

Rev. Dorington Little, Transitional Senior Pastor

2021-2022 Hope Presbyterian Church Session Goals

1. Develop Spiritual Elders

- a. Formalize a Ruling Elder job description.
- b. Develop a plan for the College of Elders (Ordained Ruling Elders not presently serving on Session).
- c. Grow Session as a small group.
- d. Develop Ruling Elders as teachers.

2. Improve Worship at Hope

- a. Involve more laity in worship services.
- b. Enrich the elements of worship by utilizing greater instrumentation and musical styles.
- c. Offer three convergent worship services next year.
- d. Enhance our meeting space with visual arts that draw us deeper into worship along specific preaching themes.

3. Improve Communication

- a. Offer a multilayer online calendar reflecting all church events and ministries.
- b. Post all church announcements and communications to the website.
- c. Improve the coordination and exchange of information across committees.
- d. Recruit/encourage/train personnel to use our electronic resources.

4. Engage the Community through Missions

- a. Establish qualifications and develop a process for selecting missions that Hope will support following the new Philosophy of Engagement.
- b. Partner with a local church that is predominantly different from Hope demographically to better integrate with and serve our surrounding community.
- c. Host a mission-oriented Sunday School class or small group.
- d. Increase the percentage of budget allocated to missions to 20% by 2026.

2021-2024 Hope Presbyterian Church Diaconate Goals

Worship

1. Increase visibility of deacons:
 - a. Greet and Usher using Time and Talent (1 year)
 - b. Serve with Elder each Sunday to be available for individual prayer (1 year)
 - c. Read scripture at services (1 year)
 - d. Be intentional about attending both services and sitting in different locations to connect with as many members and visitors as possible. (1 year)

Connect

2. Develop relationships with new members:
 - a. Attend New Member Bridge Class (2 deacons per class) (1 year)
 - b. Continue Card Ministry to congregation for grief/illness/encouragement. Expand to include prayer cards. (1 year)
 - c. Increase use of Realm by expanding Birthday calls to include verification of Realm information. (1 year)
 - d. Partner with Friends Forever ministry to identify and meet the needs of families with special needs. (1 year)
 - e. Develop quarterly messages to the congregation with intentional/unique focus. (1 year)

Serve

3. Develop/enhance generational ministry:
 - a. Pilot Elder Care Ministry among the deacons (1 year) to be expanded to the congregation (3 years).
 - b. Build transportation ministry using Time and Talent (3 years)
 - c. Build Meal Ministry using Time and Talent (1 year)
 - d. Work with youth volunteers to serve across the generations (3 years)

Rev. Dorington Little, Transitional Senior Pastor

2021-2022 Hope Presbyterian Board of Trustees Goals

Finance:

1. Conduct an outside review and schedule a full independent audit.

Facilities:

1. Review and prioritize the list of proposed projects.
2. Consider options for project management and the balance of volunteer versus professional services.

Safety and Security:

1. Schedule and deliver safety and security training.
2. Develop written policies and procedures.
3. Develop a budget proposal for phases of implementation.

Communications:

1. Provide training to greeters, ushers, and other volunteers.

Administration:

1. Draft a personnel manual for all employees.
2. Assemble a library of policies and identify gaps, including facilities, security, finance, and space usage.