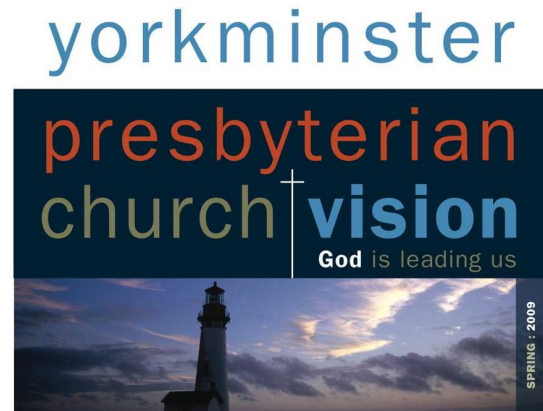
# Teaching Discipleship - Statement



Building on the strength of our education program, we need to provide educational opportunities for persons at all stages of spiritual growth – from those new to the concepts of faith as well as those who have been in the church since birth.

There should be an intentional focus on creating a comprehensive curriculum that would walk a person through the stages of discipleship.

# Teaching Discipleship – Focus Groups



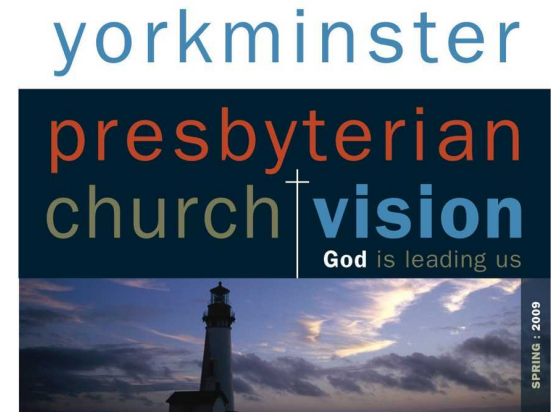
Core Value: Teaches people what it means to be a Disciple of Christ.

“Quality of preaching/educational/Sunday School programs”

“Continue (and find new ways) to help people grow spiritually (classes)”

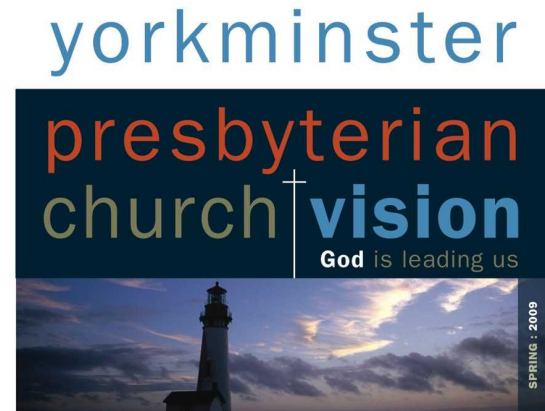
“Alternative classes (Sundays and/or otherwise) by a variety of ministers (Neil Stevenson, visiting ministers)”

# Teaching Discipleship - Recommendations



- The Christian education committee along with relevant staff members will create a cohesive and comprehensive curriculum for developing disciples in their understanding of basic Christianity to engaging in outward focused mission.

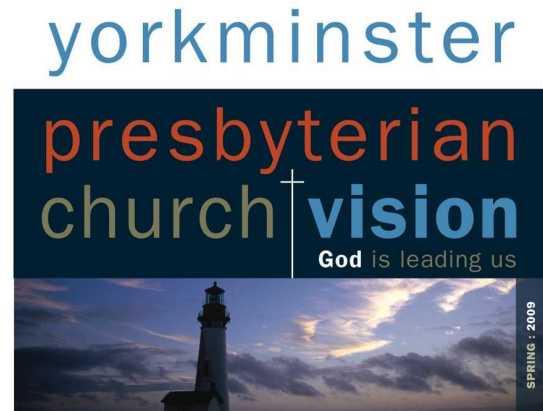
# Evangelism - Statement



We will challenge ourselves as a congregation to become prepared, confident and active in sharing our faith inside and outside the church.

- To create a new and comfortable understanding of the word Evangelism.
- To create intentional opportunities to model and teach the sharing of personal faith stories.
- To love outsiders enough to share with them the message of Christ.

# Evangelism – Focus Groups



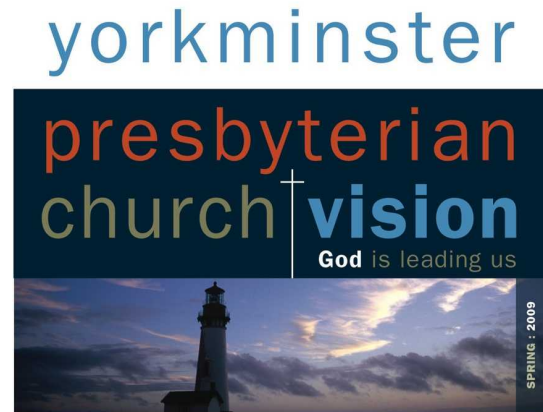
“Spread the gospel”

“Welcome people and reach out to community”

“Seek more ways to draw in people—unchurched”

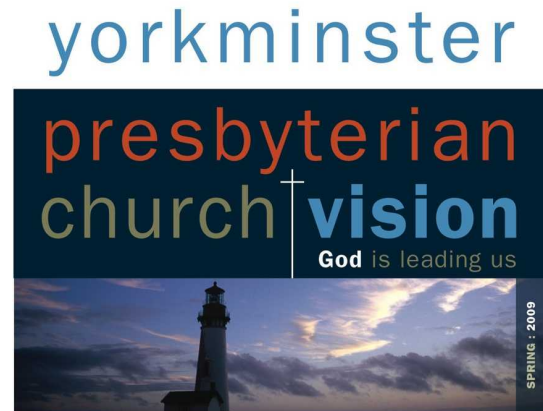
“Increase the diversity of congregation”

# Evangelism - Recommendations



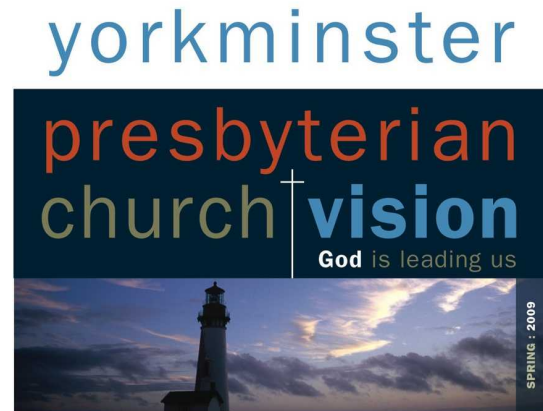
- The Evangelism Team will create a training program for the sharing of personal faith stories and a process to identify and coordinate opportunities for sharing those stories in a manner consistent with our Reformed Theology and individual gifts.
- The Evangelism Team will engage the congregation in reaching out to particular groups in the community, for example the military, college students, young adults, and elderly/shut ins.

# Worship - Statement



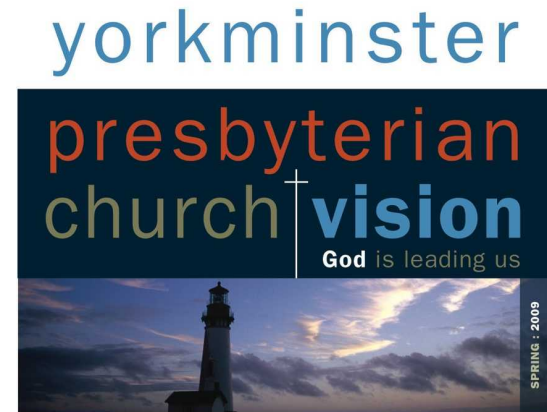
- Worship in the context of an authentic faith community is one of the strengths with which Yorkminster has been blessed.
- The vision is to capitalize upon this strength and to create an additional worship service that will be visibly different in its forms and styles from our already existing services.
- At the same time, it will be grounded in the Reformed Tradition. This will aim to better reach the larger community as well as benefit our existing congregation.

# Worship – Focus Group



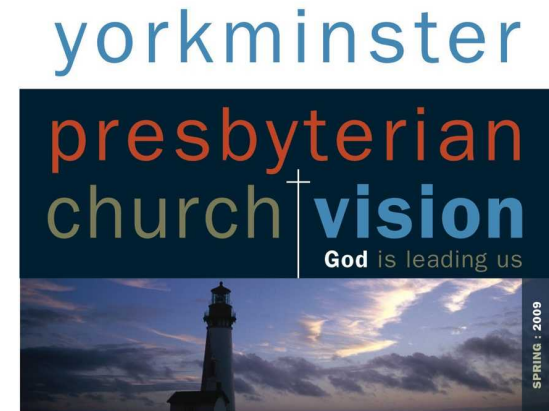
- “Outstanding worship—organization, timing—should keep both services as much the same as possible”
- “Consistent quality of worship service”
- “Traditional feel of worship—not too formal/not too contemporary”
- “Try contemporary music”
- “Increase lay leadership & youth participation in worship”
- “Add contemporary worship—third service”
- “Explore different type of worship service to attract people with different needs”

# Worship - Recommendations



The immediate formulation of a task force to explore a third worship service as another door into Reformed worship.

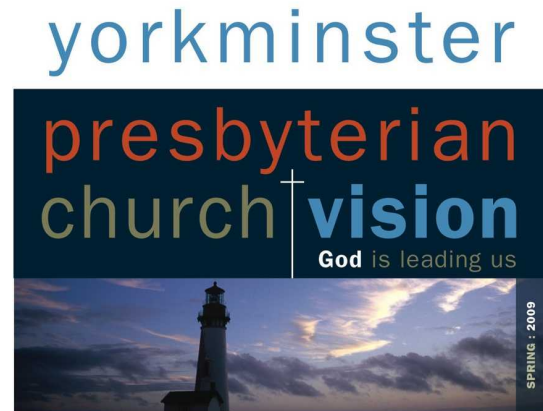
# Mission/Service - Statement



Open the doors of our facilities and reach out to the community, building on our strength of “hands on” mission and utilizing the resources with which God has entrusted us.

- Focus on utilizing the Fellowship Center for local ministry relevant to community needs.
- Open up the Fellowship Center for limited use by outside groups for a fee.

# Mission/Service – Focus Groups



Core Value: Care and Ministry to those in Need

“Use Fellowship Center more for church and community programs”

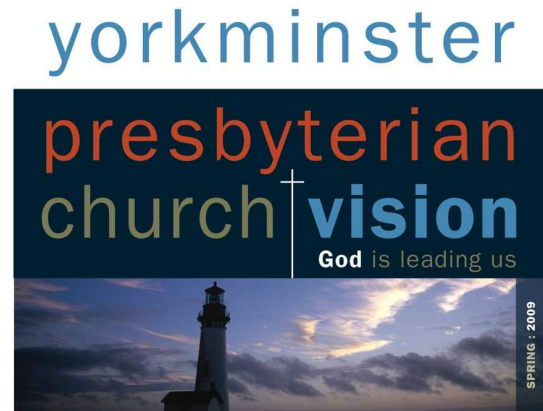
“Grow enthusiasm around ministry opportunities, especially those for youth”

“Care for members of the community (local and global)”

“Ministry for homeless”

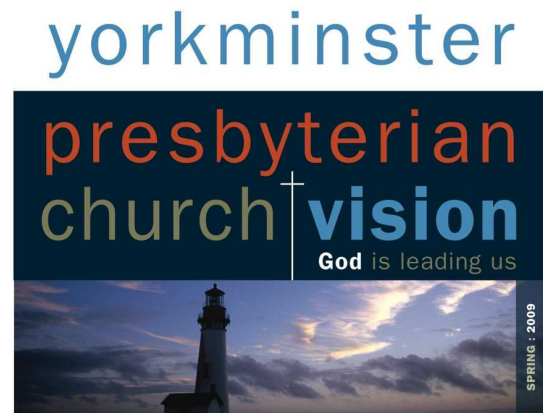
“Include youth and adult sports programs linked to other programs in York County”

# Mission/Service - Recommendations



- That in coordination with Local Outreach a task force be appointed to identify and develop additional mission opportunities specific to the Fellowship Center.
- That a task force be **empowered** to review and update all policies related to the use of the Fellowship Center.
- That Personnel create a plan realigning tasks of existing staff in order to focus appropriate resources on coordinating and administrating the use of the Fellowship Center.

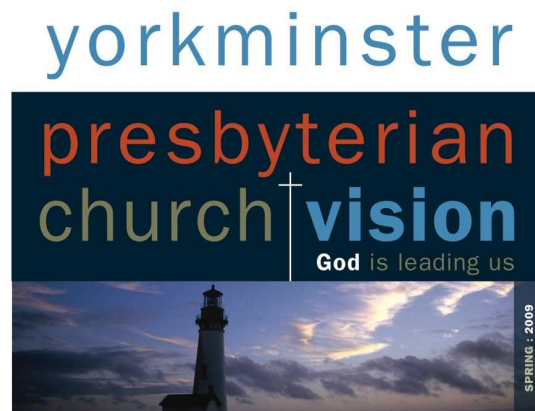
# Caring/Nurturing Community - Statement



To provide every individual with a way to build relationships within the congregation. The following areas will be focused on in order to add to our existing opportunities:

- Older Adult Ministry
- Small Groups
- Shepherding Districts
- College of Officers

# Caring, Nurturing Community – Focus Groups



Core Value: A Sense of Community and Fellowship

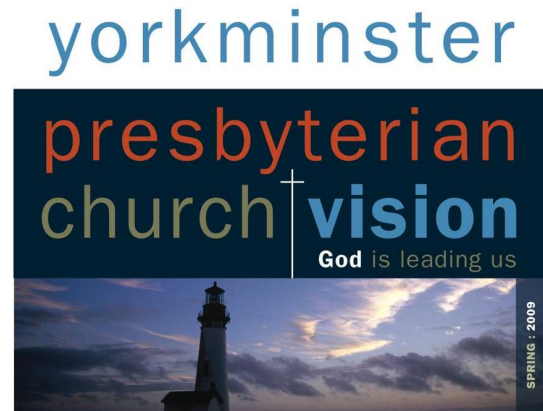
“People miss you if you’re not there”

“Efforts to make newcomers feel welcome—plug them in”

“Attracting young people without alienating older people—good mix of ages”

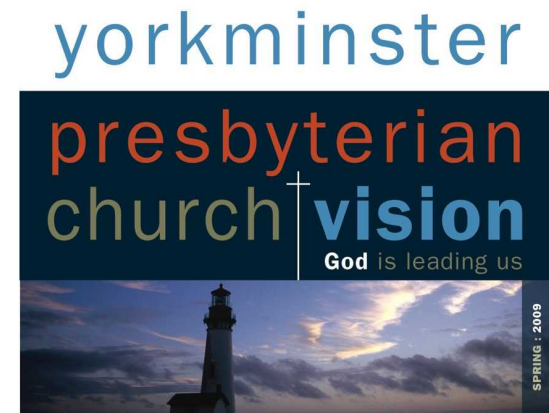
“Including members and non-members in all activities”

# Caring Nurturing Community – Recommendations



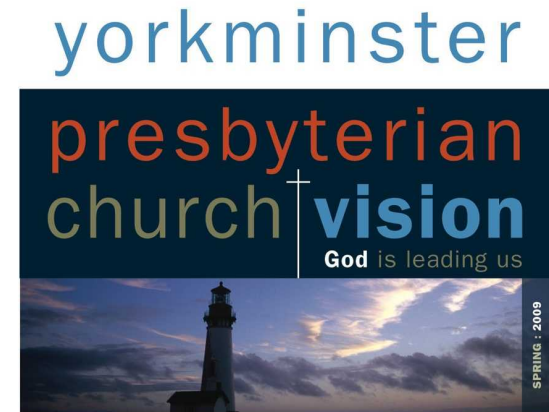
- That the “College of Officers” be organized to minister to these groups of focus.
- That the existing shepherding concept be expanded to include individuals that have a heart for this type of ministry, and not confined to just ordained officers on the session or diaconate.
- That the session and diaconate promote within themselves and other ministry leaders the creation of opportunities for relationship building and spiritual growth including the elements of fellowship, study, and prayer.

# Identity - Statement



Yorkminster will have a positive, recognizable identity in the community, known for sharing God's love in authentic ways through worship and compassion.

# Identity – Focus Groups

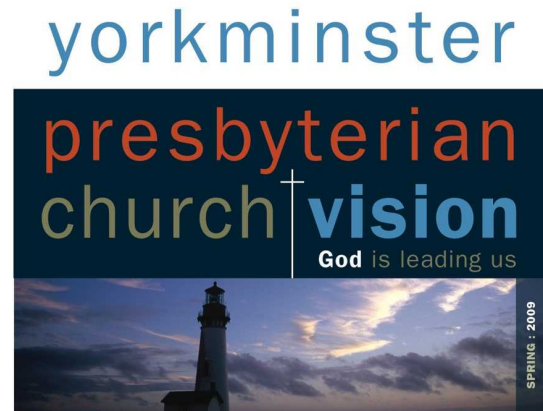


“Web site as way of attracting people”

“More advertisement of local events (mailings)”

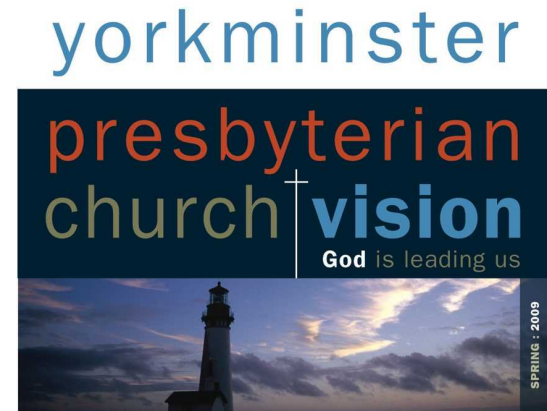
“Better knowledge of opportunities to serve”

# Identity - Recommendations



- The composition of the existing Communications team expand to include two functions:
  - Information technology
  - Communication of information
- The Communications Committee create a visual identity that communicates our vision and intentionally associates that identity with our missions and ministries.
- The Communications Committee create a plan of action for intentionally advertising / getting the word out through various mediums (website, newspaper, television, billboards, mailings, etc).

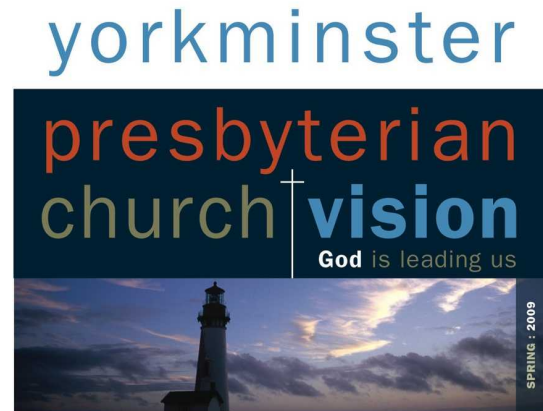
# Staffing to Support the ministries in the vision



- Some staff realignment will be required in order to support the realization of this vision and recommendations. At this point, another full time ordained staff member is not recommended. Instead, we recommend staff realignment as follows:
  - Retain our interim Christian Education director to focus exclusively on adult ministries.
  - Hire a part time children’s ministry director.
  - Move David Pierce to a generalist associate pastor position to concentrate more on areas of worship, mission and pastoral care.
  - Hire a new full time youth director.
  - Hire a part time or “expenses only” parish associate for visitation to the elderly.
  - The “college of officers” will be enlisted to help promote and support these recommendations.
  - Stop searching for an ordained minister

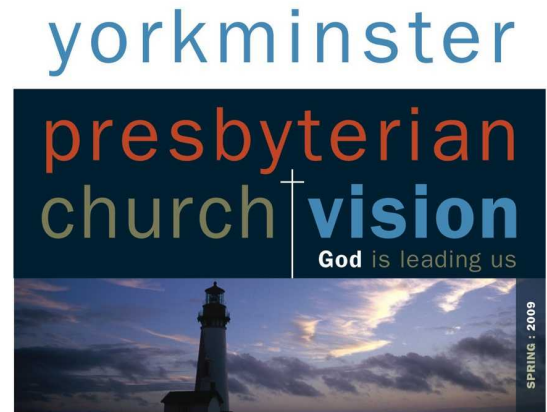
Based on availability of quality candidates and financial constraints, these may need to be phased in gradually.

# Implementation



- Designate a Vision Advocate
- Designed to be implemented within the next three to five years
- Specific and detailed plans with timelines should be created for each recommendation and presented to the session
- This vision will provide context for the leadership of session and committee chairs in making decisions and prioritizing
- Reviewed at leadership meetings
- Consistently made visible in our buildings, publications and communications
- Implementation to be evaluated within 18-24 months of adoption

# Vision & Recommendations



QUESTIONS?

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