



# Long Range Task Force

Prepared for: Alan Bartlett – Chair, Executive Board

Prepared by: Bernard Amiot – Chair, Long Range Task Force

November 2019



# PART 1 - PREAMBLE

### Conception of the Long Range Task Force

This year marked the 50th anniversary of active ministry for Christ Moravian Church (CMC). In preparation for this occasion, the Executive Board saw fit not only to celebrate our wonderful history, but also to examine what may lie ahead. At its October 24, 2018 meeting, the Executive Board hence appointed a Long Range Task Force (LRTF) to look at the future of our congregation.

### Goals of the Committee

The mandate of the LRTF was set out in three broad areas:

- To cast a vision for the next 50 years
- To promote growth within
- To add value to our community

The Terms of Reference for the committee presented several more specific goals such as reviewing the Church's mission statement, gathering feedback from the membership, identifying passionate and gifted leaders and discerning opportunities to share our time, talents and resources with the community around us. Further details are included in Appendix A.

### Members of the Committee

The LRTF was made up of a cross-section of church members who provided good representation for our congregation:

- Bernard Amiot, Chair of the LRTF, Elder and Executive Board Member
- Steve Gohdes, Pastor
- Donna Gordon, Elder and Executive Board Member
- Holly Heffernan, Elder
- Alan Bartlett, Executive Board Chair (part-time)
- Jody Gorai, Executive Board Member
- Cynthia Fenby, Long-Time Member of CMC
- Warren Haggith, Long-Time Member of CMC
- Jeff Pratt, Newer Member of CMC and Youth Leader

## PART 2 – DATA GATHERING & ANALYSIS

### **Life at Christ Moravian Church**

One of the first exercises the group completed was to list all programs and activities in which the congregation is currently engaged. As trivial as it seems at first, this activity was actually quite enlightening. The list contained over 100 items covering a wide range of ministry. These items were later analyzed to determine whether they aligned with our mission statement, and the estimated impact or value the group felt they had on our congregation. Results are presented in Appendix B.

### **Surveying the Congregation**

In January 2019, the LRTF held an Open Door session, and then conducted a survey of the congregation. The Open Door session was designed to be a group discussion around the strengths of our church and the perceived growth opportunities. The survey, on the other hand, was meant to gather input from individual members. Its focus was on the personal faith experience of our members and their view of the effectiveness of our organization. Both the Open Door session and the congregational survey were well supported, with 45 members attending the Open Door session and 60 respondents to the questionnaire.

Learnings from both the open door session and the congregational survey are highlighted throughout this report, and additional details are presented in Appendix C and Appendix D respectively.

### **CMC's Strengths**

Most everyone in our congregation recognizes the dominant characteristic of our church:

***Christ Moravian Church is a welcoming, loving and caring congregation. It provides a safe environment where people feel accepted and encouraged to respond to God's call.***

The LRTF committee observed that the congregation is made up of people of varied backgrounds and beliefs. In a sense, this diversity is our strength. Because of it, we are more open to others. We delight in fellowship, we forge lasting relationships, and we also stand side-by-side in times of adversity. As one of our members says it so well, it is “the art of walking each other home”.

### **Threat or Opportunity?**

Like many other congregations, concerns were expressed about the aging demographics of our members. Our first thought was that we needed to attract younger families and more youths to our church. Upon reflection however, we began to shift our thinking. Instead of looking at this reality as a threat, why not use our knowledge of the issue and transform it into an opportunity? What if we used our time and talents to minister to those individuals and caregivers in our community who are experiencing the stresses and anxieties that accompany the process of

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aging? Well, the recently held “Aging in Place” seminar offered by the CMC’s Mission and Outreach Committee is a shining example of what God can do if we truly are listening to the call.

### The Biblical Mandate of the Church

Every organization exists for a purpose. But to properly articulate its mission and identity requires much thought and effort. One of the key tasks of the LRTF was to review the biblical mandate of the church. In so doing, several passages of scripture were brought forth:

2 Timothy 4:2

*...preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching.*

Galatians 6:2

*Bear one another's burdens, and so fulfill the law of Christ.*

Matthew 28:19

*Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.*

Acts 4:42

*And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.*

This purpose or mission is really made up of two parts: the WHY and the HOW. The WHY is the motive force behind our actions. It could be seen as the critical part on which we need to align. It stems from our value system, our beliefs, our culture. The HOW represents the outlets we choose to accomplish our WHY, as well as the ways and the methods we use. Methods are more flexible, and can even change over time based on the growth of our church and the needs around us.

In this regard, the following Moravian tagline offers much wisdom to guide our Christian walk:

*In essentials, unity;*

*In non-essentials, liberty;*

*In all things, love.*

## PART 3 – THE ESSENTIALS

### Choosing The Better Part

In Luke 10:38-42, we read the story of a woman named Martha who opened her home to Jesus and his disciples. While Martha was busy and distracted by all the preparations, her sister Mary sat at the feet of Jesus and listened. Frustrated, Martha asked, ***“Lord, do you not care that my sister has left me to serve alone? Tell her then to help me.”*** But the Lord answered her, ***“Martha, Martha, you are anxious and troubled about many things, but one thing is necessary. Mary has chosen the good portion, which will not be taken away from her.”*** (ESV)

No doubt life is busy, and we easily get sidetracked. Even the church can become overwhelmed with many pursuits. All are well intentioned, but it would serve us well to remember that the reason people come to church is first of all to meet God.

### The Need to Focus to Be More Effective

During our meetings, many discussions revolved around the notion of singularity of purpose. One of our members referred to the Hedgehog Factor<sup>1</sup> while others pointed to similar ideas such as the Golden Circle<sup>2</sup>, the Strengths Finder Test<sup>3</sup>, and the old Japanese concept of Ikigai, meaning “a reason for being.”

From those references, a common thread emerges: it is clear that organizations, teams and people are most effective when they operate within their strength zone. This strength zone is found at the intersection of:

- The things we are most passionate about;
- The areas we are very good at, and where natural abilities exist; and
- The needs around us.

We too, over the years, have had the most success when we used our strengths to interact with the community around us. The original community day camp started by Rev. Lew Thomas with over 150 children (even before our church was founded!), our well-known annual garage sale that attracts thousands of folks, and the popular mission fundraising concert events are but a few examples.

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<sup>1</sup> From the book “Good to Great”, by Jim Collins

<sup>2</sup> From the book “Start With the Why”, by Simon Sinek

<sup>3</sup> By the Gallup organization

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### The Five Core Areas of Ministry

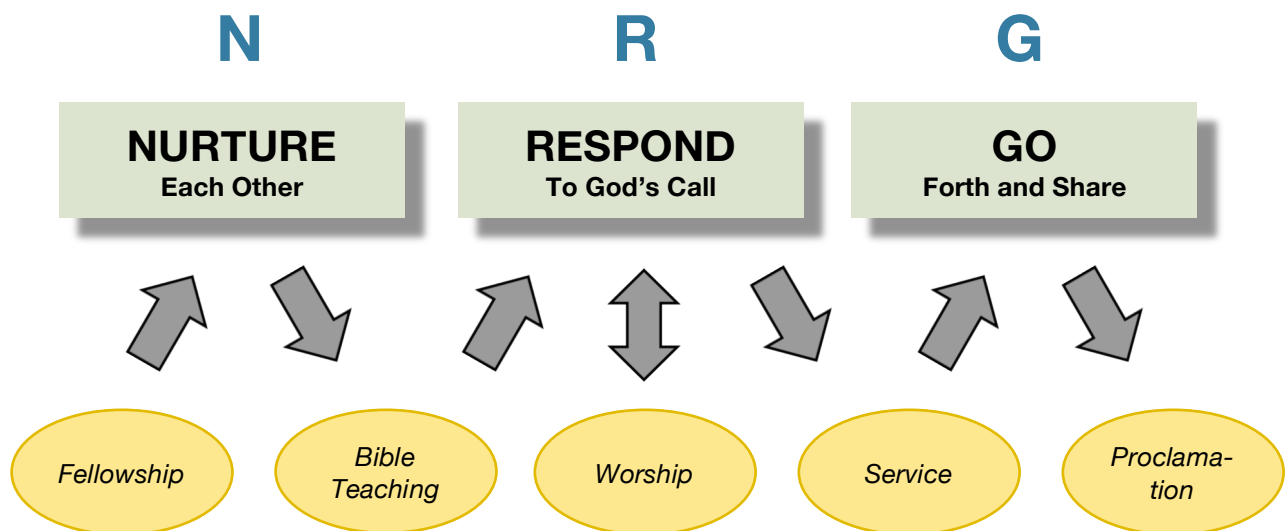
The most influential reference we found on the topic of focused ministry was an article published in the January 2019 edition of The Parish Paper. The article summarized the “macro mission” of the church in terms of five core elements:

- Fellowship (Koinonia)
- Bible Teaching (Didache)
- Worship (Leiturgia)
- Service (Diaconia)
- Proclamation (Kerygma)

The LRTF believes that these core areas of ministry could serve as a guide by which to evaluate our various ministries and provide direction on how to best serve God.

### Christ Moravian Church’s Mission Statement

With these thoughts in mind, the committee spent some time reviewing the current mission statement of Christ Moravian Church. Though it was developed several years ago (under the guidance of then Director of Stewardship at Moravian Church, Northern Province, Mr. Gary Marsh), our discussion led us to reaffirm the validity of our mission statement and its relevance still today. In fact, our mission statement seems to align completely with the five core areas of ministry discussed above.



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When looking at the five core elements of ministry next to the CMC Mission Statement, we notice a link between them all: one leads to another, and then another, and so on. Likewise in the Christian walk, there is a progression, a pull, a sense of calling. And so, before giving his disciples the Great Commission, “***Go therefore and make disciples of all nations***”<sup>4</sup>, Jesus first gave them a Great Commandment: “***You shall love your neighbor as yourself***”<sup>5</sup>.

Indeed, before we can preach the gospel, we need to connect and build bridges with one another. It begins with friendship and fellowship, and fortunately for Christ Moravian Church, it happens to be our very strength!

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<sup>4</sup> Matthew 28:19 (ESV)

<sup>5</sup> Matthew 22:39 (ESV)

## PART 4 – RECOMMENDATIONS & OPPORTUNITIES

### **The Big Five**

Presented below are the key recommendations from the LRTF committee. While preparing these, we tried to capture the essence of our discussions and findings in relation to the five core areas of ministry. We trust they will provide a better understanding of our uniqueness as a church, and provide guidance as to how to continually improve our work and our mission. In some cases, we provide more in-depth advice with regards to specific programs, gaps or opportunities. Those are discussed further in Appendices.

### **Fellowship (Koinonia)**

No doubt fellowship is one of the prime factors of CMC's success. What sets us apart from other churches is the way we welcome newcomers. Our role is to keep offering an environment where people around us feel accepted and encouraged to grow their faith. Nurturing each other is critically important.

#### Recommendations:

1. A new vision for the Shepherd's Program  
(Refer to Appendix E for additional details on this recommendation)
2. Enhancing Pastoral Care & Counselling  
(Refer to Appendix F for additional details on this recommendation)
3. Making Better Use of Our Space  
(Refer to Appendix G for additional details on this recommendation)
4. Training and Mentorship  
(Refer to Appendix H for additional details on this recommendation)

### **Bible Teaching (Didache)**

Bible teaching is a vital part of our ministry because knowledge of God leads to spiritual growth. As a church, we encourage people to deepen their faith by reading and reflecting on the word of God. Results from the congregational survey suggest that there is a desire for a more theological and biblical approach to worship and to decision-making within the church.

#### Recommendations:

5. We recommend the Spiritual Committee and the Board of Elders find ways to accentuate bible reading during worship, and promote bible study both at a group level and on a personal basis.



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6. We suggest the Executive Board use the elements discussed in Part 3 of this report (The Essentials) as a sort of playbook or guidelines for stewardship, decision-making and administration of the affairs of the church.

### Worship (Leiturgia)

Worship is a way of life: not just at church, not just on Sundays. Christians are to ***“Rejoice always, pray without ceasing, give thanks in all circumstances”***<sup>6</sup> for it is the will of God for us.

Worship is also a shared experience as we come together to give glory to the Lord. At Christ Moravian Church, worship service is done in a friendly atmosphere, somewhat less formal and less doctrinal. Music takes an important place during our gatherings and the variety of styles and talent offered has made the music program a strength of the congregation.

#### Recommendations:

7. Our church members consider the diversity of participation during worship important to them (kid’s message, youth involvement, bible readers, elders, musicians). We recommend continuing this practice.
8. The CMC music program has recently gone through a transition phase. Heidi Gohdes has assumed the role of music director and has done a fantastic job during this time. Heidi has successfully created opportunities for many musicians to offer their musical talents and enrich our worship experience. We are gracious to Heidi for her commitment. We recommend the Executive Board continue to support, monitor and evaluate the music program regularly. The music committee should be engaged as necessary.

### Service (Diaconia)

Mission has been at the heart of the Moravian culture since its early beginnings. Likewise, Christ Moravian Church supports many worthy causes, including Mustard Seed, the Calgary Food Bank, and several global efforts of the Moravian Unity in places such as Rajpur, India, Cuba, Labrador and Peru. Recently, the Mission and Outreach Committee has tried to narrow the focus of our services to others. The feedback we received suggests that our congregation is willing but sometimes feels overwhelmed by the need around us.

#### Recommendations:

9. We suggest the Mission and Outreach Committee review and enhance its Guiding Principles to help the Board and the congregation steward its efforts regarding this area of our ministry. (Refer to Appendix I for additional details on this recommendation)

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<sup>6</sup> 1 Thessalonians 5:16-18 (ESV)

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10. Strengthening Our Commitment to Mission  
(Refer to Appendix J for additional details on this recommendation)

### Proclamation (Kerygma)

Someone once said: “We are all preachers; we preach by the life we live”. Our ways of proclaiming the good news here at Christ Moravian Church is very much like that: we practice lifestyle evangelism. Our garage sale is one the greatest examples. It has become the hallmark of our engagement with the community. Our outdoor sign is another obvious example. We have used it to connect with our neighbors and advance our ministry. We must continue to look for opportunities like those to build bridges and develop relationships with others.

#### Recommendations:

11. Our Mission Statement (NRG) and the Moravian Tagline (In Essentials...) are things to be proud of. In and of themselves, they are beautiful messages we can use to express our faith with the world around us. We suggest promoting their use more widely, both internally and externally.

#### A Golden Opportunity:

12. We at Christ Moravian Church are great hosts. We are friendly and we love to chat around a cup of tea or coffee. We also have a love for music. What if we could develop a program that would combine the best of all worlds? A program that would utilize our native strengths and passions to engage with our community. Thus was born the idea of the “Moravian Star-Bucks”!  
(Refer to Appendix K for additional details on this opportunity)

## PART 5 – A FINAL WORD

In closing, we would like to thank the Executive Board of Christ Moravian Church for their trust and support, and for this opportunity to serve. As chair of the LRTF, I feel this experience was truly enriching. We hope the results of this study will be shared widely, to the benefit of our greater congregation. Of course, our recommendations are offered humbly, to the ultimate glory of our Lord.



**Bernard Amiot**

Chair, Long Range Task Force

## LIST OF APPENDICES

**Appendix A – Long Range Task Force Terms of Reference**

**Appendix B – Programs & Activities Value Analysis**

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**Appendix I – Mission and Outreach**

**Appendix J – Strengthening Our Commitment to Mission**

**Appendix K – Moravian Star-Bucks**

# APPENDIX A

## **Long Range Task Force Terms of Reference**



# CHRIST MORAVIAN CHURCH

Organization Manual

## LONG-RANGE TASK FORCE

### TERMS OF REFERENCE

#### PURPOSE & MANDATE

##### **Casting a Vision for the Next 50 Years**

- To review, affirm or update the mission statement of Christ Moravian Church, which would define our call as a congregation
- To gather and review suggestions brought up by the congregation, identify opportunities and provide guidance for direction and focus
- To formulate a functional philosophy on behalf of the congregation to help guide the efforts and decisions of the Executive Board

##### **Promoting Growth Within**

- To identify passionate and gifted leaders within our congregation and promote their development through mentorship & training

##### **Adding Value to Our Community**

- To reach out to others through lifestyle evangelism
- To discern opportunities to meet the needs of our community by sharing our talents, resources or assets

#### ORGANIZATION

##### **Accountability**

- The Long-Range Task Force shall be appointed by the Executive Board for a term of one year
- At the end of the term, the Executive Board shall review progress, along with current needs, and may renew the term and mandate of the Task Force if deemed necessary
- The Task Force shall provide a written report to the Executive Board once every two months

##### **Membership**

- The task force will consist of the following:
  - At least one member of the Executive Board
  - At least one member of the Fellowship of Elders
  - The serving pastor
  - At least four other members, as appointed by the Executive Board

# APPENDIX B

## **Programs & Activities Value Analysis**



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VALUE ANALYSIS

Program or Activity	CORE AREAS OF MINISTRY						Y or N		Y or N	H, M, L	%	IMPACTFUL? SELF EVALUATION
	Worship	Bible Teaching	Proclamation	Service	Fellowship	Other	ALIGNED WITH		IMPACTFUL?	SELF EVALUATION		
							Core Areas	Mission Statement				
1 Acadia Place				Y			Y	Y	M		A LITTLE EARLY TO ASSESS	
2 Advent Study		Y					Y	Y	L	10%	HAS POTENTIAL. NEED TO FIND THE RIGHT FORMULA?	
3 Al Anon						Y	Y				RENTAL, SUPPORTING COMMUNITY	
4 Alcoholics Anonymous						Y	Y				RENTAL, SUPPORTING COMMUNITY	
5 Announcements during Service						Y			H	90%	WE KEEP IT SHORT	
6 Ash Wednesday	Y						Y	Y	H	85%	PERSONAL EXPERIENCE. NOT INTENDED TO BE A BIG EVENT	
7 Baptism	?			Y			Y	Y	H	95%	OUR SACRAMENTS ARE WELL DONE	
8 Bible Study		Y					Y	Y	H	75%		
9 Birthday Cake Celebration					Y		Y	Y	H	98%	MIXED REVIEWS...	
10 Board of Elders Canadian District						Y	N		L		DOESN'T FURTHER OUR MINISTRY	
11 Board of World Mission Support				Y			Y	Y	M	98%	DOESN'T FURTHER OUR MINISTRY	
12 Book Study		?			Y		?	Y	L	0%	DEPENDS ON THE TOPIC OF THE BOOK	
13 Building Maintenance & Caretaking						Y				90%		
14 Camp Van Es	Y	Y	Y	Y	Y		Y	Y	H	98%	IMPACTFUL FOR THOSE WHO ATTEND. LEADERSHIP DEVELOPMENT FOR YOUTH.	
15 Canasta					Y		Y	?	L	98%	ATTRACTS OUTSIDERS. MORE ENTERTAINING THAN IMPACTFUL?	
16 Candle Lighting during Service	Y						Y	Y	H	98%	NOT DOING IT TOO OFTEN IS MORE MEANINGFUL	
17 Candle Making				Y	Y		Y		L		IS IT TIME TO DROP? ALTERNATIVE IS TO PURCHASE FROM SOUTHERN DISTRICT.	
18 Candle Wrapping					Y		Y		H	97%	TRADITION. PREPARATION FOR CHRISTMAS SEASON	
19 Children's Christmas Pageant	Y	Y					Y	Y	H	40%		
20 Children's Message	Y	Y					Y	Y	H	95%		
21 Choir/CMC Singers	Y				?		Y		H	65%		
22 Christmas Bake Sale					Y	Y	N	N	H	90%		
23 Christmas Eve Service	Y	Y	Y				Y	Y	H	99%		
24 Christmas Tree Raising & Decorating					Y		N	N	H	90%	WELL APPRECIATED	
25 Church Council						Y				75%		
26 Church Operations / Administration						Y				80%		
27 Coffee Fellowship after Service					Y		Y	Y	H	75%		
28 Spiritual Companionship					Y		Y	Y	L			
29 Confirmation		Y					Y	Y	H	50%		
30 Cuba Ministry				Y			Y	Y	H	60%		
31 Easter Breakfast					Y		N	N	H	80%		
32 Easter Sunrise	Y						Y	Y	M	50%		
33 Envelop/ Counting Committee						Y			H	80%	TURNOVER, TECHNOLOGY COULD BE IMPROVED	
34 Evacuation Site for St. Cecilia School				Y			N	N	L			
35 Executive Board						Y	Y			85%	EFFECTIVE. COULD DO BETTER AT DELEGATION	
36 Fellowship of Elders						Y	Y			75%		
37 Fifty-Year Anniversary Celebration					Y		N	N	?			
38 Finance Committee						Y	Y			85%		
39 Funerals	Y			Y			Y	Y	H	95%		
40 Garage Sale				Y	Y		Y	Y	H	90%		



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VALUE ANALYSIS

Program or Activity	CORE AREAS OF MINISTRY						ALIGNED WITH		IMPACTFUL? H, M, L	SELF EVALUATION %	
	Worship	Bible Teaching	Proclama- tion	Service	Fellow- ship	Other	Core	Mission			
							Areas	Statement			
41 Good Friday Silent Service	Y						Y	Y	H	95%	
42 Greeters	Y				Y		Y	Y	M	75%	
43 Grief Support Group					Y		Y	Y	H	80%	
44 Guest Book						Y	N	N	L	10%	
45 Holy Communion	Y						Y	Y	H	99%	
46 Inn From the Cold				Y			Y	Y	H	50%	
47 Interfaith Food Bank Collection				Y			Y	Y	H	75%	
48 Knitting/ Craft Group					Y		N	N	M	50%	IMPACTFUL TO THOSE WHO WE DONATE TO
49 Labrador Ministry				Y			Y	Y	H	65%	
50 Ladies Tea					Y		N	N	L	50%	
51 Lawn Care						Y				90%	
52 Lenten Soup Group		Y					Y	Y	M	40%	
53 Library		Y					Y	N	L	25%	
54 Long Range Task Force						Y	N	N	?	?	
55 Lovefeast	Y				Y		Y	Y	M	50%	
56 Memorial Committee/ Memorial Fund						Y				90%	
57 Memorial Garden						Y	N	N		90%	
58 Men's Breakfast		Y			Y		Y		H	98%	
59 Mission Fundraising Events				Y			Y	Y	H	90%	
60											
61 Monthly Open Door Meetings						Y	N	N	H	90%	TOO SOON TO SAY
62 Movie Night					Y		N	N	L	10%	
63 Music Program	Y						Y	Y	H	90%	
64 Music Recitals						Y					RENTALS
65 Mustard Seed Service				Y			Y	Y	H	90%	
66 Newcomers/ New Members					Y		Y	Y	H	80%	
67 Newsletter					Y		N	N	H	95%	
68 Noisy Offering	Y			Y			Y	Y	H	95%	
69 Nominations Committee						Y				85%	
70 Operations Committee						Y					DUPLICATED?
71 Outreach Committee				Y			Y	Y	H	80%	
72 Parsonage Fund/ Investments						Y					
73 Pastoral Care & Counseling					Y		Y	Y	H	75%	
74 Phone Tree						Y					NO LONGER ACTIVE
75 Photo Directory						Y	N	N	M	75%	SENSE OF BELONGING
76 Plus 50 Group					Y			Y	M	60%	
77 Prayer Requests during Service	Y						Y	Y	H	90%	CONSIDERING ROTATING APPROACH
78 Prayer Team						Y				90%	
79 Pre-School						Y					RENTALS
80 Pub Night/ Octoberfest					Y		N	N	H	80%	





# APPENDIX C

## Feedback from the January 2019 Open Door Session



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FEEDBACK FROM OPEN DOOR MEETING	
STRENGTHS	OPPORTUNITIES
The welcoming camaraderie that people feel here	Use our Motto to promote outside of church
Our Minister	Use our Mission Statement to promote our church
Music is awesome	To share the message outside of the church
Sunday School and its Leaders	Tracking young people and encouraging them
Congregation that shows Love	Encourage congregation to bring children to church (family, grandchildren)
Mentality towards Mission Work	Discuss with people the heritage of the Moravian Church
Fellowship before and after service	Use the Garage Sale to promote "What is a Moravian?" - separate table?
Love and Support	Note on our sign "Families are welcome" – "Come and check us out"
Not being hounded by anyone – (to do or offer what one is not comfortable with)	Attract younger families – Sunday School bus
Seeing Younger Leaders coming forward	Distribute neighbourhood flyers
The people – friendly, kind, humble, caring	Reach out to the community – family nights, messy church, seniors' lunch
Giving hearts (charitable)	Bring a friend
Commitment – the little church that could	Reconfigure existing space for a larger congregation and more activities
Intimate size	Build senior's complex on land
Location	Develop an intentional system for pastoral care and address prayer concerns
Picture directory	Develop a succession plan
Responding to mission/service requests	Develop alternative forms of worship – not just Sunday morning
Garage sale	Expansion of the building
Messages on sign	Create a safe place for kids to come after school- counselling and food
Openness	A place for seniors during the day
Prayer requests	Denominational
God	Help for Steve- Another Minister
Friendliness	Outreach- look seriously what we do now- too many small things
Openness for everyone	Do 3 or 4 big things for outreach
Leadership	increase the numbers for 20-40 year olds
Garage sale	Growing the Church
Choir	Get families to come to our church- next generation
Fun	Seniors residence
Working together	Involve the community organizations/ work with them
Sense of Community	Mission work - reach out to the community to assist us
Welcoming	Outreach groups to work with housebound
Not too many rules or regulations	Offer help to families who are moving a loved one into a facility
Relaxed	get our name out there in the community
Feel at home here	support/ outreach of people in need - how we can help within our community
Building	Include youth groups in mission work
Size- smallness of the congregation	Arts type Expansion- theatre/drama
Willingness to get involved	Bring more people in
Acceptance	Second service
Ability to meet and welcome new members at coffee time	Bring in the youth
Talented congregation	Local mission
Mission work	Robo-dialer
Outreach programs	
Traditions	
People and fellowship	
Service to Community	
Worship	

# APPENDIX D

## **Results from the 2019 Congregational Survey**



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## HIGHLIGHTS OF THE CONGREGATIONAL SURVEY - 2019

1. **Survey Period:** Jan. 7–27, 2019
2. **Number of Respondents:** 60
3. **96% or more responded “Agree” or “Strongly Agree” to the following questions:**
  - Q11. I have a strong sense of belonging to Christ Moravian Church
  - Q13. Offers music that enhances the worship message and experience\*
  - Q17. Engages in acts of charity and service to persons in need
  - Q24. Provides fellowship opportunities for members
  - Q35. Members help each other out in times of trouble

\* Highest percentage of “Strongly Agree”
4. **Trends indicating areas of concern as shown by relatively high scores of “Disagree” or “Strongly Disagree” or “Don’t Know”:**
  - Q22. Shares the good news of the Gospel with the Unchurched\*\*
  - Q27. Members are well informed about what the work of various committees and groups in the church
  - Q28. The church and its activities are well publicized to the surrounding community\*
  - Q29. Needs of the congregation and the community are studied regularly as the basis for church planning
  - Q31. Lay leaders are provided the training they need for their committee and task assignments\*\*
  - Q33. The theological and biblical implications of important decisions are regularly discussed

\* Highest percentage of “Disagree”

\*\* Highest combination of “Disagree” and “Don’t Know”
5. **Positive Characteristics of our Church According to Comments Received:**
  - Welcoming and accepting
  - Caring and loving
  - Mission minded



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### 6. Some Concerns of Respondents:

- Aging congregation
- Need to attract younger members
- Greater emphasis on the word of God

### 7. Dreams and Desires for the Future of CMC:

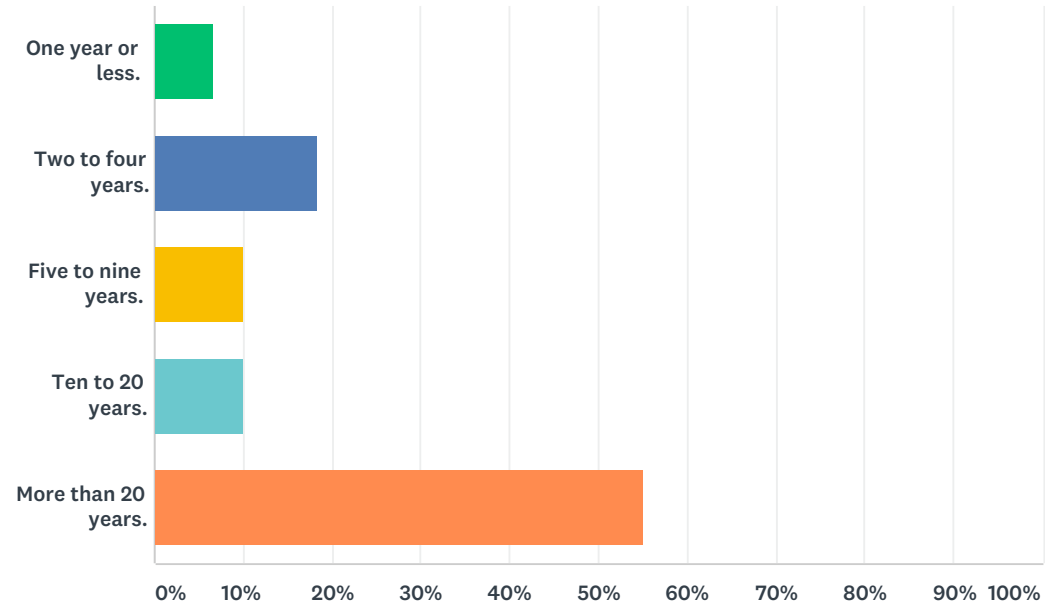
- Connecting more with the local community
- Growth / Younger families
- Senior center

### 8. Results at a Glance

Question #	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know	Total	Approve	Disapprove
10	0.0	8.6	55.2	36.2	0.0	100.0	91.4	8.6
11	0.0	1.7	37.9	60.3	0.0	100.0	98.3	1.7
12	0.0	5.4	53.6	41.1	0.0	100.0	94.6	5.4
13	0.0	0.0	32.1	67.9	0.0	100.0	100.0	0.0
14	0.0	1.8	64.3	17.9	16.1	100.0	82.2	1.8
15	0.0	0.0	56.4	34.6	9.1	100.0	90.9	0.0
16	0.0	3.6	66.1	28.6	1.8	100.0	94.6	3.6
17	0.0	0.0	35.7	64.3	0.0	100.0	100.0	0.0
18	0.0	0.0	48.2	46.4	5.4	100.0	94.6	0.0
19	0.0	7.3	65.5	20.0	7.3	100.0	85.5	7.3
20	1.8	3.6	44.6	42.9	7.1	100.0	87.5	5.4
21	0.0	3.6	46.4	25.0	25.0	100.0	71.4	3.6
22	0.0	10.7	51.8	5.4	32.1	100.0	57.2	10.7
23	0.0	3.6	62.5	23.2	10.7	100.0	85.7	3.6
24	0.0	0.0	50.0	46.4	3.6	100.0	96.4	0.0
25	1.8	10.7	58.9	17.9	10.7	100.0	76.8	12.5
26	1.8	10.7	62.5	10.7	14.3	100.0	73.2	12.5
27	0.0	19.6	57.1	21.4	1.8	100.0	78.6	19.6
28	0.0	21.4	58.9	5.4	14.3	100.0	64.3	21.4
29	1.8	14.3	51.8	14.3	17.9	100.0	66.1	16.1
30	0.0	7.1	64.3	16.1	12.5	100.0	80.4	7.1
31	0.0	17.9	33.9	7.1	41.1	100.0	41.1	17.9
32	0.0	1.8	58.9	30.4	8.9	100.0	89.3	1.8
33	0.0	17.9	50.0	12.5	19.6	100.0	62.5	17.9
34	1.8	7.1	58.9	25.0	7.1	100.0	83.9	8.9
35	0.0	1.8	35.7	62.5	0.0	100.0	98.2	1.8
36	1.8	12.5	53.6	19.6	12.5	100.0	73.2	14.3
37	0.0	5.4	58.9	28.6	7.1	100.0	87.5	5.4
38	0.0	0.0	66.1	28.6	5.4	100.0	94.6	0.0
39	0.0	3.6	44.6	48.2	3.6	100.0	92.9	3.6
40	0.0	8.9	50.0	26.8	14.3	100.0	76.8	8.9

## Q1 How long have you been attending Christ Moravian Church?

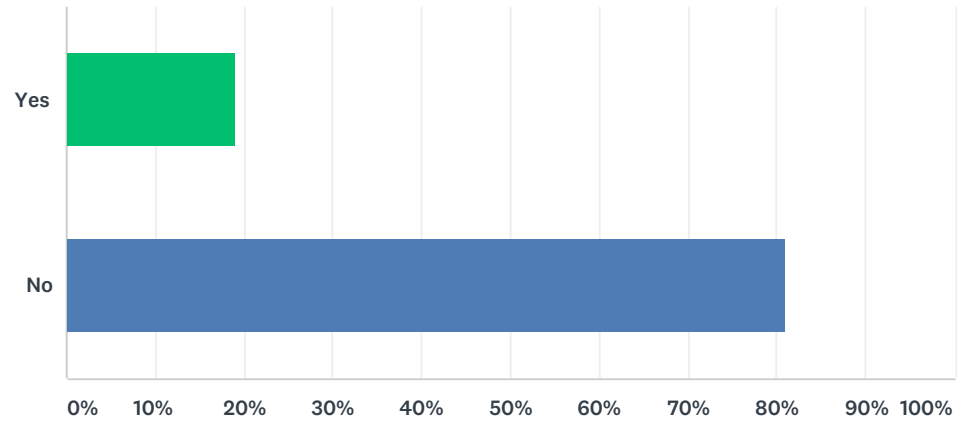
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
One year or less.	6.67%	4
Two to four years.	18.33%	11
Five to nine years.	10.00%	6
Ten to 20 years.	10.00%	6
More than 20 years.	55.00%	33
<b>TOTAL</b>		<b>60</b>

## Q2 Do you have children, grandchildren or significant others who participate in Youth and/or Sunday School programs?

Answered: 58 Skipped: 2

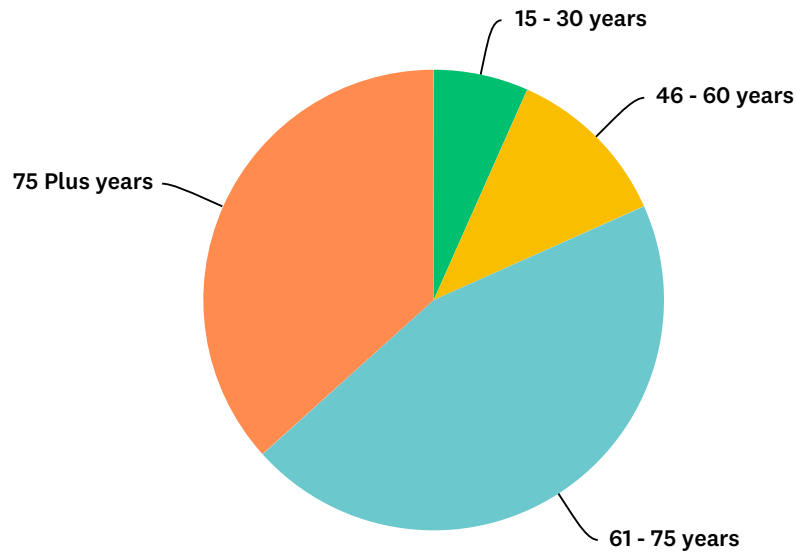


ANSWER CHOICES	RESPONSES	
Yes	18.97%	11
No	81.03%	47
TOTAL		58



### Q3 What age group describes you?

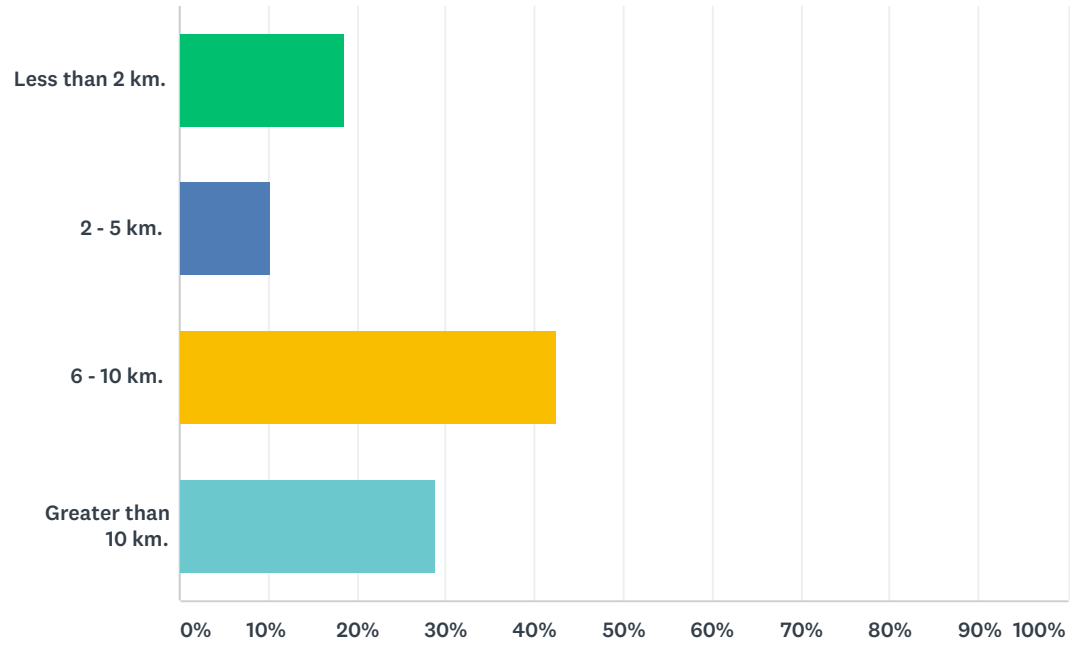
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
15 - 30 years	6.67%	4
31 - 45 years	0.00%	0
46 - 60 years	11.67%	7
61 - 75 years	45.00%	27
75 Plus years	36.67%	22
<b>TOTAL</b>		<b>60</b>

### Q4 How far do you travel to Church?

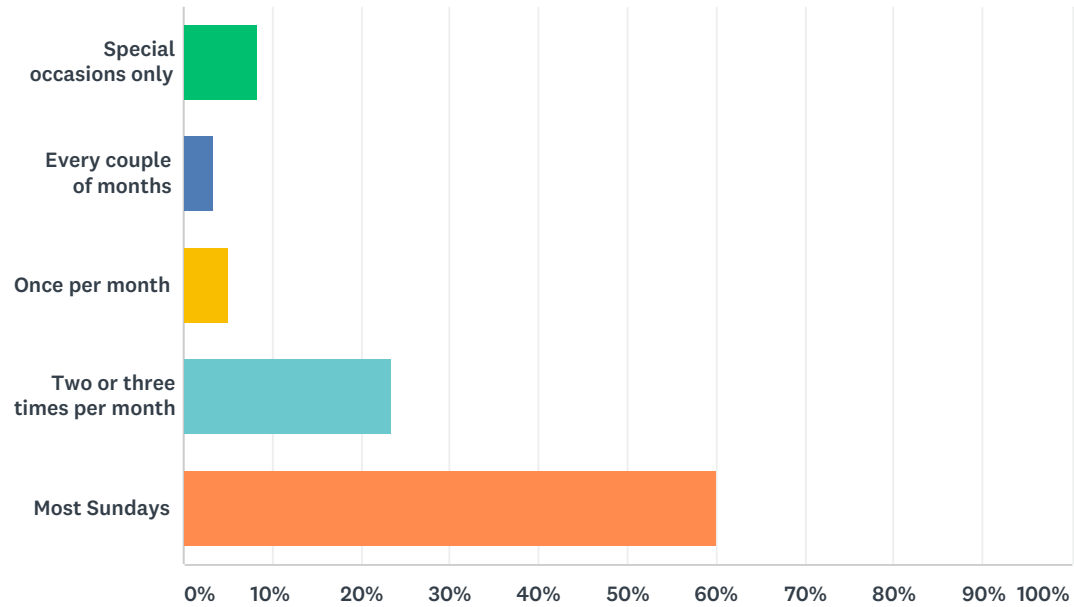
Answered: 59 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 2 km.	18.64%	11
2 - 5 km.	10.17%	6
6 - 10 km.	42.37%	25
Greater than 10 km.	28.81%	17
<b>TOTAL</b>		<b>59</b>

## Q5 On average, about how many times have you attended church worship during the past year?

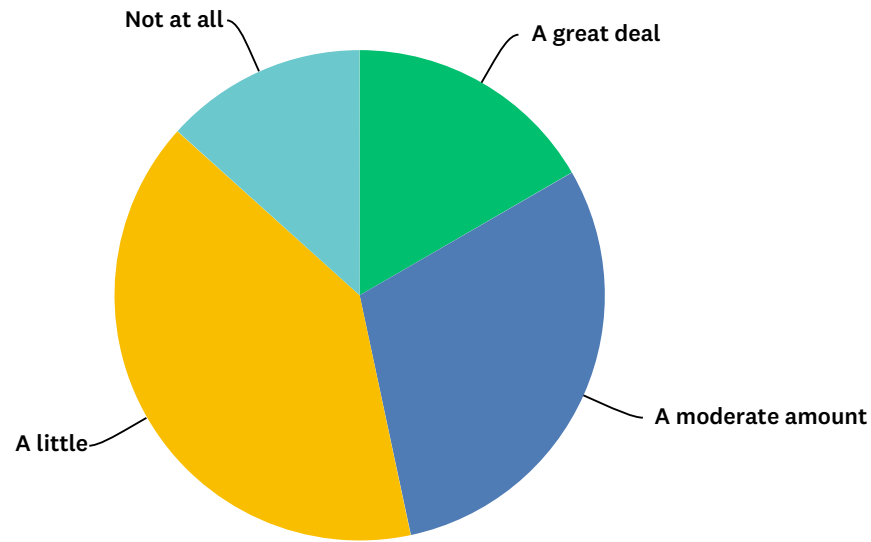
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Special occasions only	8.33%	5
Every couple of months	3.33%	2
Once per month	5.00%	3
Two or three times per month	23.33%	14
Most Sundays	60.00%	36
<b>TOTAL</b>		<b>60</b>

### Q6 Other than attending worship, how involved are you in attending and organizing church programs and activities.

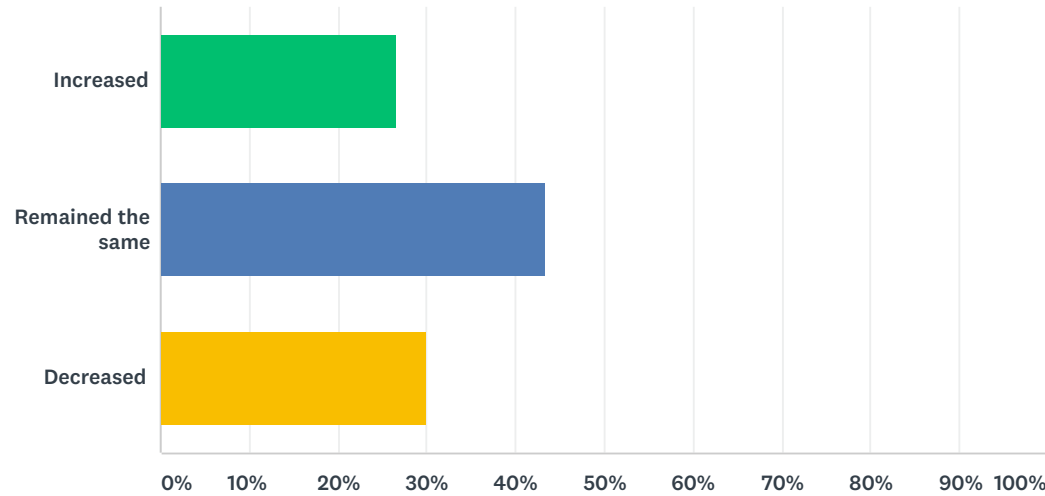
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
A great deal	16.67%	10
A moderate amount	30.00%	18
A little	40.00%	24
Not at all	13.33%	8
TOTAL		60

## Q7 Has your involvement in the congregation increased, decreased, or remained about the same in the last three years?

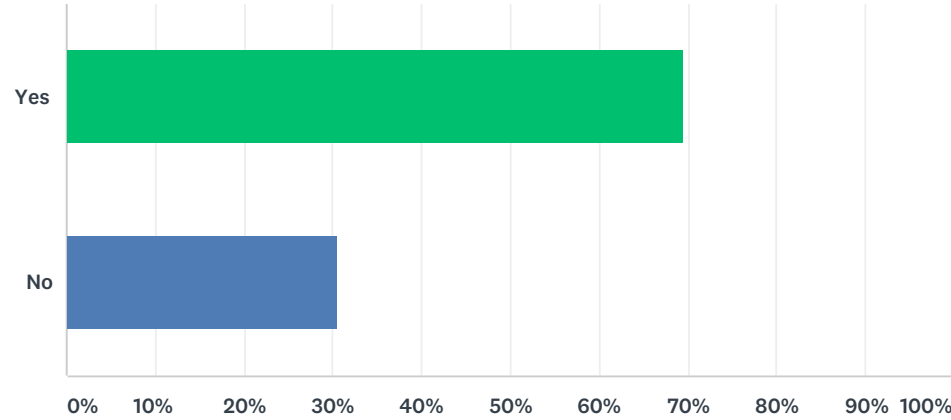
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Increased	26.67%	16
Remained the same	43.33%	26
Decreased	30.00%	18
TOTAL		60

### Q8 Are you aware of the congregation mission statement/motto?

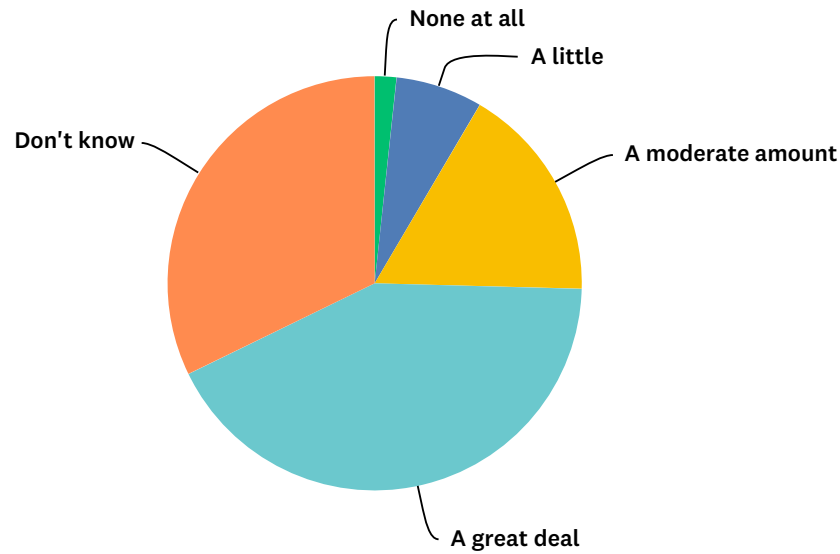
Answered: 59 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	69.49%	41
No	30.51%	18
TOTAL		59

### Q9 To what extent does the mission statement guide the activities of Christ Moravian Church?

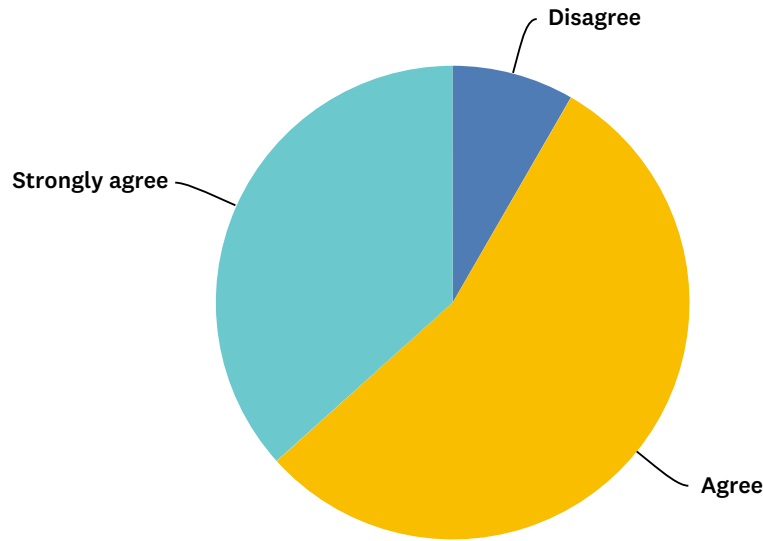
Answered: 59 Skipped: 1



ANSWER CHOICES	RESPONSES	
None at all	1.69%	1
A little	6.78%	4
A moderate amount	16.95%	10
A great deal	42.37%	25
Don't know	32.20%	19
<b>TOTAL</b>		<b>59</b>

### Q10 How well do you agree with the following statement? “Being at Christ Moravian Church has made a difference in my Spiritual life.”

Answered: 60 Skipped: 0

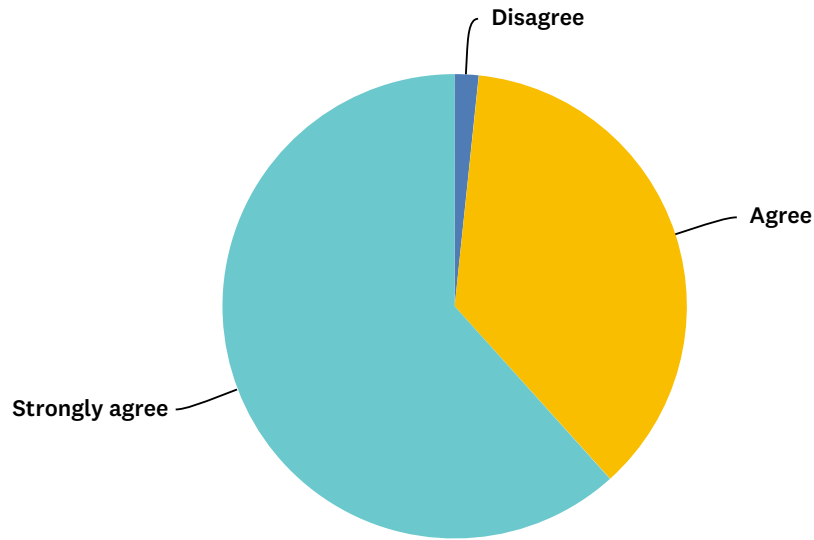


ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	8.33%	5
Agree	55.00%	33
Strongly agree	36.67%	22
<b>TOTAL</b>		<b>60</b>



### Q11 How well do you agree with the following statement? “I have a strong sense of belonging to Christ Moravian Church.”

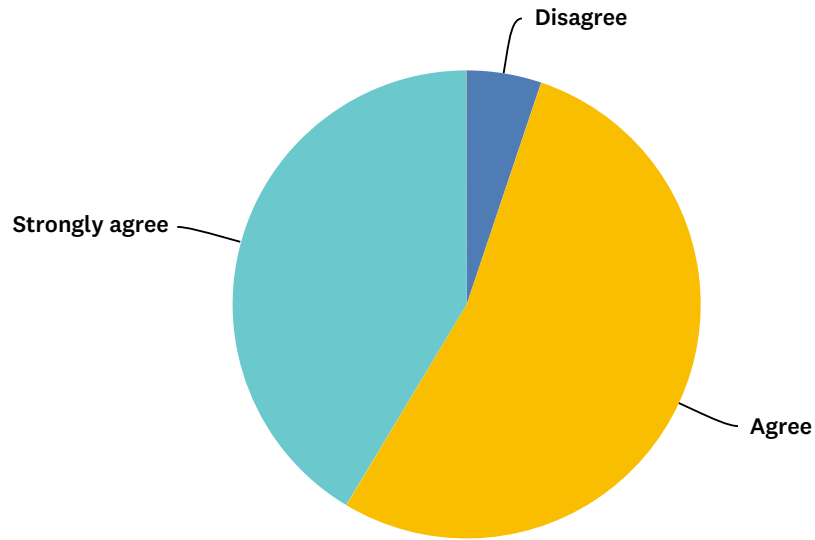
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	1.67%	1
Agree	36.67%	22
Strongly agree	61.67%	37
<b>TOTAL</b>		<b>60</b>

## Q12 Offers worship that provides a meaningful experience of God and promotes spiritual growth.

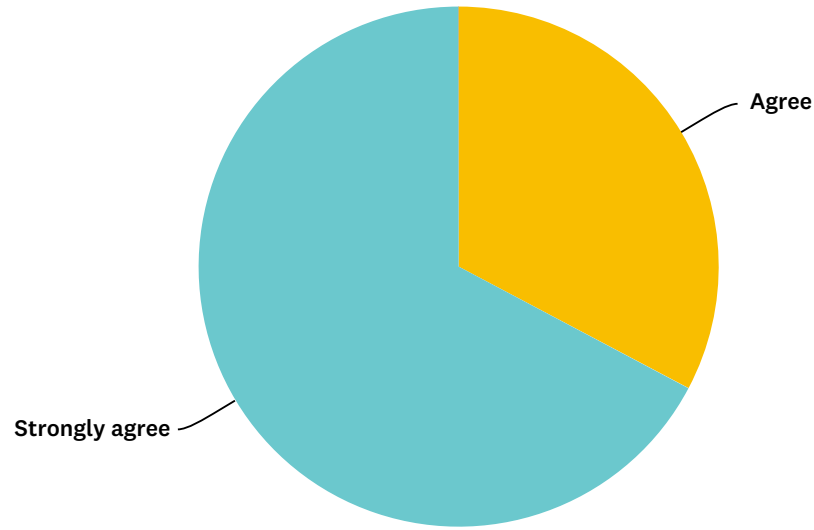
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	5.17%	3
Agree	53.45%	31
Strongly agree	41.38%	24
Don't know	0.00%	0
<b>TOTAL</b>		<b>58</b>

### Q13 Offers music that enhances the worship message and experience

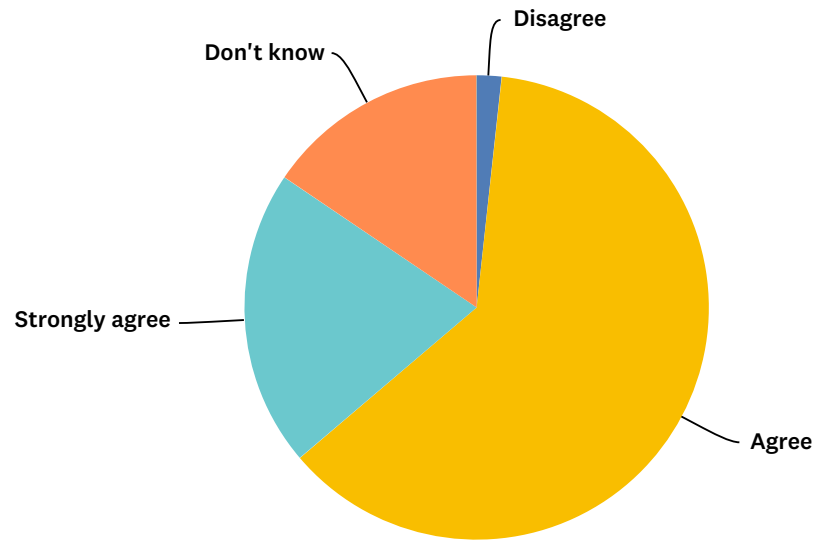
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	32.76%	19
Strongly agree	67.24%	39
Don't know	0.00%	0
<b>TOTAL</b>		<b>58</b>

### Q14 Provides quality Christian education for children and youth

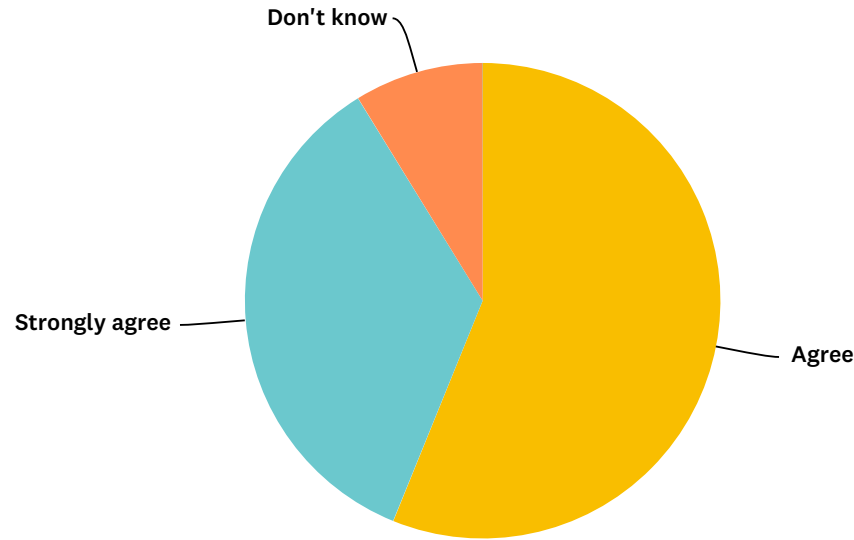
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	1.72%	1
Agree	62.07%	36
Strongly agree	20.69%	12
Don't know	15.52%	9
<b>TOTAL</b>		<b>58</b>

## Q15 Provides quality Christian education programs for adults (Bible, Prayer, Spirituality and Study Groups)

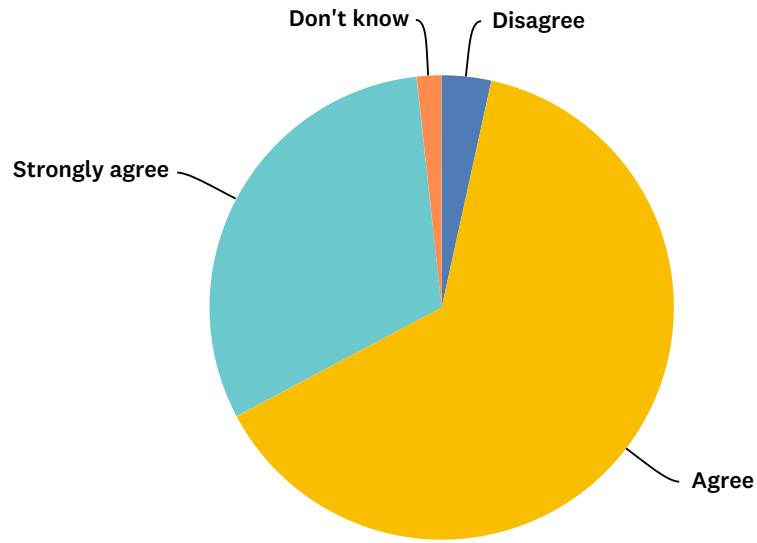
Answered: 57 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	56.14%	32
Strongly agree	35.09%	20
Don't know	8.77%	5
<b>TOTAL</b>		<b>57</b>

## Q16 Helps members deepen their personal, spiritual relationship with God

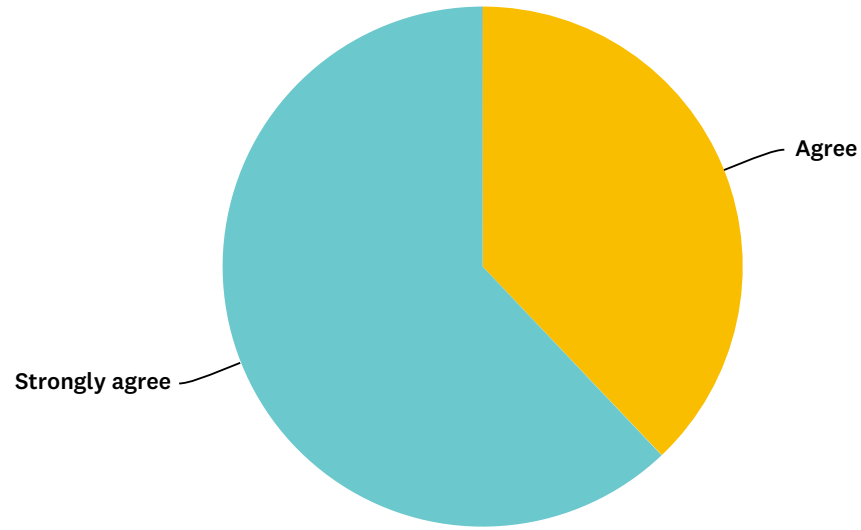
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	3.45%	2
Agree	63.79%	37
Strongly agree	31.03%	18
Don't know	1.72%	1
<b>TOTAL</b>		<b>58</b>

## Q17 Engages in acts of charity and service to persons in need

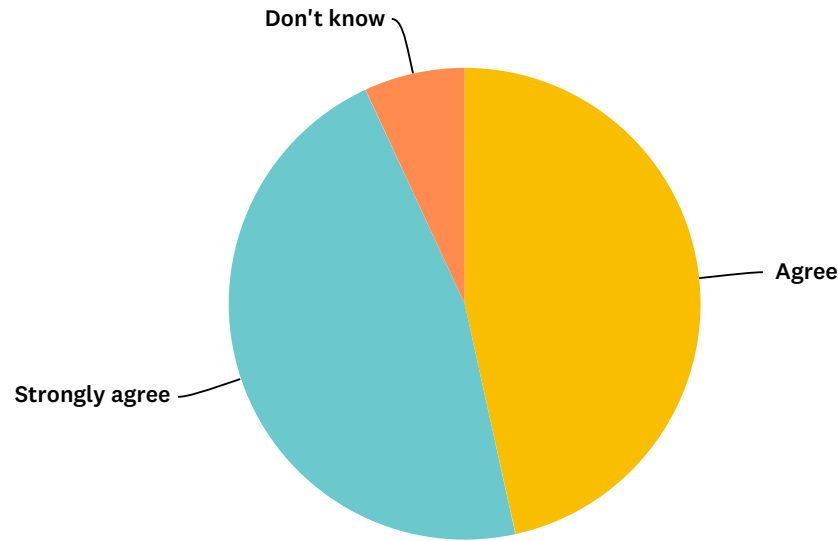
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	37.93%	22
Strongly agree	62.07%	36
Don't know	0.00%	0
<b>TOTAL</b>		<b>58</b>

## Q18 Supports the global mission of the Church or denomination

Answered: 58 Skipped: 2

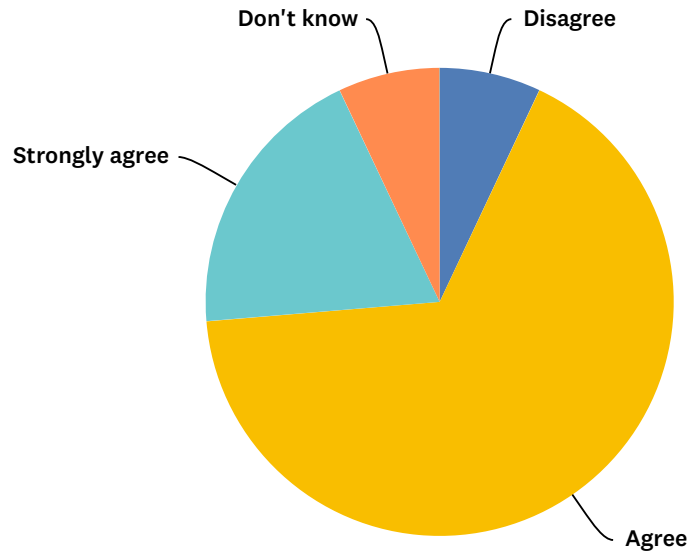


ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	46.55%	27
Strongly agree	46.55%	27
Don't know	6.90%	4
<b>TOTAL</b>		<b>58</b>



## Q19 Encourages members to apply Christian faith to social, political and economic situations

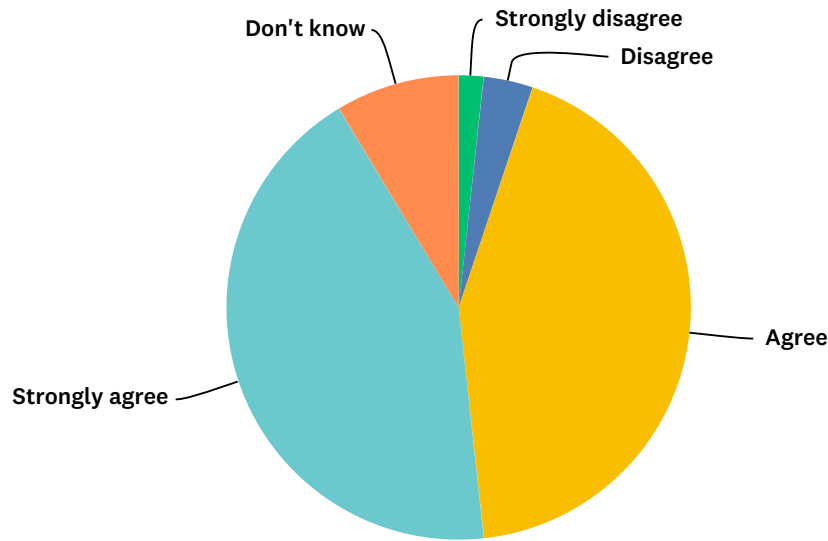
Answered: 57 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	7.02%	4
Agree	66.67%	38
Strongly agree	19.30%	11
Don't know	7.02%	4
<b>TOTAL</b>		<b>57</b>

## Q20 Provides a caring ministry for the sick, shut ins and the bereaved

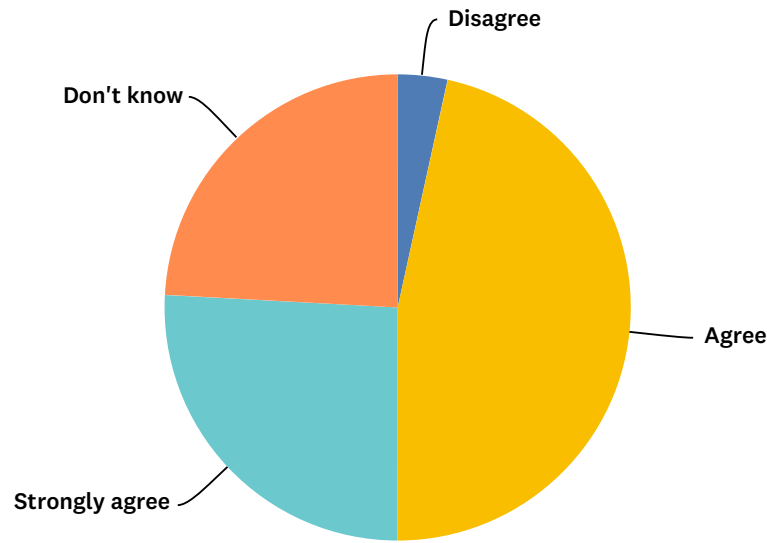
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	3.45%	2
Agree	43.10%	25
Strongly agree	43.10%	25
Don't know	8.62%	5
<b>TOTAL</b>		<b>58</b>

## Q21 Provides counselling to help members deal with personal problems

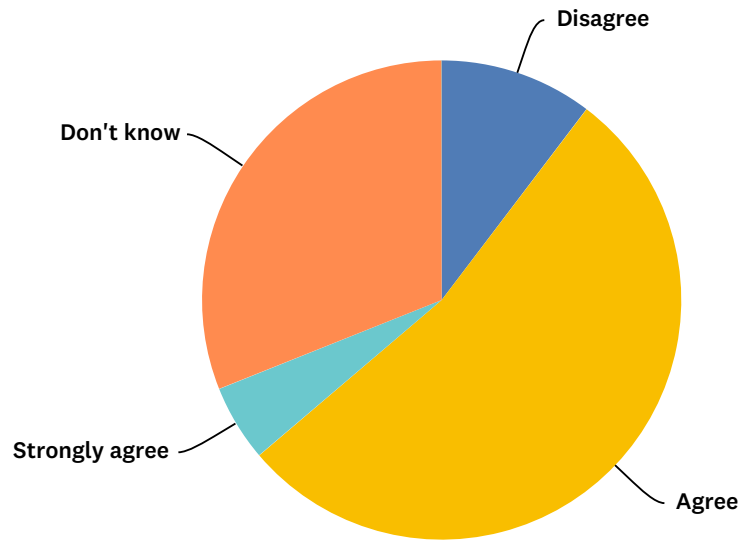
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	3.45%	2
Agree	46.55%	27
Strongly agree	25.86%	15
Don't know	24.14%	14
<b>TOTAL</b>		<b>58</b>

## Q22 Shares the good news of the Gospel with the Unchurched

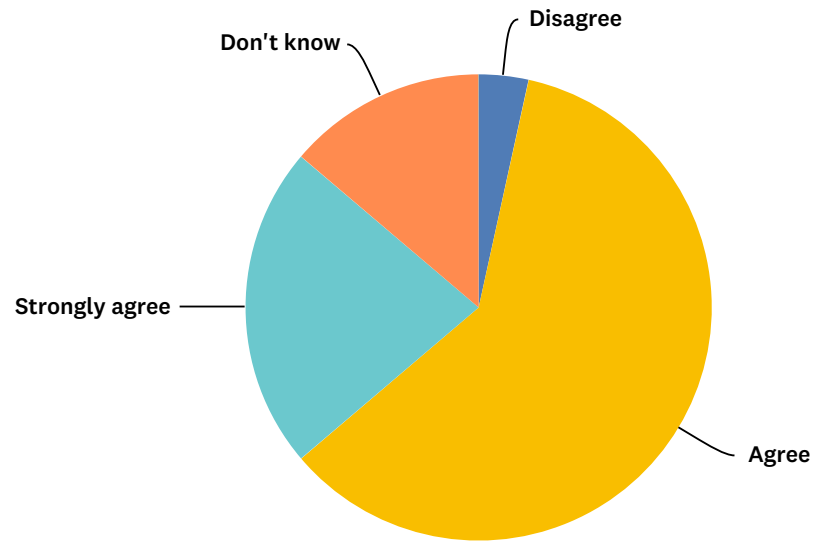
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	10.34%	6
Agree	53.45%	31
Strongly agree	5.17%	3
Don't know	31.03%	18
<b>TOTAL</b>		<b>58</b>

## Q23 Involved with the community around the church

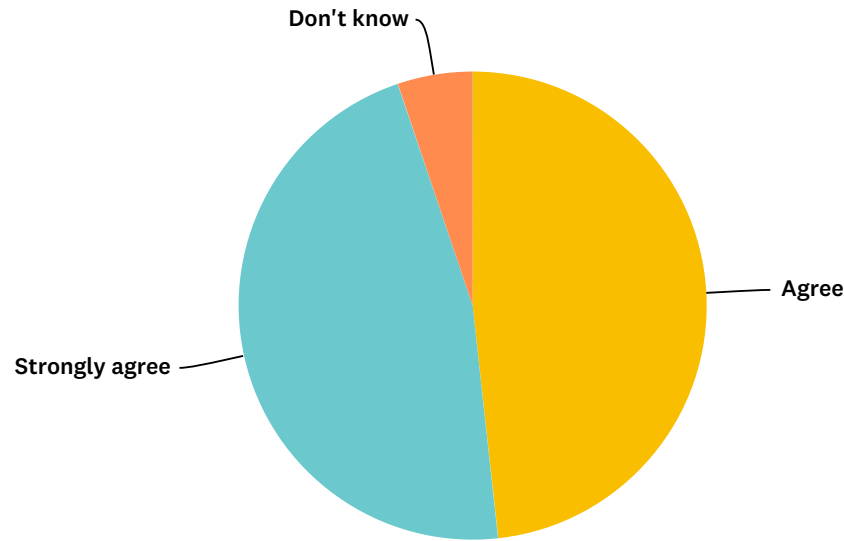
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	3.45%	2
Agree	60.34%	35
Strongly agree	22.41%	13
Don't know	13.79%	8
<b>TOTAL</b>		<b>58</b>

## Q24 Provides fellowship opportunities for members

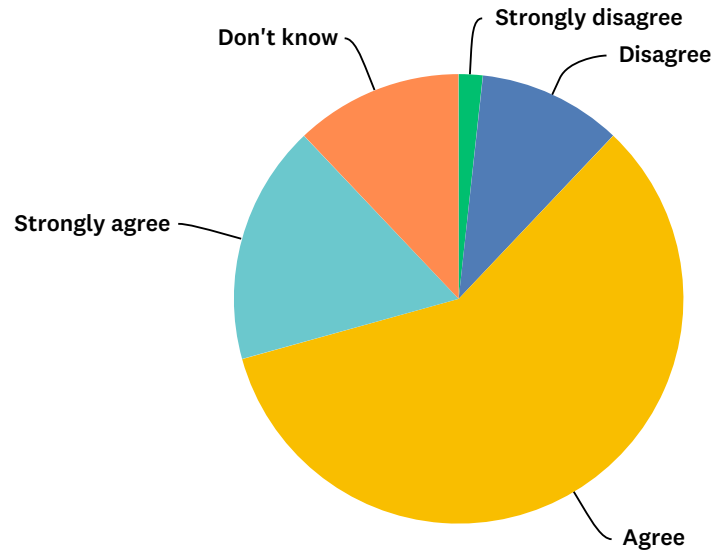
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	48.28%	28
Strongly agree	46.55%	27
Don't know	5.17%	3
<b>TOTAL</b>		<b>58</b>

## Q25 Helps understanding of use of money, time and talents as expressions of Christian stewardship

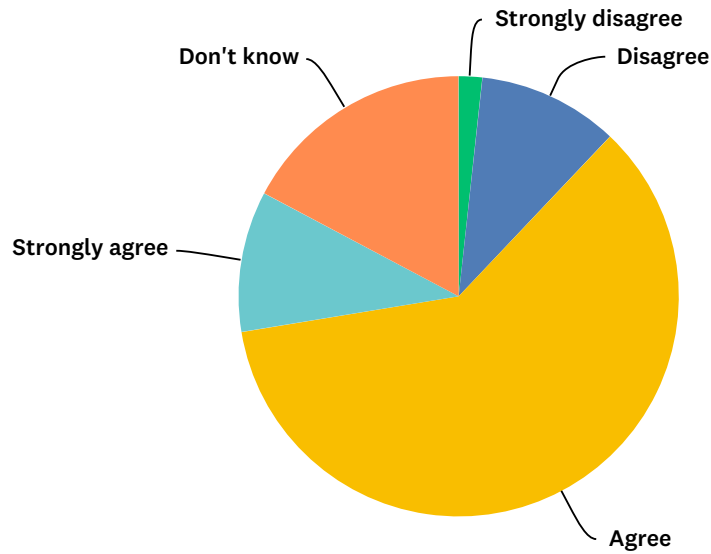
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	10.34%	6
Agree	58.62%	34
Strongly agree	17.24%	10
Don't know	12.07%	7
<b>TOTAL</b>		<b>58</b>

## Q26 Participates in activities and programs with other local religious groups and organizations.

Answered: 58 Skipped: 2

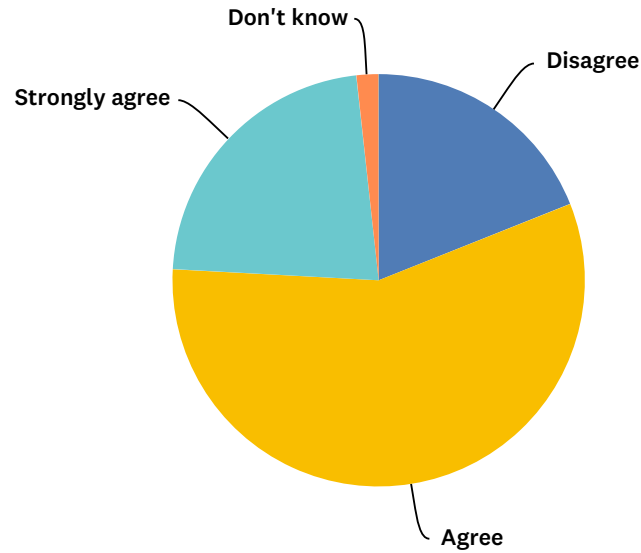


ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	10.34%	6
Agree	60.34%	35
Strongly agree	10.34%	6
Don't know	17.24%	10
<b>TOTAL</b>		<b>58</b>



## Q27 Members are well informed about the work of various committees and groups in the church.

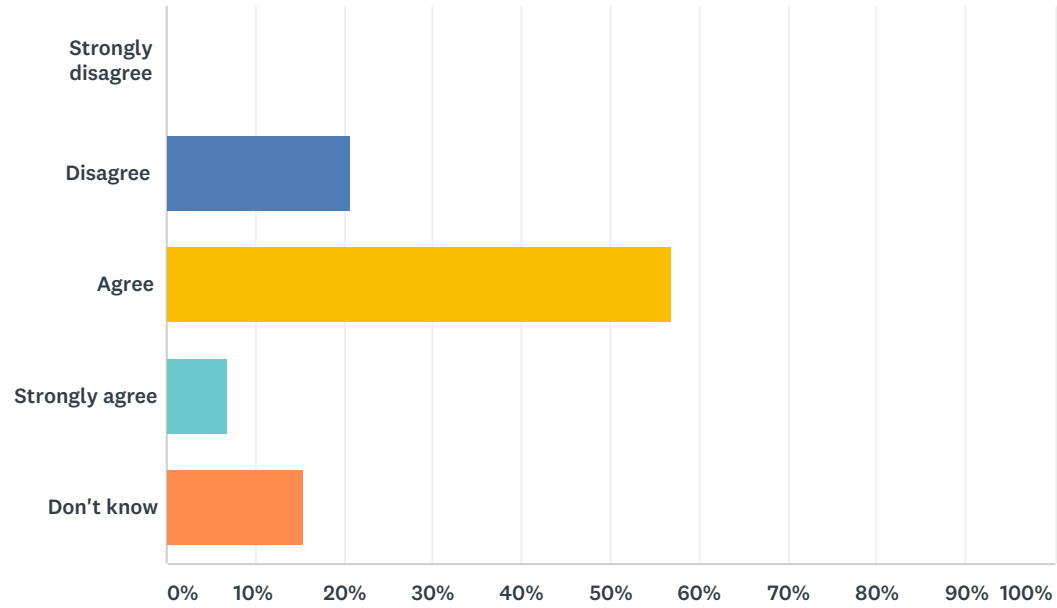
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	18.97%	11
Agree	56.90%	33
Strongly agree	22.41%	13
Don't know	1.72%	1
<b>TOTAL</b>		<b>58</b>

### Q28 The church and its activities are well publicized to the surrounding community.

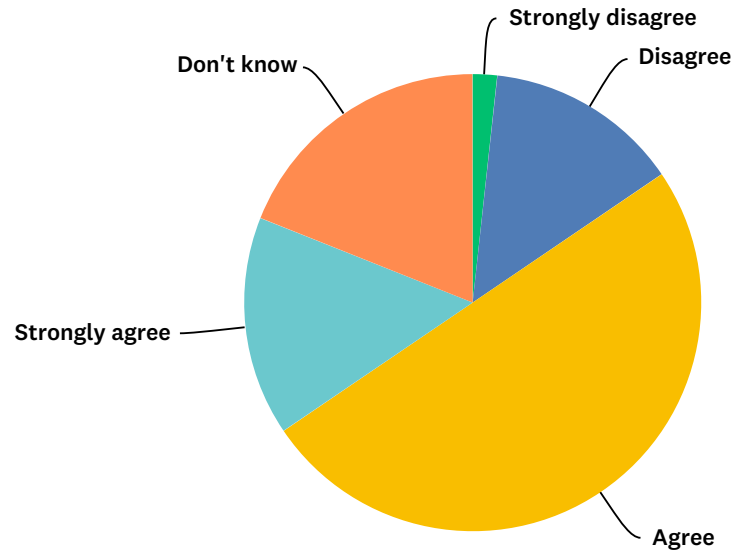
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	20.69%	12
Agree	56.90%	33
Strongly agree	6.90%	4
Don't know	15.52%	9
<b>TOTAL</b>		<b>58</b>

## Q29 Needs of the congregation and the community are studied regularly as the basis for church planning.

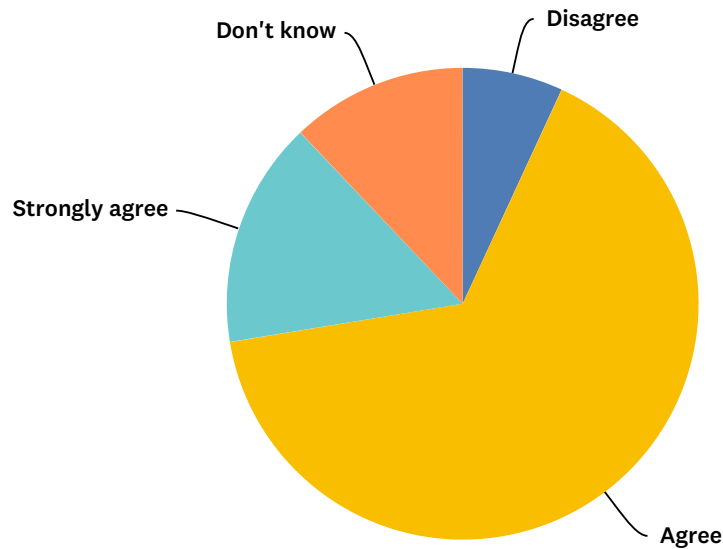
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	13.79%	8
Agree	50.00%	29
Strongly agree	15.52%	9
Don't know	18.97%	11
<b>TOTAL</b>		<b>58</b>

### Q30 Members are encouraged to discover their particular gifts for ministry and service.

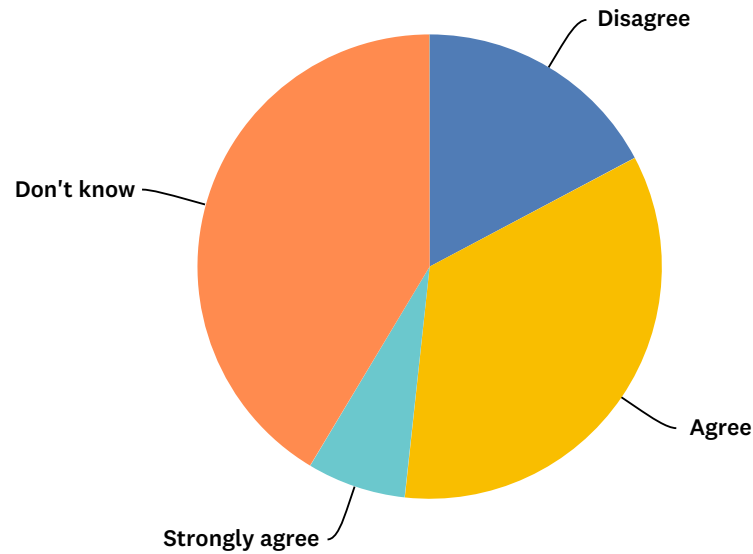
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	6.90%	4
Agree	65.52%	38
Strongly agree	15.52%	9
Don't know	12.07%	7
<b>TOTAL</b>		<b>58</b>

### Q31 Lay leaders are provided the training they need for their committee and task assignments.

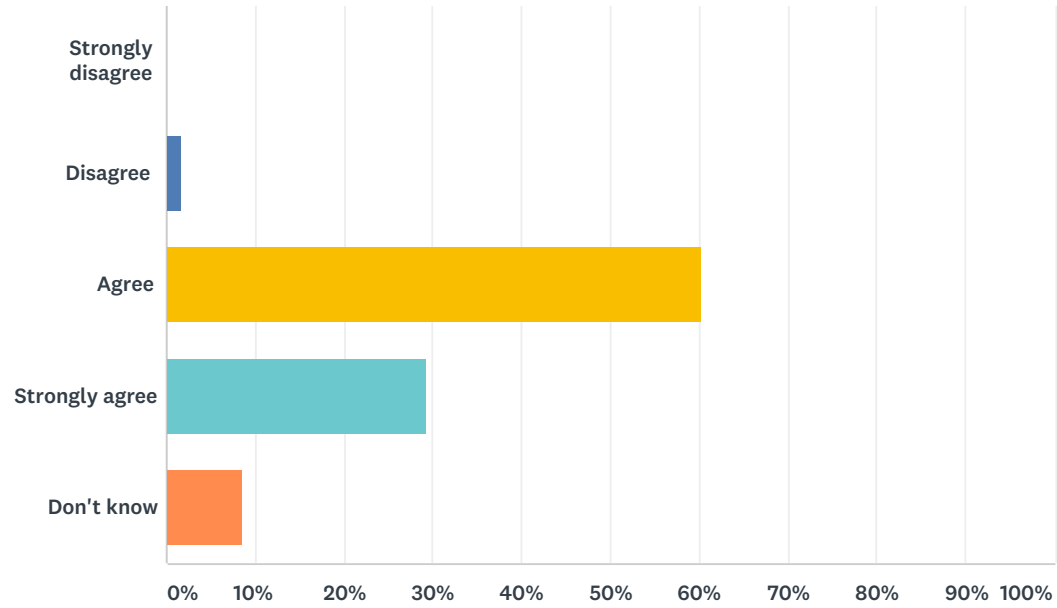
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	17.24%	10
Agree	34.48%	20
Strongly agree	6.90%	4
Don't know	41.38%	24
<b>TOTAL</b>		<b>58</b>

### Q32 Every member has an opportunity to hold key leadership positions.

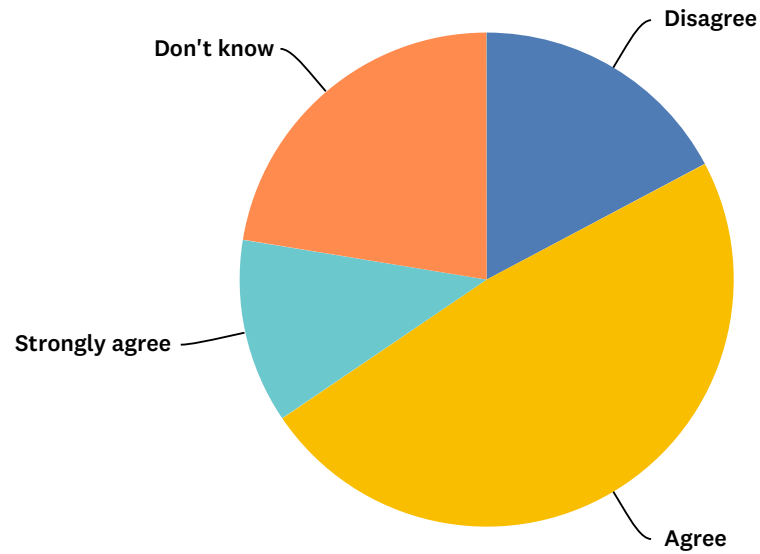
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	1.72%	1
Agree	60.34%	35
Strongly agree	29.31%	17
Don't know	8.62%	5
<b>TOTAL</b>		<b>58</b>

### Q33 The theological and biblical implications of important decisions are regularly discussed.

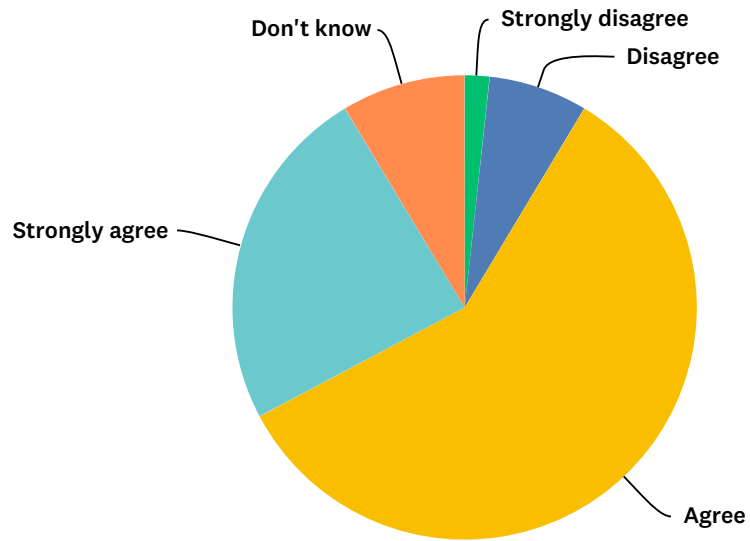
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	17.24%	10
Agree	48.28%	28
Strongly agree	12.07%	7
Don't know	22.41%	13
<b>TOTAL</b>		<b>58</b>

### Q34 Important decisions about the life of the church are rarely made without open discussion.

Answered: 58 Skipped: 2

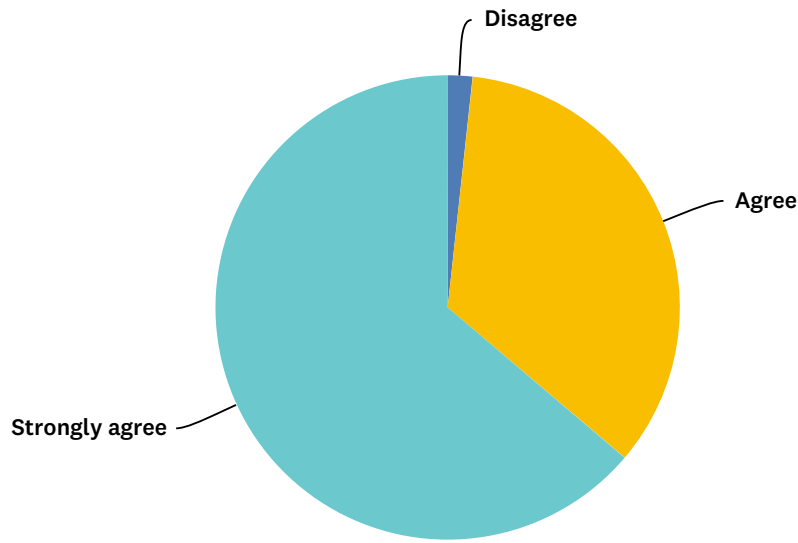


ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	6.90%	4
Agree	58.62%	34
Strongly agree	24.14%	14
Don't know	8.62%	5
<b>TOTAL</b>		<b>58</b>



### Q35 Members help each other out in times of trouble.

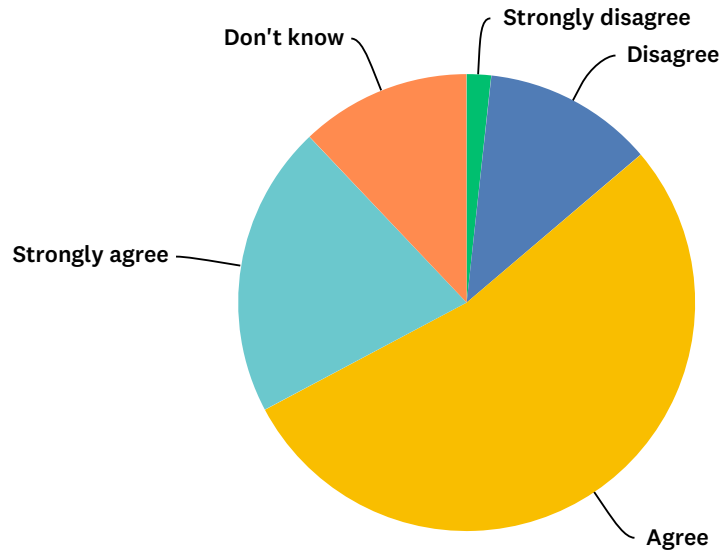
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	1.72%	1
Agree	34.48%	20
Strongly agree	63.79%	37
Don't know	0.00%	0
<b>TOTAL</b>		<b>58</b>

### Q36 Cooperative programs with churches of other denominations are highly valued in our church.

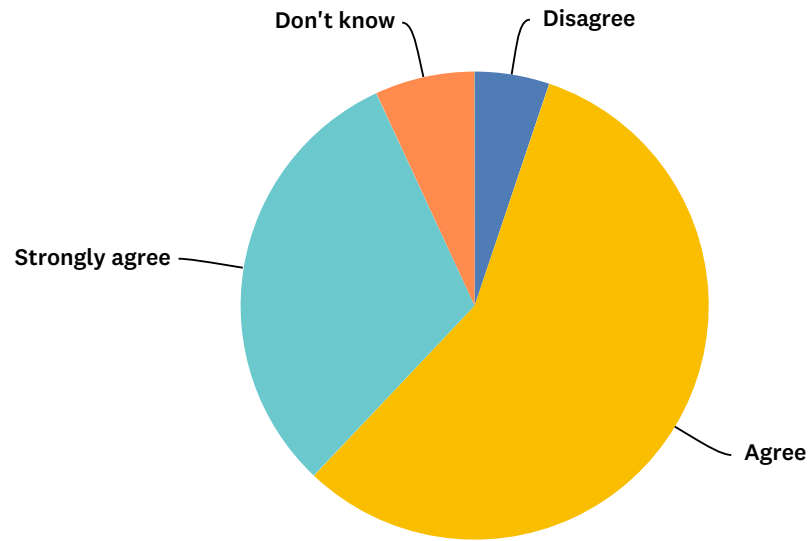
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.72%	1
Disagree	12.07%	7
Agree	53.45%	31
Strongly agree	20.69%	12
Don't know	12.07%	7
<b>TOTAL</b>		<b>58</b>

### Q37 Morale of our church membership is high. There is a sense of excitement about the future.

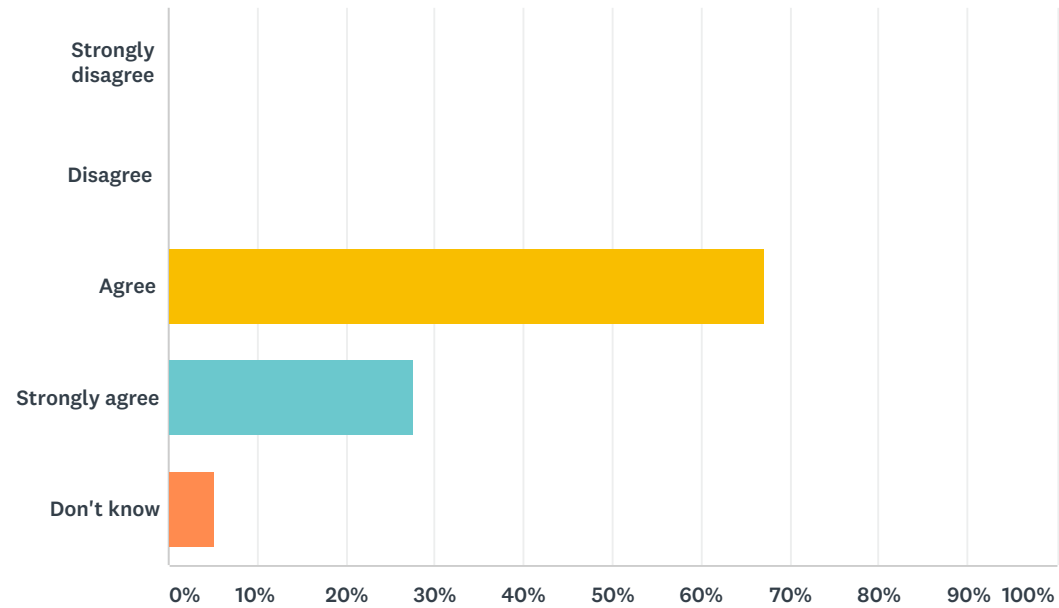
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	5.17%	3
Agree	56.90%	33
Strongly agree	31.03%	18
Don't know	6.90%	4
<b>TOTAL</b>		<b>58</b>

### Q38 Members feel comfortable approaching Elders and Executive Board with questions or concerns.

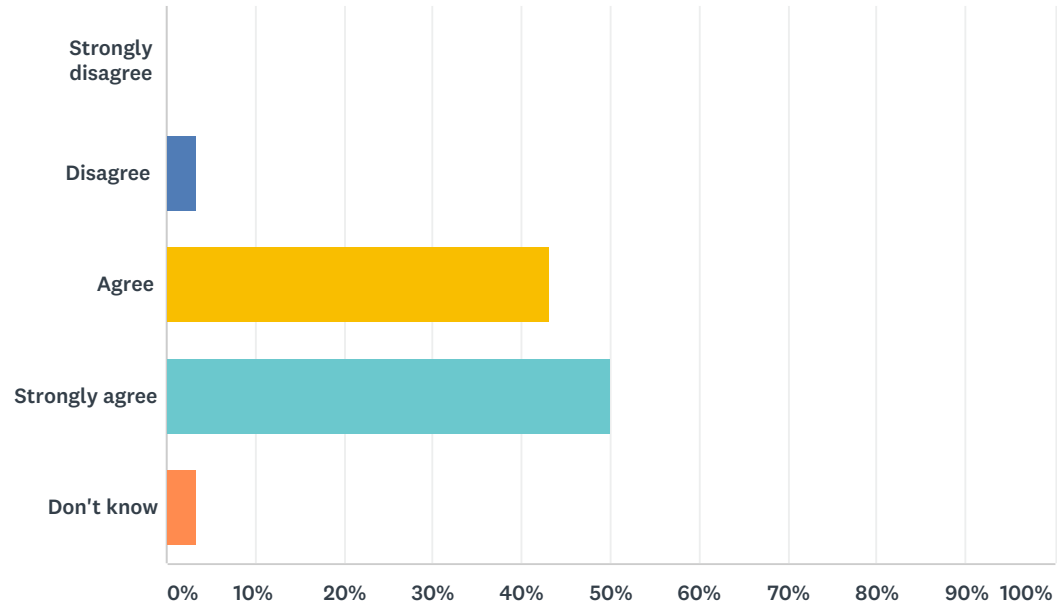
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	0.00%	0
Agree	67.24%	39
Strongly agree	27.59%	16
Don't know	5.17%	3
<b>TOTAL</b>		<b>58</b>

### Q39 Members feel comfortable approaching Pastor with spiritual or personal concerns.

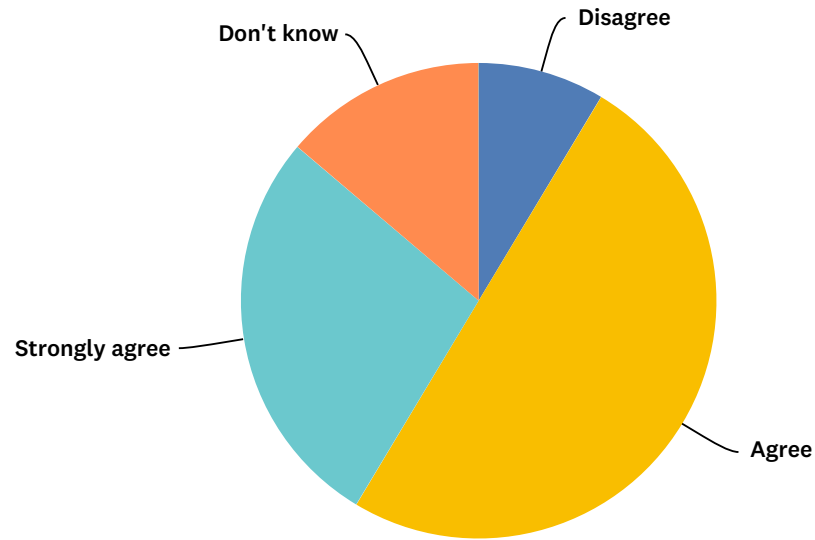
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	3.45%	2
Agree	43.10%	25
Strongly agree	50.00%	29
Don't know	3.45%	2
<b>TOTAL</b>		<b>58</b>

## Q40 Financial decisions demonstrate a good balance between fiscal responsibility and mission/ministry.

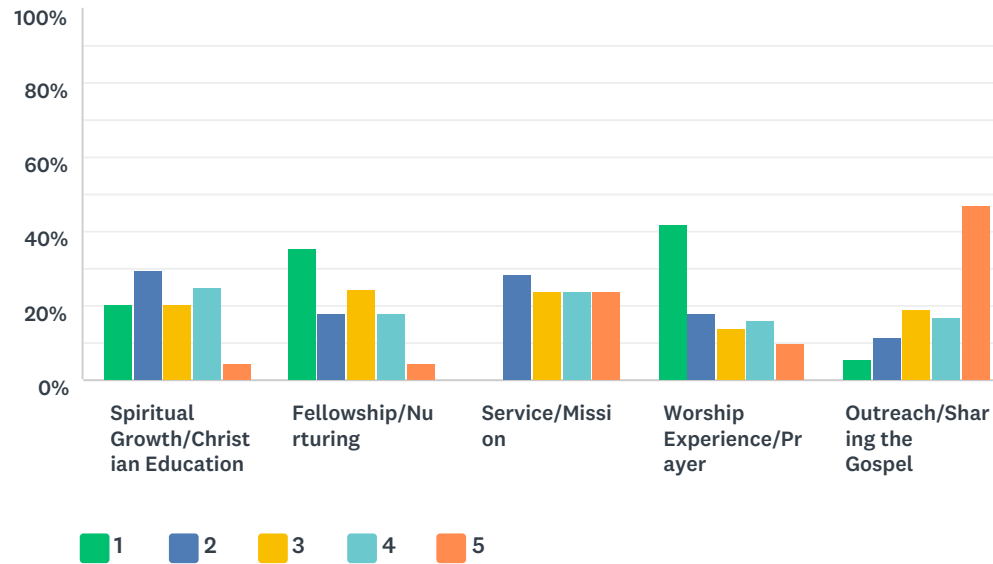
Answered: 58 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	8.62%	5
Agree	50.00%	29
Strongly agree	27.59%	16
Don't know	13.79%	8
<b>TOTAL</b>		<b>58</b>

### Q41 Please rank the following in order of importance from 1 to 5 where 1 is most important to you and 5 is least important.

Answered: 53 Skipped: 7



	1	2	3	4	5	TOTAL	SCORE
Spiritual Growth/Christian Education	20.45% 9	29.55% 13	20.45% 9	25.00% 11	4.55% 2	44	3.36
Fellowship/Nurturing	35.56% 16	17.78% 8	24.44% 11	17.78% 8	4.44% 2	45	3.62
Service/Mission	0.00% 0	28.57% 12	23.81% 10	23.81% 10	23.81% 10	42	2.57
Worship Experience/Prayer	42.00% 21	18.00% 9	14.00% 7	16.00% 8	10.00% 5	50	3.66
Outreach/Sharing the Gospel	5.66% 3	11.32% 6	18.87% 10	16.98% 9	47.17% 25	53	2.11

## Q42 Briefly describe one or two things which cause you to have pride in being a member of Christ Moravian:

Answered: 50 Skipped: 10

#	RESPONSES	DATE
1	We have a caring church community - our motto defines us. New folks joining speaks volumes - their response seems to be that they have always been made welcome when first visiting us.	2/12/2019 6:45 PM
2	Enjoy the friendly and outgoing members, whether it is at the church or outside of the church, such as at the shopping centre.	2/12/2019 6:29 PM
3	The congregation is very loving and greets new visitors with open arms.	1/27/2019 6:03 PM
4	very well caring people	1/27/2019 9:08 AM
5	Garage sale Christmas Eve service	1/26/2019 3:45 PM
6	Fellowship with in the church and the welcoming to to people outside the church.	1/26/2019 10:53 AM
7	The number of mission projects taken on by a congregation our size is outstanding and hard to believe. We are a friendly church and very welcoming to others and supportive of each other.	1/25/2019 2:04 PM
8	Fellowship, support for each other, music program	1/24/2019 5:06 PM
9	There is a strong sense of community and opportunities to get involved.	1/24/2019 4:41 PM
10	Members are usually tolerant of each other and of others around us. Members are committed to service. They welcome visitors more warmly than many other congregations.	1/23/2019 3:42 PM
11	It's expression of love, particularly to each other. It's welcoming approach	1/23/2019 11:49 AM
12	The people who care. Opportunities are there to be of service to the community and to each other. However, more communication regarding the opportunities would be helpful at times, with reference to the coordinating people. Both written and verbal communications would be helpful	1/22/2019 8:29 PM
13	strong sense of acceptance of members from varying church backgrounds	1/22/2019 8:16 PM
14	Being a part of a loving open community. Being allowed to try new things in spite of being relatively new.	1/22/2019 1:45 PM
15	We are a Christian FAMILY.	1/22/2019 12:35 PM
16	Fellowship. Sharing in times if distress - the death of a spouse, grief support.	1/21/2019 4:31 PM
17	Being accepted for who you are and just the way you are. Simple Faith in True Action.	1/21/2019 4:20 PM
18	Proud of belonging to a church which is friendly and welcoming to everyone and is led by a Pastor who practices what he preaches,	1/21/2019 4:10 PM



19	Our minister, Rev. Gohdes, participated in all church activities. He doesn't ask any church member to be involved in any church service activity or mission that he would not himself participate fully.	1/21/2019 4:03 PM
20	People are so welcoming to services, events. Ladies that I connected with are now part of my family and I know I can count on them for support and togetherness.	1/21/2019 3:55 PM
21	Community service	1/17/2019 8:17 PM
22	Being in worship/prayer and service to others	1/15/2019 7:58 PM
23	My belief in god	1/15/2019 5:27 PM
24	Our pastor and the caring congregation.	1/15/2019 9:10 AM
25	our annual garage sale our involvement in missions	1/14/2019 10:06 PM
26	Pastor Steve & music program.	1/14/2019 9:53 PM
27	No response	1/14/2019 9:47 PM
28	Love and friendships developed over the years with so many who come to worship. Sincerity in leadership,	1/14/2019 9:43 PM
29	Quality of Children's experience and the welcoming/inviting nature of community events/special events	1/14/2019 9:37 PM
30	Caring people	1/14/2019 8:12 PM
31	The extreme fellowship is felt every Sunday been warm and comfortable and you do not want miss any Sunday service and Bible study at 9 am	1/14/2019 6:14 PM
32	The friendly people including the Pastor	1/14/2019 4:42 PM
33	It's inclusivity, non-judgmental acceptance and genuine warmth and concern for others - especially newcomers/	1/14/2019 3:22 PM
34	Our pastor Steve Gohdes. The caring nature of our church members.	1/14/2019 1:03 PM
35	our caring for each other and our willingness to support others in need	1/14/2019 10:59 AM
36	Acceptance of everyone without discrimination	1/14/2019 10:03 AM
37	The caring for one another, especially when one takes ill or is in need of help.	1/13/2019 4:39 PM
38	The Fellowship & Caring of the Church Community.	1/13/2019 1:47 PM
39	out reach program around the city helping out and sponsorship program around the world being an active member of a group raising awareness to help others	1/12/2019 2:43 PM
40	cmc accepts any denomination, such wonderful fellowship within congregation my initial time at cmc I was made most welcome.	1/12/2019 11:09 AM
41	Relaxed church services Service to the community	1/11/2019 1:08 PM
42	The friendliness of the people	1/11/2019 10:30 AM
43	Friendly and welcoming	1/10/2019 7:35 PM
44	the friendships, the acceptance	1/10/2019 6:20 PM

45	The loving care offered to those at times of difficulty from church members. The strong commitment to support a healthy church life.	1/10/2019 6:15 PM
46	the fellowship of the members	1/10/2019 5:06 PM
47	Our friendly loving caring members. Our music program and talented musicians are an asset. Our beautiful and well appointed facility.	1/10/2019 4:41 PM
48	Nurturing, Music and Family Environment.	1/10/2019 1:02 PM
49	We are welcoming and inviting	1/9/2019 4:06 PM
50	Christ Church is an open and welcoming congregation. Members genuinely care for and nurture each other. The Pastor is approachable and welcoming.	1/6/2019 3:05 PM

## Q43 Do you have any concerns about the church, or do you see any areas that could be strengthened?

Answered: 48 Skipped: 12

#	RESPONSES	DATE
1	Name tags are a must - it helps a stranger to feel more at home when perhaps staying for coffee. We should consider more hands on in assisting with Acadia Place. There is such an ongoing need for that community.	2/12/2019 6:45 PM
2	Our Sunday worship service needs to be deeper, more empowering, bible based messages.	1/27/2019 6:03 PM
3	no	1/27/2019 9:08 AM
4	no	1/26/2019 3:45 PM
5	No I feel the church is on the right path if remains open to change as required.	1/26/2019 10:53 AM
6	We could have better programs to engage the youth. We are getting better at this by involving them in some leadership roles, but we could be better. When youth are approached in a personal and direct way to request their involvement in a specific task, they are more likely to feel like they belong, that they are needed, and that they matter.	1/25/2019 2:04 PM
7	What can we do to reach out to the community with the intent of increasing our congregation? Being aware of visitors and making them feel welcome.	1/24/2019 5:06 PM
8	Our congregation is aging, as are others, so we might see competition for attendees. We have a great group of young members, and adding to them is a priority.Congregational	1/23/2019 3:42 PM
9	Clearer link and understanding between our denomination's motto , particularly In all things, love" and how it is enacted. We tend to "do", but do we reflect on it?	1/23/2019 11:49 AM
10	See above question	1/22/2019 8:29 PM
11	age demographics	1/22/2019 8:16 PM
12	Planning and preparing for new growth. Outdated processes - e.g. PAR, e-transfer giving, utilizing social media, keeping website up to date with current activities, utilizing multi-media more in the service. Occasional more contemporary music would be nice.	1/22/2019 1:45 PM
13	We are a congregation of mostly aging members and that concerns a lot of us.	1/22/2019 12:35 PM
14	My concern for the church is the absence of more younger families. In perhaps the next ten years many of the older members will not be here - causing perhaps financial problems.	1/21/2019 4:31 PM
15	We don't represent a large enough cross-section of various age groups.	1/21/2019 4:10 PM
16	As with all churches, children and young members are sadly few. Perhaps present congregation members could encourage young families or friends to attend a service.	1/21/2019 4:03 PM

17	Love that seniors have outings to go to, Love a few times a year special events happen (garage sale, Oktoberfest, American Thanksgiving lunch).	1/21/2019 3:55 PM
18	No	1/17/2019 8:17 PM
19	We need younger people to join our congregation to sustain the Church. We have an aging congregation.	1/15/2019 7:58 PM
20	No	1/15/2019 5:27 PM
21	No	1/15/2019 9:10 AM
22	no	1/14/2019 10:06 PM
23	Need younger members.	1/14/2019 9:53 PM
24	No response	1/14/2019 9:47 PM
25	The congregation and well as Board and Elders should help decide Missions undertaken and consider more what a congregation can give along with the weekly offering.	1/14/2019 9:43 PM
26	None	1/14/2019 9:37 PM
27	More emphasis on the word of God during worship & taking a more biblical approach to decision making.	1/14/2019 8:12 PM
28	The Shepard program should be strengthened to have more group meetings to include newer members in each group .	1/14/2019 6:14 PM
29	We need to have younger members	1/14/2019 4:42 PM
30	No	1/14/2019 4:26 PM
31	I believe this exercise of involving the congregation in gathering their prayerful thoughts and insights regarding the future of the church is most helpful. I believe the formation of succinct, focused mission, vision and values statements by the Board and validated (with discussion) by the congregation would also be helpful in guiding us into the future. Perhaps we might also explore ways to look at extending the physical building to offer a more spacious and inviting entryway and fellowship area.	1/14/2019 3:22 PM
32	We need to increase our membership with younger families joining our church community.	1/14/2019 1:03 PM
33	not at the moment	1/14/2019 10:59 AM
34	I would like to see more involvement of congregation members in all activities of our church life. I see the majority do Sundays only.	1/14/2019 10:03 AM
35	We do need to reach out to younger families so that we can build for the future.	1/13/2019 4:39 PM
36	The ageing of the congregation, & the need to attract younger members, & have them assume responsibilities within the Church.	1/13/2019 1:47 PM
37	Hold regular services in other language, once a month	1/12/2019 2:43 PM
38	congregation elderly need to reach out to younger folks	1/12/2019 11:09 AM
39	No. Very happy with how the church works.	1/11/2019 1:08 PM
40	No	1/11/2019 10:30 AM
41	No not at this time	1/10/2019 7:35 PM
42	At times music is weak. Can be noisy at times before and after worship service.	1/10/2019 6:20 PM

43	A concern that we seek to change the essential core values that have been at the centre of the church's life	1/10/2019 6:15 PM
44	The age of the members	1/10/2019 5:06 PM
45	I feel disappointed when programs are not well attended such as lenten or advent bible studies as well as events like movie night etc.	1/10/2019 4:41 PM
46	We talk about our own experiences and the way God works but I rarely come away from church knowing how to strengthen my connection to God, for example learning the difference between fear and intuition. I don't come to church to learn about God, I come because I know I have the light.	1/10/2019 1:02 PM
47	Buses or organized car pools for events outside our church	1/9/2019 4:06 PM
48	Worship and fellowship space limits the size of the congregation and the activities the church can undertake. Pastoral care is organic, so the lack of intentionality means that some folks fall through the cracks. I would like to see a greater focus on the bible and spiritual development in worship and through study groups. Aging population of the congregation puts limits on physical abilities to undertake certain projects and activities.	1/6/2019 3:05 PM

## Q44 Now that you have spent this time reflecting on the church's present situation, think for a bit about your hopes and vision for the future of Christ Moravian Church. What are your dreams, desires, and wishes for the next five to ten years?

Answered: 50 Skipped: 10

#	RESPONSES	DATE
1	As the congregation ages, there should be a weekly mailout of the service, including the sermon. Advertising in the local community magazine would make people aware of what we're about. Having younger people take part in the service - reading scripture, leading the congregation in some of their camp songs (find out who plays guitar or piano and have them lead the singing. Encourage some of the young people to take active roles in Sunday worship. They are our future. A reminder: Life without God is like an unsharpened pencil - it has no point. (Billy Graham)	2/12/2019 6:45 PM
2	For more growth allowing another pastor to help Steve, perhaps to give a sermon once a month instead of Steve, Steve has too much on his plate,	1/27/2019 6:03 PM
3	To rejuvenate the church.	1/27/2019 5:54 PM
4	perhaps some over all groth	1/27/2019 9:08 AM
5	Carry on.	1/26/2019 3:45 PM
6	We must make sure we adapt to our changing society	1/26/2019 10:53 AM
7	I would love to see more opportunities to include and assist the families living in Acadia Place. How else could we help them? Is this something the youth could be involved with? Where else can we find a place for the youth to be engaged? We have some musical kids...perhaps a bi-weekly youth musical jam, with the intent of preparing music for worship once a month? Is there room in the budget to hire a youth leader who could be tasked with finding projects for youth to work on? Would the building of a gymnasium or theatre on part of our property be a source of rental income as well as a facility that would attract our youth and those from the neighbourhood? (There are very few large capacity church/theatres in South Calgary that have a stage area that is big enough to meet the needs of the musical or theatre communities.)	1/25/2019 2:04 PM
8	Increasing the congregation especially young families	1/24/2019 5:06 PM
9	Never lose sight of the important work being done. - maintain a healthy and vibrant membership. - maintain community involvement. - maintain missions involvement. Remain open to opportunity, listen & pray.	1/24/2019 4:41 PM
10	Congregational renewal and growth. We have fantasized over the years about a Moravian retirement home, though I haven't heard anything about it lately. I'd like that.	1/23/2019 3:42 PM
11	Projects that actually involve us in aware service of the wider community/world rather than ones that simply ask us to donate. Closer links with other denominations to more effectively and jointly educate and encourage spiritual growth. Right now, many churches are offering similar programs to tinier and tinier groups. An ecumenical spirit is occurring in Christianity, partly of necessity and partly because society is seeking spiritual growth outside our Christian institutions.	1/23/2019 11:49 AM

12	Having been involved for the past 30+ years in various capacities of church life, I would like to have a break in the "doing". I would like to see the newer faces (members) become involved in the many aspects of church life. Perhaps there is a newer vision in doing "church", a fresher view of living community. New ideas and ways of implementing and being involved in ministry for the immediate community and globally.	1/22/2019 8:29 PM
13	survival due to age demographics and losing members	1/22/2019 8:16 PM
14	CMC would be a leader in being a "school of love" and reach out to more who need to experience God's love as well as help other congregations be transformed into loving communities.	1/22/2019 1:45 PM
15	I'd like to see seniors' housing. When I think of Christ Moravian Church I get a feeling of belonging to My extended FAMILY. I would like it to continue.	1/22/2019 12:35 PM
16	1. More younger families in attendance 2. Being debt free at the end of each year. (\$12,000) this year. 3. More money that is generated by concerts, garage sales be kept to keep our church debt free.	1/21/2019 4:31 PM
17	To grow as a family of God and Christ in unity, respect, true unconditional love, peace, patience, tolerance, communication, friendship, gratitude, reaching out at all times to help in God's great faith and hope.	1/21/2019 4:20 PM
18	Continue to be a "Christ Centred" congregation. Strive to develop programs which will appeal to the present congregation but which will also attract the younger portion of our area.	1/21/2019 4:10 PM
19	My hopes and visions for the future are that the church continues on its exemplary road of spirituality, fellowship and serving. As mentioned our youth should be encouraged to attend,	1/21/2019 4:03 PM
20	Dream - more young people in the church Desire - I will be able to be a part of the "circle of elders" when I am ready Wishes - financial health for the church, people will be involved and increase volunteering, long	1/21/2019 3:55 PM
21	I would love to see younger families join our church	1/17/2019 8:17 PM
22	Keep old but maybe add some new practices. Ways to be more involved in the community and have the community come to our church	1/15/2019 7:58 PM
23	To become a better person	1/15/2019 5:27 PM
24	Develop a plan to increase our congregation and to let people know more about Christ Moravian Church.	1/15/2019 9:10 AM
25	other mission opportunities newer worship music	1/14/2019 10:06 PM
26	Growing the congregation.	1/14/2019 9:53 PM
27	No response	1/14/2019 9:47 PM
28	That we can increase attendance of more young children and families. The board has a big responsibility, but a quarterly update to the congregation of its work and decisions on our behalf may be considered.	1/14/2019 9:43 PM
29	More people join the congregation (particularly children and youth)	1/14/2019 9:37 PM
30	Intentional evangelism: reaching out to the community around us in a way similar to the 'Common Ground' program in Edmonton.	1/14/2019 8:12 PM
31	we keep our up beat welcoming for new members to ensure they feel included in all activities of the Church	1/14/2019 6:14 PM
32	To continue to grow in membership and being able to carry out the missions .	1/14/2019 4:42 PM
33	That the congregation grows and younger families move in	1/14/2019 4:26 PM

34	I believe every church can and should be a community centre for those about it - opening itself to the diverse needs of people beyond it's reach, finding their needs and filling them. It is, in the words of Jesus, by losing our life for the sake of him and the Gospel that we truly find abundant life for our faith community.	1/14/2019 3:22 PM
35	Keeping Steve Gohdes as our minister.	1/14/2019 1:03 PM
36	Making the community more involved in our church activities.	1/14/2019 10:03 AM
37	I would like to see more growth, especially in Areas such as youth and the children.	1/13/2019 4:39 PM
38	An increase in younger age groups to the Church Membership. Increased outreach to our civic community. Continued evolution of CMCC as part of the continual evolution of Christianity	1/13/2019 1:47 PM
39	most important at this time of tribulation in our city, stay on course Slight variations in delivering services can be positive but do not wonder to find a quick recognition	1/12/2019 2:43 PM
40	I can only envisage CMC will always be just that much different from any other church I have attended. Such wonderful Pastor and fellowship	1/12/2019 11:09 AM
41	We are losing older members so we need to attract (without evangelizing) younger members and their families. I think the physical church is just the right size since the expansion. The coziness is an attraction. I don't think we'll ever get to a second church service.	1/11/2019 1:08 PM
42	Don't know	1/11/2019 10:30 AM
43	To encourage a younger congregation. Children are our future.	1/10/2019 7:35 PM
44	That Christ Moravian church will continue to be welcoming and responsive to all those who attend.	1/10/2019 6:20 PM
45	Further support for counseling, family support, and expanded Christian Education programs	1/10/2019 6:15 PM
46	More money to do outreach I would like to see care available for teens and seniors	1/10/2019 5:06 PM
47	More community involvement` on a social, relationship level. Building a senior's complex on site. Having speakers educators invited to share their expertise on matters of emotional, physical, every day topics....life lift. Having social events on a regular basis.	1/10/2019 4:41 PM
48	I would like Alan Taylor to be taken into consideration when celebrating the church's anniversary. He chose the site of the church.	1/10/2019 1:02 PM
49	Larger capacity Youth minister to assist pastor	1/9/2019 4:06 PM
50	I would like for us to find ways to reach out to the community - to find ways to serve our vulnerable neighbours and those with young families. This might include offering a lunch for seniors, or inviting our neighbours to family oriented activities. I think we could find better ways to utilize our current space, such as removing the fireplace and replacing the pews with chairs so the sanctuary would become a multipurpose space. I think we could explore alternate ways of providing worship experiences that would supplement the Sunday service. For example, a Tuesday evening worship time that is more family oriented and activity based.	1/6/2019 3:05 PM



# APPENDIX E

## **A New Vision for the Shepherd's Program**

# A NEW VISION FOR THE SHEPHERD'S PROGRAM

## **Recommendation #1**

### **Background Information**

The Shepherd's Program was initially put in place to help the congregation cope during the difficult time of pastoral call. At its core, the program is intended for members to communicate with, include, and care for one another. Past shepherding efforts have led to some great success and have contributed to our sustained growth. However, the program recently fizzled out following the loss of one of its energetic leaders. We need to renew the program into one that is more sustainable and doesn't rely heavily on a few individuals to keep it going.

An analysis of past Shepherding Programs was performed. The paragraphs below discuss some of the strengths and opportunities gathered through the LRTF, along with recommendations for the renewal of the program.

### **Strengths**

- We have many congregants with exceptional social skills who easily make connections and contribute to the friendly environment at CMC.
- Many at CMC have strong gifts for nurturing, listening and spreading smiles.
- We have established a culture of friendliness and have a building that creates a warm, family-like atmosphere where everyone can be noticed and looked after.
- Excellent lay leadership led to program success when it was fully operational.

### **Observations & Opportunities**

- Responsibilities and duties for program success was placed mostly on the small group of shepherds and program leaders.
- There is insufficient availability of leaders and shepherds to sustain the program at aspired levels.
- Realigning shepherds with sheep proved challenging when a shepherd resigned or new sheep were added.
- The program would benefit from clarification of objectives, including the limits of the program.
- Having "assigned" shepherds and sheep may have reduced the feeling of ownership by the congregation as a whole in caring for the needs of each other.
- People have different levels of interest in being contacted by an assigned shepherd.

## Recommendations

The vision for the new Shepherd's Program is to foster a **"culture of belonging"** by inviting all members of the congregation to watch over and care for one another. The objective is to create a more organic approach to shepherding and thereby ensure self-sustainability for the program. The program must also consider that there are situations that call for a more intimate and confidential approach, and for that reason, should be run in close parallel with the Pastoral Care Ministry.

With that in mind, the LRTF recommends the following:

- Build on the great strengths of our congregation and on the individual gifts of each CMC member to enhance the **"culture of belonging"**
- Simplify the level of responsibility by encouraging everyone to be attentive to the needs of others
- Provide a structure of reporting when specific needs are identified and pastoral care may be required

## A Model to Consider

### a) Building a Culture of Belonging

- Help our people to discover their own gifts of inclusion (see 'Gifts of Inclusion' below).
- Discuss ways to introduce yourself to someone you may or may not have met before.
- Grant latitude and permission to each other to be uncomfortable or to ask someone's name many times if you don't remember.

### b) Gifts of Inclusion

Each congregant has unique gifts. Not all are outgoing or extrovert, but a range of gifts is required in order to create a culture of belonging. Here are some examples:

- The Connectors – Introduce themselves to anyone new and aim to introduce them to 3-5 additional people. For example, Steve is often the first to welcome and to introduce newcomers to another.
- The Monitors – Using their gifts of observation, take note of who isn't here or who is on the cusp of exclusion. They may address the situation with a greeting, a smile or simply by reporting the situation to one of the elders as appropriate.
- The Listeners – The gift of the listeners is to sense who may need a listening ear and then check on them at church on Sunday, or sit with them outside of church on a different time.

### c) Implementation Ideas

- Discuss the various gifts of inclusion and how we might practice those gifts at CMC.
- Identify and invite a handful of individuals to be Connectors on Sundays.
- Intentionally build messages of hospitality and inclusion into our worship services.
- Identify several elders to champion the new Shepherd's Program and provide a vital link to Pastoral Care.

# APPENDIX F

## **Enhancing Pastoral Care & Counselling**

# ENHANCING PASTORAL CARE & COUNSELLING

## Recommendation #2

### Background Information

Pastoral Care at CMC is predominantly handled by the Pastor, the Elders and a few compassionate congregants. The program is not formally structured and is run somewhat in an ad hoc manner. The team does not have a written mission and objective statement, nor does it have any formal reporting responsibility. The fact that the Shepherd's Program has been inactive over the last few years has reduced the effectiveness of the Pastoral Care Ministry and placed additional responsibility on the Pastor. The small team has had difficulty addressing concerns from congregants with more specific needs (i.e. house bound, loneliness, hospice and/or hospital visitation). Some church members have vocally expressed concerns.

Recognizing that a number of members had recently suffered a significant loss, a Grief Support Group was also formed. The group is led by two church Elders, one with spiritual companionship expertise, and the other having facilitated other grief support groups. Members of this group meet confidentially to support each other through their loss.

### Recommendations

Pastoral Care is an integral part of the overall church life. It generally requires the pastor and a team of leaders or elders who can personally invest in the lives of church members and help each person grow to his or her full potential in Christ. However, Pastoral Care means having someone who cares – it doesn't have to be the pastor or one or two Elders doing all the work.

With that in mind, the LRTF recommends the following:

- The Pastoral Care team (with Elders representation) should develop a formal structure with a mission and objective statement, and with reporting requirements. Similarly for other groups operating under the umbrella of the Pastoral Care Ministry, such as the Grief Support Group, etc.
- The Pastoral Care team should work closely with the renewed Shepherd's Program (refer to Appendix E) to identify and address concerns of congregants with more specific needs (house bound, loneliness, hospice and/or hospital visitations, etc.).
- The Pastor and the Elders should encourage other CMC congregants who are particularly attuned to supporting those experiencing troubling times to join the Pastoral Care team.
- The Executive Board and the Elders should take the leadership in supporting and offering training or other resource material for the members of the Pastoral Care team.

# APPENDIX G

## **Making Better Use of Our Space**

## MAKING BETTER USE OF OUR SPACE

### **Recommendation #3**

#### **Background Information**

Every building has a story, and every building tells a story. In a sense, the church building tells of the values and priorities of its congregants. Our church building is a very simple structure. By design, it is not meant to impress. Yet the sanctuary, with its vaulted ceiling and stained glass windows, offers a truly unique and reflective environment.

Unfortunately, our building is starting to show its age. With time, it has become crowded and somewhat cluttered. To some extent, our facility restricts us. To continue to offer an inviting environment that is suitable for growth, we must optimize the use of our space. Sooner rather than later, we encourage the Executive Board to consider the long-term aspects of our building.

#### **Considerations for Short-Term Improvements**

- Replace the pews in the sanctuary with chairs to increase capacity and allow for a more flexible space
- Consider the removal of the fireplace to improve space utilization and traffic flow around the fellowship area
- The entry table, library, easels and other various displays all occupy valuable footprint; consider de-cluttering and perhaps substituting with an electronic display
- Consider transforming the room behind the balcony into a more usable space (resource center, parent room, meeting room, etc.)

#### **Considerations for Long-Term Improvements**

- Start formulating a plan to address growth and long-term development of our facility (e.g. second service)
- Appoint a committee or a task force to carry out this plan

# APPENDIX H

## **Training and Mentorship**



## TRAINING AND MENTORSHIP

### **Recommendation #4**

#### **Background Information**

There is a general perception that several of our lay leaders and even our pastor are tied up with many activities and programs of the church. Concerns exist regarding committee member weariness and lack of succession. To ensure long-term success, we must encourage participation and provide training and mentorship to support our emerging leaders. We recommend the Executive Board be intentional in providing resources to develop our leaders in all areas of ministry. The recently held Time & Talent Extravaganza open door session was a positive step in that direction.

#### **Leadership at all Levels**

- Worship Leaders: pastor, elders, music director
- Administration: Executive Board Members, Committee Chairs, Committee Members
- Spiritual Programs: Bible Study Leaders, Sunday School Leaders
- Nurturing & Outreach: Pastoral Care Team, Shepherds, Greeters, Coffee Servers

#### **Some Suggestions**

- Create an inventory of the church organization and committee members and find ways to communicate this information to the congregation
- Define roles and responsibilities. Make a point to review and update committee Terms of Reference on a regular basis.
- Create a list of resources for the various areas of leadership
- Consider holding the Time & Talent Extravaganza on an annual basis
- Promote the use of a personal Spiritual Gift Survey to enlighten members regarding their talents and abilities

# APPENDIX I

## **Mission and Outreach**

## MISSION AND OUTREACH

### **Recommendation #9**

#### **The Ministry of Service**

Service (Diaconia) is considered to be one of the classic universal purposes of the church. In summarizing the commandments, Jesus instructs his people to “love your neighbour as yourself”. His teachings, including the Parable of the Good Samaritan, show us that everyone is to be considered as our neighbour, not just those we know. Churches live out this commandment by helping people in our community and across the world through service, benevolence and world mission. It is also recognized that active service is a way to engage young people in the church’s ministry.

For centuries, the Moravian Church has reached out to those in our world who are most vulnerable by exemplifying God’s love through service and mission; and we at Christ Moravian Church are no exception. Encouraging a lifestyle of service and mission is at the core of our congregation’s identity and ministry.

#### **Background Information**

Through the guidance and dedication of the Mission and Outreach Committee, which currently includes three members of the Executive Board and four members at large, CMC supports a wide variety of local and global mission causes. The Mission and Outreach Committee advises the Executive Board on how mission funds should be distributed.

In recent years, the Mission and Outreach Committee has tried to narrow the focus of local mission support to those causes that address poverty and homelessness. This effort has mostly been done through our developing relationship with Acadia Place and our ongoing support of the Mustard Seed and the Calgary Food Bank. In addition, congregation members have been encouraged to put a face to poverty and homelessness by engaging with vulnerable members of our local community through volunteering at Acadia Place and the Acadia Food Pantry.

The general policy for global mission support is to contribute financially to causes put forward by the Moravian Board of World Mission (BWM). This includes calls for Disaster Response as well as funding of projects endorsed by the BWM, such as Labrador. Contributions to global mission tend to be more reactive in response to calls put forward by the BWM. Efforts at building relationships have also been attempted through mission trips to Cuba and Labrador.

A small portion of our envelope giving goes to the Canadian Moravian Mission Development Fund for distribution by the district to the BWM. In 2018, this amount was \$1,433. At the last church council, it was determined that 25% of any annual budget surplus would be allocated to mission, thus ensuring that all church operating costs

were taken care of first. All other mission funds distributed directly by CMC are raised through private donations or fundraising projects.

Issuing tax receipts for individual donations for specific projects has proven to work well. Recent examples include the Back to School Shoe fundraiser for low income families in the community, and the mission trip to Labrador. This has been a preferred model for mission fundraising because it allows church members to contribute to causes according to their financial resources and God's call.

The Mission and Outreach Committee is cognisant of not overburdening the congregation with these types of projects. Sometimes however, the need is high, such as in 2018 when funds were raised for the Labrador Mission as well as for BWM calls for hurricane response and support of the emerging Moravian Church in Peru.

Mission concerts have been a successful form of fundraising, and are relatively easy to organize. Advertising is mostly through word of mouth and the use of the church sign. Thanks to the participation and popularity of Marty Antonini, these concerts have enjoyed good attendance and have also attracted new members to our congregation.

### **Key Guidelines for Mission and Service**

- Local mission projects currently target homelessness and poverty, with a focus on causes in our immediate community: Acadia Place and other low-income families, Acadia Food Pantry, The Mustard Seed, and the Calgary Food Bank.
- Global mission projects are limited to those advanced by Canadian Moravian Mission Society and the Board of World Mission.
- A flexible fundraising and disbursement model allows us to meet needs as they arise.

### **Recommendations to the Mission and Outreach Committee**

- Review the Terms of Reference annually and update if necessary.
- Review current fundraising model and seek Executive input on optimizing CMC mission and service work.
- Review guidelines for mission and service projects and have them endorsed by the Executive Board.
- Share guideline statements with the congregation to promote transparency, acceptance and ownership.

# APPENDIX J

## **Strengthening Our Commitment to Mission**

# STRENGTHENING OUR COMMITMENT TO MISSION

## **Recommendation #10**

### **Background Information**

One of the proudest accomplishments of our church is the organization and hosting of a gigantic annual garage sale. Year after year, this event attracts thousands of people to our grounds. The garage sale is much more than a way to recycle household items to good use. More importantly, it is an outreach into the community, an opportunity to engage and connect, and an avenue to spread God's love beyond the walls of our church. For our congregation, this event is a real demonstration of our love and faith to our neighbours.

Needless to say, such an event requires much dedication and effort on the part of our congregation. Thankfully, we continue to benefit from a high level of participation from our church members and volunteers at large. People have expressed their pride in working together towards a common goal to impact others in a meaningful way.

### **Financial Impact of the Garage Sale**

At the same time, the annual garage sale raises a significant amount of funds for our church. For the last several years, the proceeds from the garage sale have been lumped with the operating budget. Some of the money raised flows indirectly to mission and ministry through our denominational assessments and other forms of benevolence. However, the majority of funds are used for day-to-day operation of the church.

### **Recommendations**

There have been many discussions over the years about allocating a portion of the garage sale proceeds directly to mission but there is fear that the budget would suffer. In 2016, a decision was made to use the garage sale funds to support victims of the Fort McMurray wildfires. Yet, God continued to meet our needs and the church was not harmed financially. Trusting in God is an expression of our faith.

With that in mind, the LRTF recommends the following:

- That the Executive Board work with the finance committee to realign the annual budget to allow a meaningful portion of the garage sale proceeds to be committed directly to mission
- That the Executive Board keep an updated Capital Reserve Plan for shrewd use of our reserve fund and provide reassurance to our members over the long-term stability of our church

# APPENDIX K

## **Moravian Star-Bucks**

# MORAVIAN STAR-BUCKS

## **A Golden Opportunity**

### **Background Information**

Throughout this report, we mentioned the need for Christ Moravian Church to re-examine its programs in light of our changing environment. We've learnt that to be more effective, we need to be intentional and align our activities with our Mission Statement and our five core areas of ministry. We must strive to operate within our strength zone.

We at Christ Moravian Church are great hosts. We are friendly, and we love to chat around a cup of tea or coffee. We also have a love for music. What if we could develop a program that would combine the best of all worlds? A program that would utilize our native strengths and passions to engage with our community.

### **A Safe Harbor**

The vision for the Moravian Star-Bucks is that of a safe harbour, a place for people to gather, fellowship and get to know us a bit better. A sort of internet café with coffee and cookies, WIFI, music in the background, and maybe even live music from our talented members on special occasions.

The concept is somewhat akin to the Common Ground Café in Edmonton and other similar initiatives in the USA. The main difference is that it would be hosted right here in our church as a special event, either once a week or once a month. The initiative would require little financial investment, but just the will to open our doors and serve our neighbors. Soon our church would become a place of familiarity, unthreatening to strangers, rather than a peculiar place where "Moravians" go worship every Sunday.

### **Theme Suggestions**

Various themes could be introduced to test the response of the clientele. For instance:

- An evening of Harp Music
- Game Night, with canasta, cribbage, dice or some other board game
- Blues & Brass Day
- Popcorn Day
- Stories of Hope
- Bake Tasting Festival

### **The Ultimate Goal**

People + Love = Growth (of God's Kingdom)