

The Pemberton United Methodist Church

THE MINISTRY ACTION PLAN

For 2011-2014

March 1, 2007



**MAKING
DISCIPLES OF CHRIST
THROUGH **FAITH****

FELLOWSHIP

ACTION

INSPIRATION

TEACHING

HEALING

Pemberton United Methodist Church
42 Hanover Street, Pemberton NJ 08068
Pemberton-umc.org

MINISTRY ACTION PLAN (MAP) FOR 2011 THRU 2014

MISSION STATEMENT

One of the objectives was to look at the church's vision and revise or develop a mission statement that gives purpose to what we do as a church. After many discussions one Sunday afternoon it fell in place. We were driven to keep it clear and concise (something you could put on a T-shirt). We decided that the mission statement should read:

“MAKING DISCIPLES OF CHRIST THROUGH”

- F---Fellowship
- A---Action
- I ---Inspiration
- T---Teaching
- H---Healing

We believe the mission statement gives us a sense of direction and five avenues we should use to “MAKE DISCIPLES FOR CHRIST”. The key issues that we need to address will help us fulfill the mission and the FAITH steps will provide us the means to do so!

Pemberton United Methodist Church (PUMC) is a congregation of people who enjoy fellowship with one another, support each other in times of need and sorrow, and wants our church to grow in the future. We have not seen any major growth during the past few years and if it was not for a large bequest several years ago, PUMC would be in serious financial trouble. Our objective and focus must be redirected to find the most appropriate way for PUMC to MAKE DISCIPLES FOR CHRIST.

BACKGROUND

We are a very friendly congregation with a great pastor, music program, and a strong sense of community and mission participation. As a church we have a strong foundation to build upon. Sensing a need for change we asked Rev. Dr. Douglas W. Ruffle, author of Roadmap to Renewal (Rediscovering the Church's Mission) for assistance. Dr. Ruffle is the Director of Congregational Development for the Greater New Jersey Annual Conference. Dr. Ruffle came to PUMC and made a presentation on the methodology of his program. Based on Dr. Ruffle's presentation, and discussion amongst pastor Jere and several members of the congregation, on March 16, 2010 the Administrative Council discussed and approved the formation of a Roadmap

committee. The team was tasked with developing a Ministry Action Plan (MAP) that would help address key issues that would allow us to see PUMC grow as a viable, expanding, place of worship. The team was comprised of Bob Butler (chairperson), Laura Lato (assistant chairperson) Rev. Jere Hopkins-Doerr, Bruce Buzalski, Shirley Adams, Kathy Allen, Rob Challender, Carol Ann Capewell, Lelia Muckleston and Josh Muckleston. The team was consecrated on June 13, 2010. We met approximately 10 times during the summer/fall of 2010 and the plan presented here was approved by the team members on February 27, 2011.

Following the roadmap in Dr. Ruffle's book the team:

- Focused on the direction in which Christ would point us: to be a sign and an instrument of God's kingdom, helping others as well as ourselves, not just a sanctuary for our members.
- Interviewed people in the community outside our congregation to find out how we are perceived and what needs exist in the community that we might help address.
- Surveyed the congregation to be sure we understand the values held and measure the important issues perceived by our members.
- Reviewed several demographic surveys of our surrounding area.
- Visited other churches to see what best practices we might be able to apply to our situation.
- Selected numerous issues that the plan should address based on all the information we had collected.

The plan lists objectives that the team feels are realizable. These objectives are divided into three categories: (short-term –1 year to complete), (mid-term 1 to 2 year to complete) and (long-term 2-4 years to complete). The committee will meet at least two times a year to review progress in completing these objectives, problem areas that are being encountered, and making changes when needed to realize the successful completion of the plan. It is our intent that the objectives that are to be accomplished will be assigned to individual church committees that will be responsible for the execution of the objective and reporting to the Roadmap Committee progress and obstacles encountered.

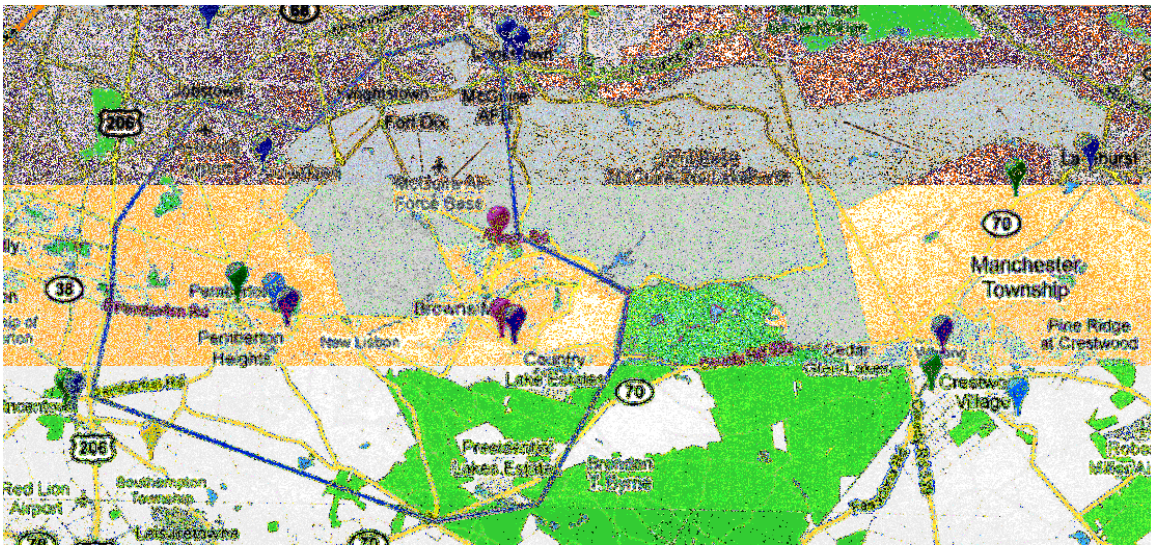
DISCUSSION

As the chair person I feel it is important to share with you some of the committee's findings in our survey of the congregation and community leaders, our study of the community demographics, and our observations in visits we made to other Methodist churches. These findings revealed to the Committee that there is no "magic pill" solution that will enhance our growth in the near future. However, our findings and visits did provide us with a lengthy list of things we feel would enhance our growth.

The committee made two surveys of the congregation (written and oral) to get a feel for what PUMC is about. The results confirmed what we believe makes our church and members so special. The word or concept of “Family” was prevalent in all our findings. Each member felt that the congregation was an extended member of their family in times of need or praise. The congregation is committed to a strong sense of “mission”. Whether it is going to Slidell, Iowa, Trenton or down the street we like to help others. The United Methodist Women support many causes internally and externally. Our core values center around Pastoral care (worship, fellowship, prayer) and charitable work (outreach and discipleship). These values are central to what makes the PUMC congregation work and believe in each other. They form the basis and will be the building blocks for our future.

DEMOGRAPHICS

The committee’s research into the demographics surrounding our church was startling and sobering. We looked at the surrounding area and had several sets of data that was broken down by zip codes, radius (5 and 8 mile circle) and a 13 pt. polygon. The 13 pt. polygon is shown below



No matter which set of data we analyzed the results were pretty much the same. PUMC is at the center of an area that is declining in growth or stagnant. The data tells us that no matter how you break down the population surrounding the church (zip code, radius or polygon) the results are pretty much the same.

- We are surrounded by a more affluent population with less people below the poverty level than the US average.
- The population trend is downward.
- The family structure is similar to the US average.

- 58% have a high school education or less.
- Household concerns are unusually high in the area. Child Care, Day-to-Day financial worries, Parenting skills, Employment opportunities, Teen/Child problems, and Better healthcare are needs.
- Overall the likely faith involvement level and preference for historic Christian religious affiliations is about average when compared to national averages.
- The overall church style preference can be described as somewhat traditional.
- The likely giving potential based on the average household income of \$66,184 and likely contribution behavior in the area, the overall religious giving potential is somewhat low.
- Church program preferences likely to exceed the national average are: Daycare Services, Family activities,
- Youth Social Programs and church sponsored Day school. Recreation programs seem to be dominant.
- A high % (87.6%) is likely to express a preference for some particular religious tradition or affiliation.

NOTE: Additional demographic information may be viewed at the Link2Lead website, <http://pemberton-umc.org/PDF/demographicinfo.pdf>

INTERVIEWS

We did interview Pemberton Township Mayor David A. Patriarca and Pemberton High School acting principle Dr. Gary Horton. The mayor was very forthcoming with information and confirmed our demographic data—the township is not going to see any real growth in the future. He feels that the Pinelands and deed restricted farm areas allow for little growth in future. Dr. Horton revealed that about 5% of the youth are troublemakers and take most of his time. Gangs are a problem. Many of the youth have no life goals or skills. A full time guidance counselor is overwhelmed with youth with drug problems (mostly prescription drugs). Many students live with grandparents, aunts or friends. Dr. Horton expressed the need for expanded facilities to accommodate GED seeking groups and to provide a method to get religion information to students. The churches in the community could provide assistance but the separation of church and state can be an issue.

VISITATIONS

Several members of the team attended church services at other Methodist churches. It was our hope that we could find a church that had completed the Roadmap process, but that was not the case. What we did find provided us with several areas that the PUMC

congregation takes for granted, but when you are new to a community and seeking a new church or attending as a visitor, these areas present difficulties that can force these prospective members to simply give up and go elsewhere. Church visibility, handicap facilities/parking, signs etc. These areas will be objectives in our plan. We also discovered several methods of following up with prospective new members, making them feel more welcome and seeking their return on a long term basis (becoming members).

SUMMARY

Since the demographic data, interviews, and visitations do not indicate any sustained growth in the area population, we feel the congregation must focus on new potential growth areas. One member of the congregation expressed that we may want to become the church that meets the needs of the older citizens of our community. This appears to be an area of possibility as age restricted housing becomes more prevalent in our church area. We also feel we need a method to distinguish us from the other 13 Methodist churches that are very close by.

OBJECTIVES

On the next four pages you will find the Mission Action Plan objectives. The objectives are broken down by our FAITH steps. The applicable committees and time frame for accomplishment are also provided. When this plan is formally approved by the Administrative Board and Church Charge Conference the MAP committee will meet at least 2 times per year to audit the completion of the objectives. The committee will report its findings to the Administrative board and if modifications are required, funding issues need to be resolved, or different committees need to be responsible for accomplishment, the Board will address the issue.

COVENANT

The Roadmap Committee feels it is very important that this Ministry Action Plan be considered a plan for ALL members of the church. It is not the committees plan, but is a plan that each church member has reviewed, discussed, embraced and is committed to seeing it successfully completed. To show your commitment to the successful completion of this plan we ask that each member attend a Covenant Service that will be conducted in the Wesleyan Tradition on March 27, 2011. This service will be a chance to formalize your commitment to assuring successful completion of the plan.

APPROVAL

This Ministry Action Plan was presented to the Administrative Board on March 1, 2011. It was reviewed by the council and approved at this time.

<p>Priority S= 1 Year M= 1-2 Years L= 2-4 Years</p>	<p>Pemberton United Methodist Church Ministry Action Plan - Roadmap to Renewal March 1, 2011 "Making Disciples for Christ through FAITH"</p>	<p>Responsibility T=Trustees F=Finance N=Nurture Outreach W=Worship P=PPR U=UMW H=Historica R=RoadMap Com. SA = Shirley Adams</p>
<p>Fellowship</p>		<p>NM</p>
<p><i>Before and after Church</i></p>		<p>PS/NM</p>
<p><i>Mentors</i></p>		<p>PS/NM</p>
<p><i>New Member Sponsors</i></p>		<p>PS/NM</p>
<p><i>Reward/Recognition of those who make disciples</i></p>		<p>PM/NM</p>
<p>Action</p>		
<p><i>Core Services Group</i></p>		<p>,</p>
<p><i>Shoppers</i></p>		<p>NM</p>
<p><i>Helpers</i></p>		<p>NM</p>
<p><i>Positive thinking</i></p>		<p>NM</p>
<p><i>Drivers</i></p>		<p>NS</p>
<p><i>Community Lists</i></p>		
<p><i>Provide place for GED Classes</i></p>		<p>NM/TM</p>
<p><i>Church services</i></p>		
<p><i>Ministers</i></p>		
<p><i>Counselors</i></p>		
<p><i>Support Groups</i></p>		
<p><i>Outward focus</i></p>		
<p><i>PUMC takes care of community not just itself</i></p>		
<p><i>Scout Meetings</i></p>		
<p><i>Education facilities</i></p>		
<p><i>computer / internet access</i></p>		<p>NM/TM</p>
<p><i>Support bible club for students</i></p>		<p>NL</p>

<p>Priority S= 1 Year M= 1-2 Years L= 2-4 Years</p>	<p>Hemberton United Methodist Church Ministry Action Plan - Roadmap to Renewal March 1, 2011 "Making Disciples for Christ through FAITH"</p>	<p>Responsibility T=Trustees F=Finance N=Nurture Outreach W=Worship P=PPR U=UMW H=Historica R=RoadMap Com. SA = Shirley Adams</p>
<p><i>Action (continued)</i></p>		
<p><i>Ministry</i></p>		
<p><i>More laity involvement</i></p>	<p>WS</p>	
<p><i>Charitable work in Community</i></p>	<p>NS</p>	
<p><i>Enhance food pantry</i></p>	<p>NS</p>	
<p><i>Assist single parents / broken families</i></p>		
<p><i>Assist troubled youth</i></p>		
<p><i>Envelopes changing monthly for mission giving</i></p>	<p>FS</p>	
<p><i>Cards for Sunday Flowers taken to shutins</i></p>	<p>SA</p>	
<p><i>Bears in the pews for visitors with card (Beany Babies!!!)</i></p>	<p>NS</p>	
<p><i>Habitat projects local and distant</i></p>		
<p><i>Support other needy congregations</i></p>	<p>NM</p>	
<p><i>Visibility</i></p>		
<p><i>Community</i></p>		
<p><i>Parking Lot Locations</i></p>	<p>TS</p>	
<p><i>Handicap Parking location & signs</i></p>	<p>TS</p>	
<p><i>Highway signs on peripheral roads</i></p>		
<p><i>Cross and flame in center of town</i></p>	<p>TL</p>	
<p><i>Large Cross & Flame at Church</i></p>	<p>TL</p>	
<p><i>Become better known and grounded in the community</i></p>		
<p><i>advertising (paper, new communities)</i></p>	<p>NS</p>	
<p><i>Develop Brochures for real estate offices/development sales offices</i></p>	<p>NS</p>	
<p><i>Visitor gets fresh baked goods(bread) afternoon of their first visit</i></p>	<p>WM</p>	
<p><i>Internet room</i></p>	<p>NL/TL</p>	

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<p><i>Action / visibility (continued)</i></p>		
<p><i>Internal</i></p>		
	<p><i>Office location & Hours</i></p>	<p>WS/TS</p>
	<p><i>Sanctuary Entrance sign</i></p>	<p>WS/TS</p>
	<p><i>Bathroom Sign</i></p>	<p>WS/TS</p>
	<p><i>Kitchen Sign</i></p>	<p>WS/TS</p>
	<p><i>Chapel Sign</i></p>	<p>WS/TS</p>
	<p><i>Music Room Sign</i></p>	<p>WS/TS</p>
	<p><i>Less obtrusive A/C</i></p>	<p>TS</p>
	<p><i>Mission Statement</i></p>	
	<p><i>"T" shirt decal</i></p>	<p>RS</p>
	<p><i>In Front of the Church</i></p>	<p>RS</p>
	<p><i>In The Sanctuary</i></p>	<p>RS</p>
	<p><i>Pew Cards with church contact information</i></p>	<p>WM</p>
	<p><i>Make vestibule more attractive and inviting</i></p>	<p>WM</p>
<p><i>Finance</i></p>		
	<p><i>Financial Review (Where, who, and how PMUC operates/ cutbacks</i></p>	<p>FS</p>
	<p><i>Review heating/cooling cycles</i></p>	<p>TS</p>
	<p><i>Encourage bequests</i></p>	<p>FS</p>

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<p><i>Inspiration</i></p>		
<p><i>More planning and followup evaluation by committee</i></p>		
<p><i>Worship</i></p>		
<p><i>New Music Style - Last song stays with you all week</i></p>		<p>Pastor</p>
<p><i>Acolytes of all ages and sex</i></p>		<p>WS</p>
<p><i>Offering taken by all ages and sex</i></p>		<p>WS</p>
<p><i>Youth readers, testimony, acolytes</i></p>		<p>WS</p>
<p><i>Get the "blood stirring" with new styles</i></p>		<p>WS</p>
<p><i>Times for Testimony</i></p>		<p>WS</p>
<p><i>Quiet time before services</i></p>		<p>WS</p>
<p><i>New type of service geared to bring younger members</i></p>		<p>NM</p>
<p><i>Attendance</i></p>		
<p><i>Bring back people who stop attending</i></p>		
<p><i>followup on members married/baptized in church</i></p>		<p>WM</p>
<p><i>Light candles during first Hymn</i></p>		<p>WS</p>
<p><i>Grayer groups/partners</i></p>		<p>NM</p>
<p><i>Shirley's list by month of special inspiring worship related activities (See Attached)</i></p>		<p>NM</p>

<p>Priority S= 1 Year M= 1-2 Years L= 2-4 Years</p>	<p>Demberton United Methodist Church Ministry Action Plan - Roadmap to Renewal March 1, 2011 "Making Disciples for Christ through FAITH"</p>	<p>Responsibility T=Trustees F=Finance N=Nurture Outreach W=Worship P=PPR U=UMW H=Historica R=RoadMap Com. SA = Shirley Adams</p>
<p><i>Teach</i></p>		
<p><i>Outreach</i></p>		
<p><i>Help people in the community (Rutgers church helps people with immigration issues)</i></p>		
<p><i>Plan and advertise childrens Sunday School</i></p>		
<p><i>Open Bible study to community</i></p>		
<p><i>Healing</i></p>		
<p><i>small prayer Groups</i></p>		<p>WM</p>
<p><i>small covenant groups</i></p>		<p>WM</p>

Programs to consider for Roadmap: Shirley Adams

1. **SEPTEMBER** –
Rally Day – Do a Sunday School survey of families during the summer in preparation for curriculum to include all ages and interests. Ready for a Rally Day kick-off
Grandparents Day – Intergenerational Program children with children and adults
 2. **OCTOBER** –
World Wide Communion Sunday a pre-program explaining the Sacrament of Holy Communion with question/answer time
Laity Sunday – Lay Leader preaching; laity participating in service
Halloween Hayride/Party for all members
 3. **NOVEMBER** –
National Bible Week & Sunday – Lift up the Word, encourage Bible Study and bring Bibles to church each Sunday. Bible trivia covered dish.
 Thanksgiving Community Eve Service – ecumenical
Thanksgiving Breakfast – Youth in Wesley Hall for community
United Methodist Student Sunday - students home for holiday participate
 4. **DECEMBER** –
Tree Trim
Family Workshop on Advent
Caroling
Christmas Eve Candle Light Service
Christmas Cantata or Service of Carols
Angel Tree - Collect for Needy
 5. **JANUARY** –
Service for Human Relation Sunday and follow-up Program
Sunday Worship for Testimony & Praise
Souper Bowl of Caring – canned goods collected on Super Bowl Sunday
 6. **FEBRUARY** –
Lenten Workshop
Lenten Play/Special Communion Service on Maundy Thursday
Teddy Bear Fuzzy Nite – Covered Dish (what makes you feel good?)
 7. **MARCH** –
World Day of Prayer – cottage prayer meetings in individual homes; altar prayer in sanctuary.
 8. **APRIL** – One Great Hour of Sharing – World/Local Mission Project
 9. **MAY** –
National Day of Prayer (First Thursday in May) Ecumenical
Mother's Day Worship - have preliminary events on Family & Home leading up to this service. Honor Mothers ushering in Family Week
Mother/Child Banquet – UMW sets this up
American Native Day Mission Program
Pentecost – Birthday Party for the Church – Special Covered Dish; there are programs written for the whole church related to this special day
Memorial Day Sunday – honor/participate Veterans/Active Service in Worship conclude at the War Memorial with taps
 10. **JUNE** – Father/Child Breakfast with special theme.
Peace & Justice Sunday Worship Service
Father's Day Service – Father's and sons participating with special men's choir
Graduates Recognition Sunday
 11. **JULY** – Church Picnic
Vacation Bible School
Special July 4th Worship Service
Work on a survey for SS Curriculum
 12. **AUGUST** – Most people are vacationing etc, but we do need to have something in place for this month.
 13. **ANY MONTH:** Keep our eyes and ears opened to new programs and avenues of interest to expand our program for the many needs of the people. We can always add to our Church Program. I didn't get into the way of changing our style etc. That has already been suggested by others. One of our main concerns should be reaching our families.
- Programming should be planned in committee and woven into our Yearly Church Calendar and promoted through our Church Newsletter and Website. It is imperative to evaluate afterward! Evaluation is as important as planning!