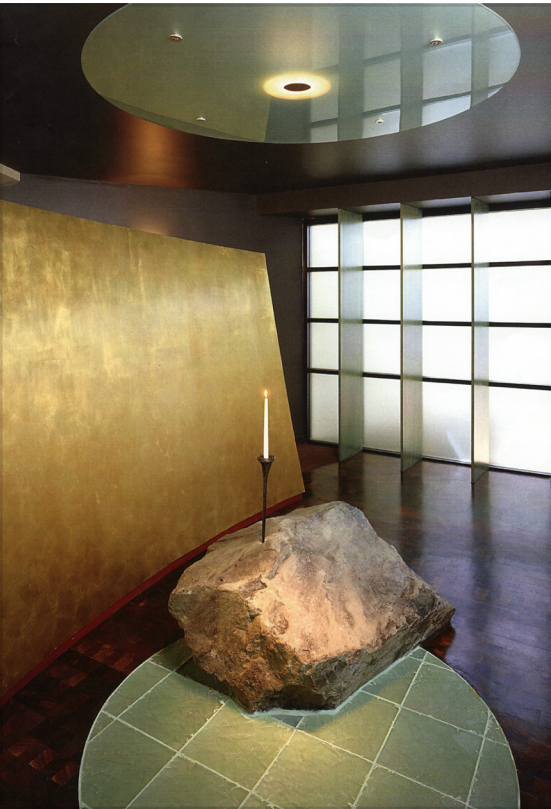


MERCER  ISLAND
PRESBYTERIAN CHURCH



STRATEGIC
PLANNING
SUMMARY

FEBRUARY
2011



MIPC Strategic Plan - Summary

The leadership and congregation of MIPC have been wrestling with who God is calling us to be. Through our strategic planning process, we have listened and shared many thoughts and ideas and have incorporated a great deal of input from meetings, congregational forums, and surveys. The following is a summary of where we see our call for the next five years. Please visit the MIPC website (www.mipc.org/planning) after March 1 for a detailed version of the plan.

Overall Theme and Vision for the Future

Strengthening our Foundation – *On Christ, the solid rock we stand, all other ground is sinking sand*

As Christ is the solid rock on which we stand, so too are our foundations *of seeking God, sharing our gifts, and serving others*, as stated in the proposed updated Mission Statement. MIPC is blessed with many strengths and vibrant ministries. We aspire to leverage these as we seek to grow each person's individual faith as well as grow into the church God is calling us to be. Following this page you will find a summary of our key findings and recommendations.

Proposed Mission Statement

A church community with a world vision, seeking God, sharing our gifts, and serving others, together.

(Note: This proposed mission statement is a recommendation from Strategic Planning, to be adopted more formally after a period of input and comment.)

Goals for the Next Five Years

Seeking God

Develop our faith through -

- Worship and preaching
- Spiritual development
- Small group opportunities
- Understanding our Presbyterian roots
- Christian Education and Bible study

Sharing Our Gifts

Live out our faith through -

- Discovering and celebrating our individual gifts
- Sharing our time through participation and leadership
- Sharing our passions within our congregation and beyond
- Sharing our financial gifts

Serving Others

Share our faith by reaching out to and supporting -

- Others in our church
- Others in our community
- Others in our world

Together

As Christians

As Presbyterians

As the body of MIPC, being led by our mission

How do we accomplish these goals?

The Strategic Planning Team evaluated our current environment to develop a set of *key findings* about where we are today, and a set of *key recommendations* that will help us grow into the church God is calling us to become. The findings and recommendations summarized below are intended to assist us in achieving our five year goals. Note that these are broad guiding principles and that it will be up to leadership and individual ministries in their detailed planning to put specific action plans together to accomplish our goals.

Summary of Key Findings

- MIPC is grateful for many ministries with strong reputations and resources.
 - MIPC differs from peer churches in key ways (e.g., high level of programs, little debt, lower worship attendance, lower giving per member, higher % of congregation that is >65).
 - Over the last 10 years, MIPC has significantly expanded its programs and ministries as well as its level of staffing, while membership and attendance have remained level.
 - MIPC has developed a strong reputation as a spiritual leader in the community and schools, however, without a funding source or new membership, it is hard to address the growing pastoral and caring needs resulting from this positive outreach.
 - MIPC relies heavily on a small group of recurring volunteers.
 - MIPC currently operates in a difficult economic environment that has been broadly challenging to churches and non-profits.
 - MIPC has navigated through challenges of several transitions, but appears poised to move forward.
 - An analysis of MIPC's current environment points to the following needs:
 - Expanded congregational participation, leadership, and financial commitment
 - A focus on adult spiritual development, engagement and connectedness
 - With 3 pastors instead of 4 (in accordance with Staffing Task Force recommendations) , pastor time needs to be deployed differently (less doing and administering, more leading and delegating)
 - With limited financial resources and a challenging economic environment, we need to do more with less and still operate within a comfortably balanced budget; we won't be able to do everything we have done in the past or at least not in the same staff-driven manner
 - Leadership driven by communicating and implementing a common vision
 - Additional systems and procedures which are appropriate for MIPC's size
 - A need to reach out to less active members within our congregation
 - A need to reach out to and support the external community in ways that we can sustain with existing resources
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Summary of Key Recommendations

Seeking God

- Develop and enhance worship; focus on preaching
- Focus on adult spiritual development and improve adult engagement and connectedness through small groups and other opportunities
- Provide opportunities and education for us to understand and strengthen our Presbyterian ties
- Provide Christian education and Bible study opportunities that help us grow and best deploy our resources for the greatest impact

Sharing Our Gifts

- Discover, celebrate, and share our individual passions and spiritual gifts so that each of us shares those gifts at MIPC and beyond
- Encourage, train, deploy, and support lay leaders
- Refocus pastors, staff, and key lay leaders' responsibilities to focus more intentionally on developing, supporting and equipping congregational leaders and participants
- Develop and utilize a balanced budget that prioritizes ministries for which we have lay leadership
- Continue support of historically strong ministries at MIPC, but do so in ways that rely increasingly on congregational support rather than staff
- Encourage financial stewardship as an essential part of our Christian responsibility and call

Serving Others

- Help one another use our passions and gifts to reach out to and support the needy in our church, in our community, and in the world. As we serve others, we will strive to be inclusive and welcoming to all.
- Expand our mission awareness and impact by increasing the congregation's understanding and appreciation of mission as an essential part of our Christian call, connecting a greater percentage of the congregation to mission activities, and measuring and communicating our progress in both time as well as money
- Support and partner with community groups, Presbytery, and local and international mission groups to serve others

General

- Lead and communicate using a clear and simple common vision
- Leverage the positive aspects of transition and change as we move forward
- The Staffing Task Force recommends that MIPC stay with a three-pastor staffing model for the foreseeable future

The MIPC Strategic Planning Team recommends that we go boldly into the future, embracing this opportunity for change while cherishing our past. We are thankful for our many strengths, and we rely on God as we seek to grow into our future. We recommend that as we seek to grow into all that God calls us to be, that we encourage one another regularly, communicate well, and humbly trust God and one another to serve God's people, within and beyond MIPC.

In humility and in faith, let us raise our hearts and our voices proclaiming again . . .

On Christ, the solid rock we stand!

The Strategic Planning Team welcomes your feedback and comments on this summary, the proposed Mission Statement or any part of our process. Please email us at: planning@mipc.org.