

Priority: Grow Amid Courageous Engagement

Identify underrepresented groups in our congregation and community, and engage them in the life of Messiah.

We are excited about the work we do and cherish the community we share through life’s ups and downs. We want to share this community with new people, and we want to change and grow with their presence. We commit ourselves to engage with people outside our community, as well as people within Messiah. We will create a welcoming culture and ensure that each person receives the message: There is a place for you here!

Committee Leads: Dave, Christi & Nick. Staff: Tia

Strategies	Tactics	Responsibility of	Outcome Measures	Resources Needed
We have identified under-represented groups in our congregation and have engaged them in the life of MLC	Empower the Assistant Director of Faith Formation & Partnerships to invite mayor, community leaders, and advocates to MLC.	Senior Pastor	1 outside group per quarter shares with Messiah	Stipends/Donations
		Assistant Director of Faith Formation and Partnerships		
Our congregants feel well informed about the life and ministry of Messiah.	Create communications task force of flowing members.	Communications Coordinator	Increased: web hits, social media hits, event awareness tracking, attendance, giving.	Communications Budget
		Communications Task Force		
Messiah's message becomes so clear that the outside community understands our mission focus.	Complete a communications review.	Inside/Outside Resources	Communications audit and plan are completed and information is being used.	Communications Budget
	Complete a communications plan focused on clear & consistent messages to build community awareness.	Communications Coordinator		
Individuals attending Messiah's worship services and events feel acknowledged and welcomed.	Formalize a plan to welcome visitors and guests to MLC (expand the role of the Hospitality Team)	Hospitality Team	Increase repeat visitors	Hospitality Team Budget, if needed
			Survey of visitors to understand their experience	
Opportunities for all are provided to worship and fellowship with Messiah.	Identify barriers that hinder participation.	Care Ministry	Increased visitor participation	Care Team Budget
			Transportation is provided for those wanting to participate at MLC	
Congregants feel prepared and empowered to invite and welcome all to Messiah.	Take Messiah out into the community; potential worship in the park	Care Ministry / Worship Committee	Increased visitor participation	Park Fees
				Volunteers

Priority: Reach Out with Strategic Partnerships

Seek out and partner with our Auburn neighbors to embrace and renew a community in transition. Generously provide support to those living on the

We recognize that the Auburn community and its population are changing. We care about people and want to provide meaningful resources; therefore, we continue to look for mission compatible partners. We acknowledge as a church family that we have limited resources. To fully implement our mission priorities, we are continuing to reach out to other organizations in the community to form strategic partnerships.

Committee Leads: Charlie, Cathy, and Anne Staff: Savannah

Strategies	Tactics	Responsibility of		Outcome Measures	Resources Needed
		Level 1	Level 2		
Director of Faith Formation and Partnerships: Internal and external partnerships to support the community in need	1. Assess & understand community needs and gaps in services	New FF&P Position	Committee & Pastor Chuck	Understand needs in the community	Special Committee to work with Director of Faith Formation and Partnerships. Additional staff time and volunteers. Time for service planning. Prayer! Money for speakers. Money for events. Pizza!
	2. Make connection with External Organizations	New FF&P Position	Committee & Pastor Chuck	Make external connections	
	3. Work with time & talent sheets to understand skills, abilities and interests within Congregation	New FF&P Position	Committee & Pastor Chuck	Determine what help exist within MLC	
	4. Develop a Plan/Actions for MLC Outreach	New FF&P Position	Committee & Pastor Chuck	Development of a Plan with Tasks & Actions for 2019	
	Development & Implement education plan for our members on community needs and accompaniment	New FF&P Position	Committee & Pastor Chuck	Educational / communication plan	
Independent outreach activities within the Congregation	Community Meal	Laura Kniss & Sheila McLaughlin	New FF&P Position	Measure attendance and response to event	
	Mission Sunday	Anne & Jaymie Baunach	New FF&P Position		
	God's Work our Hands	Volunteers	New FF&P Position		
	Quilting / Knitting	Adrianna Chandler	New FF&P Position		
	Art Show	Volunteers	New FF&P Position		

Priority: Reach in for Meaningful Service

Refocus and communicate the practices through which Messiah people develop a committed calling to serve others.

As a congregation we will identify a vision for living into Micah 6:8. We will provide opportunities through faith formation, worship, and emerging and established small groups to help congregants discern their Christian calling for service. Through multiple opportunities to serve, we will engage diverse groups of people within Messiah to have the passion and ability to serve others and glorify God.

Committee Leads: Jaymie & Stephanie Staff: Traci

Strategies	Tactics	Responsibility of	Outcome Measures	Resources Needed
Teach the congregation about why it's important to do service and advocacy and how justice related themes are listed over 600 times in the Bible.	Offering justice/advocacy related small group	New Visitation/Caring Ministry Pastor	Creation of new small groups	Hiring 2 new staff
	Hiring new staff member that teaches the congregation about what it means to be an advocate	Assistant Director of Faith Formation and Partnerships	Existing small groups doing service	Service Project budget line of \$1,000
Provide quarterly service opportunities.	"Hands-On" like Northwest Harvest, Community Dinner, Compass Center	Small Group Leaders	Congregational excitement around service	Knowledge of needs in the community and within MLC
	Advocacy: Trip to Olympia, Letters, Marches	Sunday School / AOB Teachers	Percentage of congregants involved in service or advocacy	
	Learning Opportunities: Speakers, Workshop, Simulations	Council / Congregational Leaders	Participation in an intergenerational Mission Trip	
	Trips: Mission Trip, Habitat for Humanity, Service Weekend	Communications Coordinator		
Develop and work through small groups, Bible studies, and worship to talk through Micah 6:8 and justice-related themes and activities.	Creating connections between people going through life circumstances			
	Advertising existing service opportunities both before and after			

Priority: Nurture through Passionate Spirituality

Redesign the faith formation process to encourage lively spiritual growth and the development of enduring relationships for all stages of life.

We cultivate lively growth in faith for individuals bound together on a journey in a diverse and exciting church community. As we fully share who we are with one another, through respectful conversation and kind action, we envision a community alive with the desire to know and follow Jesus. We commit ourselves to join together in sharing our stories, hearing scripture, praying, and discerning God’s call to action in our lives.

Committee Leads: Sandi and Mike. Staff: Chuck

Strategies	Tactics	Responsibility of		Outcome Measures	Resources Needed
		Level 1	Level 2		
Renewal of worship	Implement a worship service after the Community Meal	Pr. Chuck & Worship Team	Mike McLaughlin	Participation level at Sunday afternoon	Additional staff time and volunteers. Time for service planning. Prayer! Money for speakers. Money for events. Pizza!
	During Year 1, try 3 innovations in each worship service	Chuck & Worship Team	Lead Musicians for each worship service	Did we do 3 innovations?	
	Worship service for seniors offered during the week	Chuck & Worship Team	Additional volunteers and staff	Survey - what did you think of the change/service?	
				Participation level at service for seniors	
MLC Theme song	Chuck & Worship Team	Lead Musicians for each worship service			
Moving church beyond Sunday morning (Worship + 1)	Quarterly all church event	Faith Formation Staff	Additional volunteers	Measure attendance and response to event	
	Annual Holden retreat	Faith Formation Staff	Additional volunteers	Measure attendance and response to retreat.	
	Day retreat on 4 spiritual practices	Faith Formation Staff	Additional volunteers	Measure attendance and response to day retreat.	
	Invite guest speakers on spiritual practices	Faith Formation Staff	Additional volunteers	Were guest speakers invited? Response?	
	AOB Mentor Program	Traci	Additional Volunteers	Do kids have mentors and did they stick?	