

A Vision for Kennewick First Presbyterian Church

The Journey of Discovery Action Plan

2019 – 2025



January 2019

(Approved December 6, 2018)

The Vision



Daily becoming the heart and hands of Jesus Christ:

We are a Christ-centered community,
welcoming all and reaching out to those in need.

Ignited by the Holy Spirit,
we are transformed and empowered
to take the Father's message of love and hope
to our neighbors everywhere.

The Mission



Our Mission is to advance the Kingdom of God through Worship, Love, and Ministry.

We shall worship and glorify God (Father, Son and Holy Spirit).

We shall love one another and our neighbors as Jesus Christ loves us.

We shall proclaim through word and deed the good news of salvation.

We shall promote spiritual growth.

We shall equip and empower our community of faith for ministry.

The Focus



As a Spirit-led congregation,
our focus is to equip our people
to discern and act of God's call
to be caring, intentional neighbors.

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INTRODUCTION

We began our Journey of Discovery in 2007, when Session began to engage the congregation of Kennewick First Presbyterian Church (KFPC) in an effort to “...be more intentional about where we’re going and do a better job of staying on the right path.” After a great deal of hard work, prayer, and spiritual discernment, the culmination of that three-year effort was a new vision and focus for KFPC that was captured in a six-year Action Plan published in June 2010.

That plan served us well as we became more intentional in our actions; as we expanded our focus on congregational care and small group ministries to care for each other and help each other grow in our faith; as we became more transparent in our decision-making and communications; and as we increased our examination and study of God’s word and message for us.

With all that we have accomplished, there is still much left to be done. There are aspirations that we set for ourselves in 2010 – to be more courageous and take risks in order to “take the Father’s message of love and hope to our neighbors everywhere” – that we have not yet met.

The world also continued to change. Pastor Rob Hagan retired in 2015 after 25 years of loving service, and with the help of our interim Pastor Craig Hall we began the Days of Discovery process of spiritual discernment to once again seek God’s will for us. And in April 2017 we were blessed with the arrival of our new Pastor Hanna Peterson-Shearer to guide us into the future.

Our Journey of Discovery continues. This updated Action Plan reflects the outcomes from our Days of Discovery activities and, like the original, is a guide for us to fulfill all that God has intended for the people of Kennewick First Presbyterian Church.

In His Service,

The KFPC Session

*“For I know the plans I have for you,” declares the Lord,
“plans to prosper you and not to harm you,
plans to give you hope and a future.”*

— *Jeremiah 29:17*

DAYS OF DISCOVERY

Change is all around us and it can feel overwhelming. But we take joy from the knowledge that our God and His love for us are unchanging.

*“Every good and perfect gift is from above,
coming down from the Father of the heavenly lights,
who does not change like shifting shadows.”*

— James 1:17

In January 2015, given the turmoil within the Presbyterian Church of the United States of America (PCUSA), the dissolution of the Presbytery of Central Washington, the loss of friends and family from our congregation, and the retirement of Pastor Rob Hagan after twenty-five years of service, the KFPC Session embarked on the Days of Discovery spiritual discernment process with the help of Renewal Ministries to seek the guidance of the Holy Spirit of God for our future.

The first Days of Discovery workshop was held at the end of January 2015 with Session and resulted in the reaffirmation of our Vision and Mission that are shown on the opening page of this Action Plan. We also emerged with four themes for the future:

- God wants us to be a Spirit-led congregation and wants us to be even more intentional in inviting the Holy Spirit, through prayer, to lead us as individuals and as a church.
- God wants us all to receive His love, peace and assurance and give it to others.
- God wants us to be open to loving and inviting others in; and to open to the changes that may result from that.
- God wants us to grow our Christian maturity by developing discipleship in ourselves and in others.

In the summer of 2015, Pastor Craig Hall arrived as our Interim Pastor to guide us as we tilled our soil and prepared KFPC to call a new Senior Pastor. In addition to the steadfast work of our Pastor Nominating Committee, Session took action to settle several open leadership and denominational issues and steady the congregation for the future.

We made permanent the call of our Associate Pastor Ashley Birk, whose leadership during this transition was inspirational. We settled the question of our continued membership in the PCUSA through a Session resolution (November 5, 2015) in which we committed to “...remaining within the PCUSA and resolving all issues outside the ten essential tenets as a matter of conscience, continuing to pursue our vision to be the heart and hands of Jesus Christ, our Lord and Savior.” And we joined the Northwest Coast Presbytery, as they joyfully embraced our congregation.

For our next Days of Discovery workshop in October 2016 we invited the entire KFPC congregation to participate in answering the question of what should be our focus, with the answer:

As a Spirit-led congregation, our focus is to equip our people to discern and act on God's call to be caring, intentional neighbors.

This was followed by a Session Workshop in February 2017 in which we contemplated the key words in this focus – spirit-led; to equip; to be intentional; and to be a neighbor – and explored their depth and the direction in which the Lord is leading KFPC.

We interpreted these key phrases as follows:

- **To be Spirit-led** means committing to discernment and prayer to understand God's call for this congregation;
- **To equip** requires us to be more Christ-like and to create Christ-like disciples with passion and energy; and
- **To be intentional** we need to actively seek our neighbors who, of course, are all God's children and be their neighbor, as Christ commanded in the Parable of the Good Samaritan (Luke 10:25-37)

As we considered the breadth of current activities, we realized that while a great deal of what we already do aligns with this focus, there were opportunities to increase the depth of our commitment with focus; particularly around caring for others as Christ cared for us. (John 21:15-17).

In April 2017 we were blessed with the arrival of Pastor Hanna Peterson-Shearer as our new Senior Pastor. She led Session through two workshops (June & September 2017) to begin implementing our new focus. We committed to a Discipleship program for KFPC with the following four Outcomes:

- **Experience God** – we will grow together in our faith by proclaiming the Good News of Jesus Christ and actively engaging with God – Father, Son, and Holy Spirit – as a central part of our worship and prayer lives.
- **Find Community** – we will grow together in our faith by intentionally building a diverse worshipping community, deepening and sustaining our relationships with God and with each other through fellowship and study.
- **Serve The World** – we will grow together in our faith by using our gifts to serve our neighbors; fearlessly venturing into the world to discover where God is working and join in.
- **Steward our Resources** – we will grow together in our faith by cheerfully tending to the spiritual, intellectual, physical, and financial health of our resources.

We created new Session Teams around this Discipleship program with a rough mapping of our existing teams as follows:

- **Experience Team** – Prayer, Worship, Communications (incl. Technology)
- **Community Team** – Adult Discipleship, Children & Youth, Cong. Care, Fellowship
- **Service Team** – Mission, Outreach
- **Stewardship Team** – Facilities, Finance (incl. Stewardship), Personnel

We continued to refine our focus by converging on the themes of Nourishment and Youth – meaning that the activities of KFPC will be designed to provide for the physical and spiritual nourishment of our neighbors, with a particular emphasis on youth.

In this context, physical nourishment means focusing on food and water; and spiritual nourishment on prayer and education.

*When they had finished eating, Jesus said to Simon Peter,
“Simon son of John, do you love me more than these?”
“Yes, Lord,” he said, “you know that I love you.”
Jesus said, “Feed my lambs.”*

*Again Jesus said, “Simon son of John, do you love me?”
He answered, “Yes, Lord, you know that I love you.”
Jesus said, “Take care of my sheep.”*

*The third time he said to him, “Simon son of John, do you love me?”
Peter was hurt because Jesus asked him the third time,
“Do you love me?” He said, “Lord, you know all things; you know that I love you.”
Jesus said, “Feed my sheep.*

— John 21:15-17

CREATING THIS ACTION PLAN

As we moved into 2018, Session took on the task of developing a new six-year Action Plan that captures our renewed focus and our commitment to serving Christ by being caring, intentional neighbors. And while Session recognized the utility and comfort of church structure, ritual, and tradition, Session also realized that we needed to emphasize our focus on being intentional about valuing our relationships with each other, with our neighbors, and with God.

*The Lord says: “These people come near to me with their mouth
and honor me with their lips, but their hearts are far from me.
Their worship of me is based on merely human rules they have been taught.*

— *Isaiah 29:13*

We began by having serving Elders¹ engage their committees and work with the Long-Range Planning Elder to draft the four Discipleship Outcomes and eight Objectives for consideration and finalization at our long-range planning workshop held on August 18, 2018.

Following the August workshop, the four new Session teams worked to create the Actions and Measures of Success for each of the eight Objectives that were discussed and refined at our long-range planning workshop held on October 13, 2018; and finalized at our Session Meeting on November 1, 2018.

It is this set of Outcomes, Objectives, Actions, and Measures of Success that is presented in this plan and is the basis for the formulation of the 2019 budget.

An overview of this plan was given at the November 10, 2018 Congregational Meeting to inform the congregation. The plan was approved by Session on December 6, 2018 and it was made available to the congregation in mid-December 2018, to be discussed at the congregational meeting in January 2019.

¹ Serving Elders on Session: Mark Benecke; Dave Burrill; Dan Carl; Dale Clark; Janie Easton; Hailey Ellis; Randy Jansons; Kris Kennedy; Michael Kintner-Meyer; John LaFemina; Jeanna Mabry; March Miller; Karen Primus; Phil Schonewill; Linc Swenson; Tom Westerman

READING THE ACTION PLAN

The aspirations and actions in this plan are organized by the four Discipleship Teams – **Experience God; Find Community; Serve the World; and Steward our Resources** – which is also the way we have reorganized Session. More importantly, many of the actions are linked and have cross-purposes, so that the Teams will not only be able, but are expected, to work together and share the load.

We also aspire to have Elders exercise their leadership by encouraging and motivating others to serve. By getting more of the congregation involved, everyone's workload will be reduced, and we will be able to accomplish so much more.

This is a multi-year plan and we anticipate that as progress is made that we will need to make adjustments to accommodate changing circumstances. This plan is intended to be a living document that is to be updated annually.

We do not want the actions in this plan completed in addition to everything we already do. If that were to happen, many in our congregation would feel even more stressed out, the staff would be unfairly burdened, and our leadership would be pulled in too many directions. It has been a long-standing concern among many of us that our church is too busy; that we are stretched too thin, and that we need to focus. Rather, it is our hope that this plan provides everything we as a congregation do with a focus that enables us to significantly increase our impact in the world.

*I want to know Christ—
yes, to know the power of his resurrection
and participation in his sufferings,
becoming like him in his death, and so, somehow,
attaining to the resurrection from the dead.*

*Not that I have already obtained all this,
or have already arrived at my goal,
but I press on to take hold of that
for which Christ Jesus took hold of me.*

*Brothers and sisters, I do not consider myself
yet to have taken hold of it.
But one thing I do: Forgetting what is behind
and straining toward what is ahead,
I press on toward the goal
to win the prize for which God
has called me heavenward in Christ Jesus.*

— *Philippians 3:10-14*

WHAT WE WILL BECOME (Our Objectives)

We will become a people who honor our Reformed tradition while courageously exploring new ways to worship, pray, and neighbor to meet the diverse needs of our community and removing all obstacles that may prevent us from experiencing God. (*Experience God*)

We will become a people who effectively communicate God's amazing work in our community so we can demonstrate the transformative power of faith in Christ Jesus. (*Experience God*)

We will become a people who easily welcome and integrate everyone we encounter into the life of our community by caring for each other's physical, emotional, and spiritual needs. (*Find Community*)

We will become a people who are devoted to studying and living God's word in ways that provide all members of our community, across the generations, opportunities to grow in their discipleship. (*Find Community*)

We will become a people who nourish our neighborhood youth spiritually and physically by building strong and enduring relationships based on our common faith in Jesus Christ. (*Serve the World*)

We will become a people who bravely act on God's call to befriend the stranger and care for the needs of our brothers and sisters across the nations. (*Serve the World*)

We will become a people who create a simple, agile, transparent, and sustainable organizational design that make it easy to boldly execute the work of the Church. (*Steward our Resources*)

We will become a people who welcome the opportunity to learn from our successes and our failures to build a strong foundation from which we can share the good news of Jesus Christ. (*Steward our Resources*)

GOALS AND MEASURES OF SUCCESS

Objective 1 We will become a people who honor our Reformed tradition while courageously exploring new ways to worship, pray, and neighbor to meet the diverse needs of our community and removing all obstacles that may prevent us from experiencing God. (*Experience God*)

Action 1.1 We will increase youth participation and leadership in our worship services, with special attention to preaching and music.

Measure: We will create a “Growing Young” team led by our Youth Ministers that will deliver recommended measures to Session by June 2019.

Action 1.2 We will develop ways to integrate multi-lingual activities into our worship services in order to minister to our neighbors in the community.

Measure: Deliver a recommendation to Session on at least one non-English language to integrate into our worship services by April 2019.

Action 1.3 We will expand the number of worship services we hold with our neighbors in the community.

Measure: Plan and execute at least two (2) community worship services in 2019; increasing to three (3) in 2020; and four (4) in 2021 (one per quarter).

Action 1.4 We will gather input from our congregation and our neighbors in the community to understand their needs.

Measure: Starting in 2019, conduct an annual congregational survey and collect relevant community data for understanding their needs.

Action 1.5 We will offer prayer and encourage others to pray in the congregation to enhance the power of the Holy Spirit in our daily lives and the lives of our neighbors.

Measures: Prayer Team members will be trained so they can return and train our congregation and our neighbors in the community; provide the congregation and the community with materials that they can use to improve their prayer lives.

Action 1.6 We will partner with other Christian churches to demonstrate the transformational power of prayer.

Measure: Hold two (or more) interdenominational prayer conferences at KFPC during 2019.

Objective 2 We will become a people who effectively communicate God’s amazing work in our community so we can demonstrate the transformative power of faith in Christ Jesus. (*Experience God*)

Action 2.1 We will leverage all modern communication channels to provide clear, consistent and timely information to the congregation and our neighbors in the community.

Measure: Develop a comprehensive communications plan, including the necessary modernization of KFPC’s communications infrastructure by July 2019.

Action 2.2 We will utilize our communications infrastructure to enable people to participate in our worship services wherever they are in the world.

Measure: Starting in 2020 we will regularly live stream our worship services with feedback and two-way communications capabilities.

Action 2.3 We will increase the ability of our members to engage with our neighbors in the community and effectively communicate God’s amazing work.

Measures: Work with the Walk with Christ community to host a Walk with Christ at KFPC in 2020; Plan an intergenerational Story Corps project to capture and communicate our history.

Objective 3 We will become a people who easily welcome and integrate everyone we encounter into the life of our community by caring for each other's physical, emotional, and spiritual needs. (*Find Community*)

Action 3.1 We will create a program that builds authentic engagement and leads to service in the life of the church and the community.

Measures: Form a Hospitality Team for Sunday morning coffee fellowship, visitor follow-up, greeter/usher training and emergency preparedness. This team will create an engagement program plan, which will include appropriate training, along with ideas for redesigning/reutilizing the physical space to increase engagement opportunities by June 2019, and implement the plan by October 2019.

Action 3.2 We will use food, and the sharing of meals, as a vehicle for service and connection within the congregation and with our neighbors in the community.

Measures: We will share a meal as a congregation twice during 2019 and four times (quarterly) starting in 2020; food will be incorporated into the community activities sponsored by the other discipleship teams; we will explore the idea of creating a Community Kitchen program whereby we allow others to use our commercial kitchen to prepare food for sale to help support their families and bring a recommendation to Session by August 2019.

Objective 4 We will become a people who are devoted to studying and living God's word in ways that provide all members of our community, across the generations, opportunities to grow in their discipleship. (*Find Community*)

Action 4.1 We will renovate the small group ministries to provide a wide range of discipleship opportunities for people to come together to study and live as disciples.

Measure: A small group ministry program plan will be developed for implementation in July 2019.

Action 4.2 We will use our adult education program to learn more about our neighbors in the community and focus on outward acts of Christian service.

Measure: An adult education program plan will be developed for implementation in September 2019.

Action 4.3 We will create intergenerational discipleship activities to fully integrate our children, youth, and their families into the life and ministry of the church.

Measures: Increase the number of adults meaningfully engaged with our children, youth, and family activities from approximately 10% (need to verify baseline) to 25% of the congregation by 2021.

Action 4.4 We will develop a comprehensive congregational care plan to expand the reach of our congregational and community care programs.

Measures: Create a three-tier system of pastoral care – Pastoral Staff; Deacons; and Lay Visitors/Stephen Ministers/Homebound Communion Servers – with a focus on increased training and utilization of lay members of the congregation.

Objective 5 We will become a people who nourish our neighborhood youth spiritually and physically by building strong and enduring relationships based on our common faith in Jesus Christ. (*Serve the World*)

Action 5.1 We will significantly increase our local engagement with youth using our existing programs (e.g., Westgate Elementary School Homework Helper and Cereal programs, Trail Seekers, and others).

Measure: Baseline the number of personal engagements with non-member youth as measured in visits with youth or church volunteers engaged with the intent to double that number by December 2019.

Action 5.2 We will partner with other churches and organization to address youth related issues including: (a) hunger, (b) physical and mental health needs, and (c) homelessness.

Measure: Establish at least 2 meaningful partnerships that either enables youth support that KFPC would not be able to do on its own, or that scales an existing successful KFPC program by December 2020.

Action 5.3 Establish relationships with Soul Soup and 2nd Harvest to address hunger in local youth; explore the potential for creating a Community Garden.

Measures: Volunteer at the established location for Soul Soup to assist in gathering more information to determine the scope of commitment in serving meals from KFPC on a weekly basis by March 2019; partner with Soul Soup to provide a service team at least once per month starting in July 2019; talk with existing Community Gardens to understand the ongoing need and make a recommendation for action by July 2019.

Action 5.4 Explore potential for KFPC to partner with existing agencies that address Human Trafficking, such as Mirror Ministries or SARC to address the physical and mental health needs of local youth.

Measure: Establish a panel of volunteers to further discuss this issue with a plan of action by June 2019.

Objective 6 We will become a people who bravely act on God’s call to befriend the stranger and care for the needs of our brothers and sisters across the nations. (Serve the World)

Action 6.1 Evaluate and strengthen the relational aspects of KFPC’s existing missions that we are already supporting. This may include: KFPC members directly engaging with mission targets abroad and exploring sponsoring foreign nationals to our community (e.g., pastor exchanges, foreign students in war-stricken countries)

Measure: Double the direct personal engagements with missionaries and mission projects by December 2019.

Action 6.2 Minister to the Tri-Cities refugees and other foreign nationals needing spiritual support. This action may require us to partner with other entities who have experiences and need additional human resources.

Measure: Sponsor at least one family or establish one meaningful partnership that requires KFPC member engagement by December 2019.

Action 6.3 Host a refugee panel session at our church to address the legal and social issues related to people seek asylum in the US. We may explore to host it in collaboration with other churches or organizations.

Measure: Host one event by December 2019.

Action 6.4 Host, or participate in, an interfaith activity designed to increase our understanding of the other faiths practiced by our neighbors.

Measure: Deliver a recommendation to Session by June 2019.

Objective 7 We will become a people who create a simple, agile, transparent, and sustainable organizational design that make it easy to boldly execute the work of the Church. (*Steward our Resources*)

Action 7.1 We will simplify and streamline our operational procedures (for staff, facilities, equipment, and finances) into a single consolidated Operations Manual that will be available electronically to all staff and volunteers.

Measure: The first draft of the Operations Manual will be available for review by July 2019 with the final approved and available online by December 2019.

Action 7.2 We will examine our organizational design to find ways to continue to reduce personnel costs (to less than 50% of the operational budget by 2021) while also expanding our relational ministries to our congregation and our neighbors in the community.

Measure: A set of recommendations will be delivered to Session by July 2019. Ideas to be considered include how to structure the compensation and career progression of staff serving youth to support long-term stability and continuity; as well as how we might utilize the concept of volunteer (non-paid) staff positions.

Action 7.3 We will increase the number of people actively engaged in the stewardship of our resources as a part of their ministry at KFPC.

Measure: Determine the current number of volunteers involved in the stewardship of our staff, facilities, technology and finances by February 2019 with the intent of increasing that number by December 2019.

Objective 8 We will become a people who welcome opportunities to learn from our successes and our failures to build a strong foundation from which we can share the good news of Jesus Christ. (Steward our Resources)

Action 8.1 We will create a comprehensive performance management plan (including an institutional risk register, assessment program, and balanced scorecard with associated measures and metrics) that Session will use to guide the management of KFPC.

Measure: A draft balanced scorecard will be available for review by December 2019.

Action 8.2 We will regularly communicate our performance against this plan to the congregation as a means of holding ourselves accountable for progress.

Measure: Create an approved performance communication plan by February 2019.

WHERE WE GO FROM HERE

This plan was approved by Session at the December 2018 Session meeting on December 6, 2018 and made available to the congregation in mid-December 2018. The plan will be discussed at the Congregational Meeting in January 2019.

“Now may the God of peace, who through the blood of the eternal covenant brought back from the dead our Lord Jesus, that great Shepherd of the sheep, equip you with everything good for doing his will, and may he work in us what is pleasing to him, through Jesus Christ, to whom be glory for ever and ever. Amen.”

Hebrews 13:20-21

WITH GRATITUDE

We began this journey in January 2015, and in the intervening four years many people have spent hundreds of hours working, studying, and praying for the future of Kennewick First Presbyterian Church. We have been blessed to see God at work through their sacrifice, and we could not have accomplished this without their dedication. We have been truly blessed and are grateful for their wisdom and their love.

We dedicate this plan to Pastor Craig and Ann Hall who came to us during our time of uncertainty and helped us to honor our past while not being bound by it. Their patience and love transformed us so that we can now step out boldly as Disciples of Christ. This plan would not have been possible without them and we will be forever grateful.

“Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts.

And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.”

Colossians 3:15-17