

Short Term Objectives

Specific, concrete, measurable statements of what will be complete by June 2009 in order to further our progress towards our long term goals.

Each long range goal can be broken down into in a set of short term objectives. Listed below are possible strategies and tactics (short term objectives) that could be used to achieve each of the long range goals. It will be the responsibility of working groups to clarify and quantify (make measurable) the specific short term objectives the working groups (sub-committees) will work on each year, subject to the approval of the Missions Committee.

1. Develop a missions-minded congregation at RBCPC.

1.1. Increase congregational awareness of mission activities and opportunities.

1.1.1. By (time TBD – perhaps Jan 1, 2010?) the average member of the congregation can name 6-10 missions and describe what they do. The tactics used to promote this awareness will include:

1.1.1.1. Moments for Mission

- On a monthly basis, present a single mission to the congregation during worship. A Mission Moment would be 3-5 minutes long and be presented at each of the five worship services (possibly at the end?), in order to provide some in-depth information about that mission. Possible formats could include:
 - ◆ Video clips
 - ◆ Testimony
 - ◆ Presentation by advocate
 - ◆ Mock interview
 - ◆ Drama
- A Missions sub-committee will be created to oversee this program. Its responsibilities will include:
 - ◆ Coordination with the Worship Committee
 - ◆ select and schedule the monthly Moments
 - ◆ provide support to advocate on logistics, process etc.
 - ◆ coach the advocate along the pathway to success
 - ◆ review and approve the final Moment presentation
- Advocates will petition to participate by means of a presentation to the subcommittee. The advocate would likely create a small team (~3), to help them do the work. The benefit of participation to the advocate is:
 - ◆ increased awareness of the mission
 - ◆ possibility of increased support (both physical and financial) for the mission from the congregation

- ◆ good alignment with our stated *Value System for Mission Support*;
viewed as an energetic, involved advocate

1.1.1.2. Missions Easel

- We have purchased two easels just for missions use. One is permanently stationed (since early March 2009) next to the Missions Feature Board; the other is a “traveling” easel for use at the Missions table, etc. The easel at the Feature Board includes the Missions Calendar (1-3 months out) and the next upcoming Missions activity (e.g. DOFO mission trip, Dominican Republic trip, etc.). Content will change at least monthly (or as needed).
- A small team is needed to maintain the board. They will coordinate with the Feature Board committee (and possibly the Gallery Art committee?) on “look and feel.” The leader of this team is a member of the Communication Subcommittee.

1.1.1.3. Slide Show prior to service

- The objective of the pre-service slide show is to use images to engage the congregation emotionally and intellectually with our missions, with a focus on recent past and upcoming events. It would occur once a month in conjunction with the Moment for Mission, with the two items serving to “bookend” the service: the slide show as a prelude and the Mission Moment as the conclusion. It could also be used to build anticipation for Mission Sunday.
- The slide show might consist primarily of captioned images with only enough words to identify the event, or it may also include teasers, Q&A, etc??
- Still to be defined: support structure, ownership of content, participation of other ministries, etc. Also need to determine support level of Worship Committee for this concept.

1.1.1.4. Email communication

- Build a core group of congregation members who are interested in Missions and maintain communication with them by means of short (1-2 paragraphs) email communications when there is timely content to share. Nurture this group into active participation in mission activities and support for building missions within RBCPC.
- The initial email distribution list can be formed by asking MC members to contribute emails of congregation members. Those not interested will filter themselves out. Content examples:
 - ◆ Upcoming trip sign ups
 - ◆ Mission nights
 - ◆ Committee needs (new volunteers, etc.)
 - ◆ Web site updates (such as posting of pictures)
 - ◆ Missions calendar (rolling 8 weeks?) at bottom – may be too boring
 - ◆ Always an unsubscribe option

- Need a small team to maintain the email list and manage distribution of messages. Missions Committee members will need to make a commitment to push content into the communication channel.
- 1.1.1.5. New Display wall (outside Fellowship center)
- Create a new display wall, across from the Military Ministry wall, that will showcase a rotating display of pictures of RBCPC folks participating in missions. This might be our missionaries, such as Jill Weller or Scott Schimmel, or might be “regular folks” at Buckheart, Habitat, etc. This will require permission from the Art Gallery to use the space, but we envision tight coordination with that group as to “look and feel” of the display.
 - We would need a team to provide content for the wall, similar to the team that does the Missions Feature Board outside the Sanctuary. It may be that the Art Gallery team would provide design assistance, if we provided the content. The content of the display would change every 1-2 months.
- 1.1.1.6. Missions Table on the courtyard
- Submit a short paragraph during the prior week (10 days before) for inclusion in the Worship Bulletin.
 - Hurdles are that past efforts do not engage the congregation. People just walk right by. We need something to encourage them to walk up to the table.
 - Stand in front of the tables rather than behind. Approach them.
- 1.2. Provide ongoing opportunities, at a variety of commitment levels, for the congregation to engage in missions-related activities.
- A dialogue to get them to interact with us in some way. May want to go ground-up on some of these.
 - Identify techniques for finding out what the congregation is interested in and execute. Then pursue those interests.
 - Mission trips
 - Missions Committee participation
 - Prayer partners
 - Long term missionaries
- 1.3. Encourage and enable broad participation in missions-related activities.
- Personal invitations, mentoring, small groups, new members classes, multi-generational, more support and assistance
2. Grow the abilities of the Missions Committee, as individuals and as a whole, to lead our church in the field of missions.
- 2.1. Gain an understanding of the missions operations at other churches, locally and within the Presbytery, with the intention of further defining our own identity, exploring future opportunities for cooperation and collaboration, and identifying a reference group of best-practice churches.

- Visits and epistles
 - Process to gain information on other churches missions and operations
 - Identify opportunities to work together
 - Need something around the “define identity” piece
- 2.2. Be among the leaders (relative to the reference group) in the amount of funding spent on missions activities, as measured by the funding available to the Missions Committee.
- Identify benchmark data and best practice standards
 - Explore avenues for additional funding from Session; identify members of Session who are supportive of our efforts
 - Explore avenues for additional funding from sources other than Session
3. Evolve the Missions Committee structure and practices as needed in order to enable us to successfully meet our goals and criteria.
- Structure
 - Organization is too flat
 - Committee membership
 - advocates
 - Subcommittees: strategy, finance, oversight
 - Practices
 - Monthly events – Missions Night for each major mission trip
 - Support strategy – incubation?, sustaining?, Determine period of support (set the max number of years up front, review part way through)
 - Re-evaluation practices; lacking annual/regular review
 - Advocate policies – how many can you advocate for?
 - Membership policies
 - Must be an advocate or have a role on a subcommittee?
 - Should be a regular attendant of the church, but Membership is not required
 - Portfolio of Organizations
 - Number
 - Min / Max contribution
 - Selection criteria