



# *Forward Together by Grace*

## *Long-Range Plan*

Grace Evangelical Lutheran Church

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# MISSION

Grace Welcomes All  
in  
Faith • Community • Service

# VISION

Members of Grace Evangelical Lutheran Church seek to grow in responsiveness to God's call to mission. We are called to be good stewards of our God-given gifts. Located in downtown Winchester, Grace has a long and rich history of being engaged in God's work locally and globally. We seek prayerfully to continue, and to expand, that mission-focus in the present and future. We are called to live out the gospel, the good news of God's love primarily revealed in Christ, and to:

- Become more inviting and hospitable to all who enter this community of faith, that all may know God's love
- Use our gifts of liturgy and music to give glory to God in worship and build community
- Expand opportunities for children, youth, and adults to grow in the understanding of the relationship God has initiated with us and all people, and discovering gifts and talents that can be shared to benefit God's mission in the world
- Serve the needs of our neighbors locally and globally, and extend the hand of friendship to our ecumenical and inter-faith neighbors
- Grow in stewardship of the time, talent, and resources God has entrusted to us and using these gifts to care for the facilities and other resources that are foundational to our ability to engage in mission
- Maintain, renovate, or expand our facilities to provide a safe, pleasant, and productive setting to meet the needs of faith, community, and service.

# THE PROCESS

This document reflects the thoughts, hopes, and dreams of the people of Grace Evangelical Lutheran Church. With Christ always at our core and, we trust, guided by the Holy Spirit, the Long-Range Plan Task Group led the congregation in an examination of our values, a reflection of our vision, and an exploration of our hopes and dreams for the future.

GraceVision, which was developed in 2009 and updated in 2016, recognized long held core values and voiced a strong desire to increase lay leadership in the life of the church, to build community, to nurture faith and one another, to intentionally be inviting to others through Christian hospitality, and to continue to build on a heritage of service and outreach. The vision for our future will be best accomplished by a collaborative ministry of lay leadership and staff working together on the six ministry teams.

In 2018, the Congregation Council formed a Long-Range Task Group to review GraceVision and examine our vision and goals for the future at Grace Evangelical Lutheran Church. Members of the group were Pastor Jonathan Boynton, Anna Lehman, Tim Mayfield, Mark McKee, Linda Milburn, Wendy Rizzo, Gail Rush, Pastor George Sims, and Pastor Martha Sims.

The first meeting was held on April 25, 2018. The assignment given was threefold: (1) to decide on a process for engaging the whole congregation in planning for the future ministry of Grace for at least the next five years, (2) to recommend the process to Congregation Council and implement it, and (3) to pull together the results in document form and recommend it to the Congregation Council for approval and then to the whole congregation. During the fall of 2018, small group meetings were held to collect input from the congregation. Input was received from 134 individuals. The responses urged continued growth of the congregation's mission and cited the location in downtown Winchester as a primary benefit. Thematically, the words "community," "welcoming," "service," "outreach," and "caring for others" were repeatedly used. An emphasis on spiritual growth within the congregation through education, worship, and generosity was mentioned frequently. There were also many references of our need to be good stewards of our properties and provide for maintenance and renovation of our buildings.

The Long-Range Task Group reviewed the input of the congregation and shared the responses with the six ministry councils, standing committees, and Congregation Council. The goals of this long-range plan were developed in consultation with the ministry councils and committees.

**The plan was presented to Congregation Council on September 8, 2019, and to the congregation on November 3, 2019, for approval.**

# Leadership

The congregation places high value on lay and ordained leaders working together in mission and ministry. Led by the Leadership Ministry Council, all of the Ministry Councils will encourage greater participation in the life and ministry of the congregation, and faithful stewardship of the congregation's resources. ***In its leaders, the congregation holds as core values accountability, competence, partnership, and a strong faithfulness to the governing principles and documents of the congregation's corporate expressions.***



**The Leadership Ministry** is responsible for all of the constitutional provisions regarding the role of the Congregation Council, trustees, pastors, rostered leaders, and all staff as addressed in the “Personnel Policies of the Congregation.” The Congregation Council assumes leadership oversight and management of the committees and task groups it appoints, including the Property Committee, Finance Committee, and the Stewardship Committee. In addition, Council continues the management of congregational ad hoc committees—Nominating Committee, Membership Review Committee, and other such committees and task groups deemed appropriate for the Council to fulfill its responsibilities. The Council assumes initial responsibility for the review and revision of the constitution, bylaws, continuing resolutions, and other governing documents of the congregation. General provisions within the constitution governing affiliation with the ELCA, Virginia Synod, and other “required sections” of the constitution remain the responsibility of Council on behalf of the congregation. Changes to any and all such documents follow the current constitutional provisions.

The following goals are the responsibility of the Congregation Council and other such task groups accountable to the Council that it assigns for specific tasks:

## GOALS

### Membership

- Provide leadership for the whole congregation to cultivate more diversity in membership, including modeling a systemic approach to inclusivity

### Support for Mission and Ministry (to include the work of the Finance Committee)

- Appoint a task group (including members of Stewardship Committee, Finance Committee, Trustees, and others) to develop a strategic plan to financially support the mission and ministry of the congregation
  - Evaluate use of the funds available to the congregation, including the Revel Trust
  - Financially support the cost of life-cycle care of the facilities with the annual budget and other resources
  - Evaluate the need for a capital campaign to implement the Master Plan for renovation of the facilities
  - Consider other possible revenue streams

- Evaluate the current bequest policy for undesignated gifts and update as needed
- Develop a college scholarship fund to help Grace students attending Lutheran colleges and non-Lutheran colleges

### **Stewardship Committee**

- Nurture a culture of generosity in the congregation
- Seek effective ways to express thanks to all who give of their time, talents and financial resources
- Develop and implement a year-long action plan designed to help members grow in their stewardship of time, talents and financial gifts
  - Increase the number and amount of commitments to mission and ministry of the congregation
  - Provide a variety of ways members can give, including electronic giving and planned giving
  - Encourage greater participation in opportunities to volunteer time and talents

### **Facilities and Property Committee**

- Congregation Council will appoint a task group to create a master plan for the care and use of all facilities (five buildings and Old Church Wall), to evaluate need of renovation and repair. The task group will include select members of the property committee, Facilities Manager, pastors, and at least one member of the congregation at large.
- Property Committee
  - Ongoing care of building maintenance and infra-structure of the facilities (e.g. waterproofing the building)
  - Increasing the security and safety of the buildings and property
- Renovation and upgrade of facilities (work of Congregation Council, Property Committee, Master Plan Task Group)
  - Renovation of the Sanctuary and narthex (enlarged, brighter, more welcoming)
  - Renovation and upgrade of the organ
  - Creation of a gathering area between the sanctuary and administration building
  - Renovation of the kitchen in Eisenberg Hall to meet the needs of the congregation and community including commercial appliances with access to both the Grace Ministries Outreach Center and Eisenberg hall
  - Assess facility usage and update all buildings, especially the administration building, including a more welcoming entry of administration and upgrade of office space comparable to prior building plans.
  - Ensure the facilities are an inviting place for visitors
  - Upgrade of the HVAC system
  - Showers and new bathrooms in Eisenberg Hall
  - Accessibility to all areas in all buildings (additional elevators as needed)
  - Renovation of the 3<sup>rd</sup> floor of the Grace Ministries Outreach Center
- Cultivate a more green environment in programs and in the kitchen

**Technology**

- Continue to upgrade technology as needed, including the ability to stream worship to buildings outside of the sanctuary, and ability to digitally record and stream sermons/music

**Safety and Security**

- Develop a contingency plan for dealing with internal and external threats to the staff and congregation, including securing buildings

**Personnel**

- Create a volunteer coordinator position, to invite and enable people to engage more in the mission and ministry of the congregation (volunteer), both internally and in outreach to the wider community and world
- Consider the need for staffing for ministry with seniors
- Consider the possibility of the congregation becoming a site for a seminary intern

# Worship and Celebration

Worship is central to the life of Grace. The weekly assemblies of the congregation around traditional and blended forms of liturgy with an emphasis on the *strong proclamation of God's Word* and joyful *celebration of the Holy Sacraments* give life and strength to the congregation's mission and ministries. Strong worship leadership and *excellence in music* are high expectations of members of the congregation.



**The Worship and Celebration Ministry** is responsible for planning, communicating, implementing, and evaluating all aspects of the congregation's worship services and music ministries as well as all of the related support ministries.

## GOALS

- Build community through continued excellence in worship and music
- Provide an optimal balance between continuity and innovation in liturgy and music selection
- Ensure congregational organization and safety through implementation of training and scheduling for ushers
- Explore new opportunities for fellowship and gathering before and after worship services
- Partner with other ministries to provide access to and accommodation in worship services for members and visitors with special needs



# Faith Formation

***Faith Formation is foundational to developing the faith of all members of the congregation***, especially the children and youth. All of the traditional educational ministries of the congregation (Sunday school, Confirmation, VBS, Bible studies, youth ministries) as well as the development of more adult learning opportunities are seen as a core value and significant in generating a biblically literate and more highly committed life of discipleship among members.



**The Faith Formation Ministry** is responsible for planning, communicating, implementing and evaluating all aspects for the congregation's educational ministries, including all youth, young adult, and special faith formation ministries such as Wonder and Worship, retreats, workshops, and other specialized learning opportunities.

## GOALS

- Expand the learning environment for all ages and provide intergenerational opportunities by initiating GIFT Camp (Generations in Faith Together)
- Promote a creative atmosphere of life-long learning and discipleship for all ages by working with families to increase attendance and participation in worship and by re-introducing an intergenerational Men of the Church program
- Foster ecumenical understanding and cooperation with other faith communities
- Improve the intergenerational sponsor/mentor relationships by partnering confirmation students with an adult sponsor/mentor within the congregation
- Inspire, support, and develop lay people to do the ministries of the congregation by (1) recruiting, training, and advertising opportunities for volunteers, (2) implementing online organizational tools such as "sign up genius," (3) cross training for leadership opportunities and (4) creating a master list of tasks and positions
- Continue support for and work to increase growth in ministry specifically for youth which provides learning, fellowship, nurture, support and opportunities for service
- Provide welcome and inclusive programming for families with "special needs" to the best of our abilities.
- Continue "safe sanctuary" (provide accountability and safety for children and adults in a healthy environment throughout all programs)
- "Market" the programs of the Faith Formation Ministry in such a way that the congregation and new members are well informed about the programming offered

# Christian Hospitality

As a Christian community, *Grace values diversity, relationships, fellowship and inclusiveness and sees these as key components of a thriving community.* Through fellowship offerings for small groups, families, children, and youth we are able to foster enriching relationships within our own congregation and the wider community. The people of Grace have identified a call to action to grow in our hospitality efforts.



**The Christian Hospitality Ministry** is responsible for planning, communicating, implementing and evaluating all aspects of the congregation's invitation, welcome, and fellowship ministries.

## GOALS

- Develop and implement congregation-wide education on being inviting and welcoming; offerings would include diversity training and ways to be more welcoming to diverse populations
- Support and provide space for wider community fellowship events
- Develop and implement resources for the congregation to be welcoming (e.g. name tags, welcome packets, church calling cards)
- Expand and advertise Sunday morning coffee fellowship time
- Encourage and support active small groups within the congregation and help invite new members to participate
- Develop new common interest groups to help congregation members connect with one another.
- Strive, in partnership with the pastors and staff, to orient and welcome new members and engage them in the life of the congregation using their gifts and talents
- Emphasize inviting young adults to be involved

# Nurture

*Hands-on care of our members remains a core value of our congregation*, and is greatly appreciated by those who have received this care.

**The Nurture Ministry** works closely with the pastors and the faith community nurses in coordinating the care of members. It is responsible for planning, communicating, implementing, and evaluating all aspects of the congregation's ministries of support for members including: home/hospital visitation, chancel flower delivery, audio recording of services for those who cannot attend, Stephen Ministry, faith community nurse ministry, members-in-special care, and in times of crisis.



## GOALS

- Expand and financially support Faith Community Nurse Ministry of the congregation
- Explore, recommend, and implement an intentional system of care of member by members (e.g. including lay visitation, Stephen Ministries, and support groups)
- Promote “whole health” awareness and education in various programs of the congregation
- Organize a visitation group in support of senior members
- Provide meals to members in time of critical need

# Service and Outreach

***Outreach in the form of service and support of others is a core value of Grace.*** This is expressed corporately through the benevolent support to churchwide and synodical causes, financial support of local human services organizations, financial support of global causes, and through the unselfish sharing of the congregation's facilities to educational and non-profit service programs in the community. Many individual members express their personal faith and give of their various gifts to these and other worthy causes of service to others. Members are engaged in service and outreach in their personal lives bearing witness to Christ who calls us to serve our neighbor. Grace sets an example as a community of faith by being a leader in the community and in the offering of its resources for others—neighbors both near and far.



**The Service and Outreach Ministry** is responsible for planning, communicating, implementing, and evaluating all aspects of the congregation's service and outreach ministry to others—local and global. It is responsible for maintaining congregational representation, accountability, involvement, and all forms of support for the Mission Endowment Fund Board, Grace Global Missions Team, and other such service and outreach ministries currently established (monthly vouchers, food pantry volunteers) and those ministries established in the future. It oversees the continuing support of Virginia Synod outreach programs, such as Lutheran World Relief and Lutheran Disaster Relief.

## GOALS

- Provide awareness of the opportunities to serve on behalf of Grace (e.g. Volunteer Coordinator, communication, bulletin boards, publications, signups)
- Explore more ways to address the spiritual and physical needs of adults with special needs, at-risk children, vulnerable seniors, the homeless, and marginalized
- Create opportunities for intergenerational service projects
- Promote the Godfrey Miller Home and its mission for senior citizens in the community
- Support Grace Lutheran Preschool as needed
- Support ESL classes with classroom space and child care
- Increase financial support of C-CAP, Highland Food Pantry and other local non-profits
- Build relationships with the downtown business and non-profit community
- Continue to partner with The Village at Orchard Ridge and National Lutheran Communities and Services
- Create a culture of global awareness by serving our neighbors here and around the world

## How is God calling you to support these goals? Contact us to learn more and get involved!

Worship and Celebration Ministry <b>Paul Barnes</b> , Chairperson Paul.Barnes@lcps.org; 540.662.2390	Faith Formation Ministry <b>Becky Stern</b> , Chairperson beckyllynncanbereached@yahoo.com 540.247.0961
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# FORWARD TOGETHER BY GRACE

The word “by” points to the primary actor in Grace which is God. We can only move forward together because of God’s calling and enlightening us by the Spirit which draws us in as the Body of Christ, and calls us forward together.



## ARTWORK

The design is an encapsulated news story of the people of Grace Evangelical Lutheran Church, Winchester.

- Who: the people of Grace represented by figures similar to the ones on our white paraments
- What: living daily lives that include faith, community, and service as represented by the actions and relationships of the figures
- How: with Christ, symbolized by the prominent 4-section cross, moving out into the world and transparent in the center
- Where: in the Valley, the horizon of mountains suggests home to local viewers
- When: beginning on the 8<sup>th</sup> Day, which is a symbol for the new life of Easter. The octagon provides the framework for our story. Eight-sided symbols are prominent in our worship space, including the baptismal font, the pulpit, and the altar dais.

It is my hope that this emblem reminds us that we are called to be church here in this place, together. – Norma Fredrickson

## THE ARTIST

Creative, talented, clever . . . three words that describe Norma Frederickson, the textile artist who designed our artwork. Norma, a member of Grace, practices art from her Berryville studio. Faith stories and love for the earth are her key inspirations. Her life-long practice of scriptural study informs her designs. She calls Psalm 51 her artist’s prayer and says, “It always seems a good place to come to before beginning a creative endeavor.” Her works at Grace include the white paraments, Pastor Sims’s white stole and chasuble, the blue chasuble, and the children’s activity bags for worship. To find out more about Norma’s work, go to [studiothree17.com](http://studiothree17.com).