							Resp	onsible	Committ	tee(s)							
				Worship/Music	Pastoral Care/Cong Life	Faith Formatior	Mission	Property	Finance	Communication	Administratior	Personne	Session		Operating Budget	Capital Financial	
Number	Strategy Category	Year	Strategy	sic	Life	lig	sion	erty	nce	ons	ğ	inel	ion	Human Resources	Financial Resources	Resources	Sort
WM1	Worship / Music	2021/2022	Implement interim, Iow-cost modifications to Chancel to provide adequate space for worship leadership/choir, improve functionality, and provide greater connection between the locus of worship and the worshiper Modify Monteith Hall to provide a space to create an	x				x	x								1
WM2	Worship / Music	2021/2022	environment that is more flexible in its use and more conducive to an expanded worship repertoire. Modifications include the addition of a floor-inlayed labyrinth, enhanced acoustics and lighting, improved sound amplification and technology, paint, and new liturgical furnishings	x				х	x	x							2
WM3	Worship / Music	Completed	Incorporate children, youth, and families in FPC's worship leadership	х		х											3
WM4	Worship / Music	2021/2022	Continue to deepen the worship experience by including dramatic readings, tableaux, liturgical dance, congregational movement that shortens the distance between the worshiper and the chancel	х													4
WM5	Worship / Music	2021/2022	Expand our ability to live-stream all services	Х						х							5
WM6	Worship / Music	Completed	Create an annual Interfaith Service	Х													6
WM7	Worship / Music	2021/2022	ASL interpretation for services as needed	Х													7
WM8	Worship / Music	2023/2024	Revisit times, location, and character of our worship services. Consider expansion of worshipers they serve.	х													8
WM9	Worship / Music	2023/2024	Assess the value of continuing a radio broadcast of our services. Migrate radio streaming to a station that is aligned with FPC's ethos if the broadcast is continued.	х													9
WM10	Worship / Music	2023/2024	Hold off-site, fully accessible worship services to shift perception away from church being a specific location	х		х											10
WM11	Worship / Music	2025/2026	Reconfigure Sanctuary chancel, nave, and narthex to shorten the distance (literally and figuratively) between the locus of worship leadership and the experience of worship in the congregation	х				x	x	x							11
FF1	Formation	2021/2022	Encourage personal practices such as prayer, journaling, spiritual practices, and retreats	х		х											12
FF2	Formation	2021/2022	Provide an environment and support that encourages family participation in church events including childcare where appropriate			x			x								13
FF3	Formation	2021/2022	Expand and deepen ministry with young adults and U-M Students by providing opportunities to serve at FPC, e.g. sound board, nursery, volunteering with youth and children			x											14
FF4	Formation	2021/2022	Invite, encourage, lead, and cultivate opportunities in which all ages and stages may become part of the fabric of the church and experience intergenerational activities and relationships			x											15
FF5	Formation	2023/2024	Offer a robust faith formation program for all ages and stages of life			х											16
FF6	Formation	2023/2024	Incorporate and deepen our understanding of, and engagement with, social justice issues at all ages and stages in life and collaborate with Local Mission to establish a Social Justice Advocacy group that provides opportunities for congregants to advocate for social justice issues			x	x										17
FF7	Formation	2023/2024	Provide all age groups opportunities to deepen interfaith understanding			х											18
FF9	Formation	2023/2024	Create and use technology to attract, engage, and enrich faith formation			х				х							20
FF10	Formation	2023/2024	Equip classrooms, learning and meeting spaces with appropriate state-of-the-art technology for in-person and at-home activities			x			x	x							21

							Resp	onsible	Committ	ee(s)							
Number	Strategy Category	Year	Strategy	Worship/Music	Pastoral Care/Cong Life	Faith Formatior	Mission	Property	Finance	Communication	Administratior	Personne	Session	Human Resources	Operating Budget Financial Resources	Capital Financial Resources	Sort
CL1	PC/Cong Life		Create a Radical Hospitality Task Force	Х	X	X	3	<	e	N	3	<u> </u>	X	Human Resources	rinancial Resources	Resources	22
CL2	PC/Cong Life		Include items to determine spiritual and tangible needs		X	~											23
CL3	PC/Cong Life		Create a new welcome statement		x												24
CL4	PC/Cong Life	2021/2022	Enhance and expand our downloadable resources		х					Х							25
CL5	PC/Cong Life	Completed	Review and revise the process for joining		X								х				26
CL6	PC/Cong Life	2021/2022	Foster connection by increasing opportunities for digital engagement		x					х							27
CL7	PC/Cong Life	2021/2022	Expand database of community resources of social, mental, and spiritual health specialists		х					х							28
CL8	PC/Cong Life	2021/2022	Expand outreach and participation for ongoing support groups, including grief support and Caregivers		х												29
CL9	PC/Cong Life	2021/2022	Conduct annual review of existing support groups and consider those needed in the community that the church might provide - either through existing staff or members, or in partnership with other local churches or organizations		x												30
CL10	PC/Cong Life	2021/2022	Cultivate a sense of virtual hospitality through online meetings and gatherings that are primarily focused on welcoming all, strengthening social connections, and building relationships		x					х							31
CL11	PC/Cong Life	2021/2022	Enhance congregational participation		Х					Х							32
CL12	PC/Cong Life		Expand Greeters in the Pew program		Х												33
CL13	PC/Cong Life		Provide scholarship fund for events with meals		Х				Х								34
CL14	PC/Cong Life	2021/2022	Create a digital photo directory		X												35
CL15	PC/Cong Life	2021/2022	Incorporate children, youth, and families in all church activities		X												36
CL16	PC/Cong Life	2023/2024	Foster connection and participation in the life and ministries of First Pres		X					Х							37
CL17	PC/Cong Life		Expand Stephen Ministry Program		X												38
CL18 CL19	PC/Cong Life PC/Cong Life	2023/2024	Develop Circles of Light Program Develop forum and process for members of the FPC community to share their faith stories	x	x x												39 40
CL20	PC/Cong Life	2023/2024	Create all-inclusive church-wide events that include those with special needs and abilities		x												41
CL21	PC/Cong Life	2023/2024	Expanded accessibility-conscious Pilgrimage opportunities		х				х								42
CL22	PC/Cong Life		Expand Circles of Light Program		X												43
CL23	PC/Cong Life		Provide a welcoming and sustainable community for T2A2		Х	x											44
MI1	Mission	2021/2022	Establish and expand collaborative relationships with community organizations		х		x										45
MI2	Mission	2021/2022	Integrate mission into the life and work of our community of faith			х	х										46
MI3	Mission	Completed	Establish Social Justice Advocacy Group			Х	Х						Х				47
MI4	Mission	2021/2022	Incorporate children, youth, young adults, and families in service opportunities			х	x										48
MI5	Mission		Participate in mission in partnership with other Presbyterian Mission CoWorkers, Projects, Initiatives and Programs				x										49
MI6	Mission		Create focused and effective International Mission Projects				Х										50
MI7	Mission		Create an Interfaith Initiative				Х										51
MI8	Mission	2025/2026	Review Mission Policies for effectiveness and relevance				X										52
MI9	Mission	2025/2026	Examine possibilities for new local and international mission projects				x										53
MI10	Mission	2025/2026	Expand use of facilities for mission-centric programs				Х	Х									54

					Responsible Committee(s)												
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MI11	Mission	2025/2026	Ensure adequate staff resources are focused on Missional		O CO	,	x	<	CD	v		x		Human Resources		nesources	55
SR	Stwrdshp Resrcs	Completed	Programs and related volunteers Establish a clear procedure for approval and funding of substantive expenditures which require resources beyond those provide in the annual operating budgets						x				x				
SR1	Stwrdshp Resrcs	2021/2022	Develop phased approach for new HVAC system and implement Phase I					x	x								56
SR2	Stwrdshp Resrcs	2021/2022	Make transparency the subject of the Fall Officer Retreat										x				57
SR3	Stwrdshp Resrcs	2021/2022	Make the work of committees, boards, and workgroups more accessible by publishing minutes in a timely way and extending an open invitation to people not on the committee							x							58
SR4	Stwrdshp Resrcs	2021/2022	Create a policy and procedure database that is accessible to the congregation and that is reviewed and revised on an established schedule								x						59
SR5	Stwrdshp Resrcs	2021/2022	Provide opportunities for congregation to identify areas that feel less than transparent										x				60
SR6	Stwrdshp Resrcs	2021/2022	Budget \$250,000 annually for capital repair/replacement with the understanding the Capital Campaign will budget to cover past unfunded repair and replacement					x	x								61
SR7	Stwrdshp Resrcs	2023/2024	Improve parking availability and offer safe transport					Х	Х								62
SR8	Stwrdshp Resrcs	2023/2024	Ensure staff policies and procedures are fully DIAA									Х					63
SR9	Stwrdshp Resrcs	2023/2024	Replace sound system in sanctuary with incorporated hearing loop					x	х	х							64
SR10	Stwrdshp Resrcs	2023/2024	Complete remaining phases of HVAC system					Х	Х								65
SR11	Stwrdshp Resrcs	2023/2024	Enable remote participation for committee meetings	Х	Х	Х	Х	Х	Х	Х		Х	Х				66
SR12	Stwrdshp Resrcs	2023/2024	Ensure Youth and Young Adult assignment to every Session Committee			х							x				67
SR13	Stwrdshp Resrcs	2023/2024	Ensure FPC's investments are fully socially responsible						Х								68
SR14	Stwrdshp Resrcs	2023/2024	Insure completion of capital campaign to address all deferred maintenance, life safety, and replacement needs					x	х								69
SR15	Stwrdshp Resrcs	2023/2024	Install updated exterior and interior signage and wayfinding that includes Braille					x									70
SR16	Stwrdshp Resrcs	2023/2024	Conduct a Capital Campaign culminating in 2023						Х			Х					
	Stwrdshp Resrcs	2022/2023	Review our FPC stage configuration, organization, and staffing level														
SR17	Stwrdshp Resrcs	2021-2025	Make Sanctuary, Social Hall, and Welcome Center fully accessible					x	х								71
SR18	Stwrdshp Resrcs	2021-2025	By 2025, oversee cost increases grow 2.25% less than revenue net growth to achieve budget balance						х								72
SR19	Stwrdshp Resrcs	2021-2025	Budget expenditures in Stewardship, Christian Formation, Worship and Congregational Life to increase by 1% less than the revenue net growth. Budget expenditures in Mission to increase by .75% less than the revenue net growth. Budget Personnel and Property to increase by 3% less than the revenue net growth.						x								73
SR20	Stwrdshp Resrcs	2021-2025	Work to Sustain growth in pledge receipts and other donations by 7.5% per yearr						х								74
SR21	Stwrdshp Resrcs	2021-2025	Reduce the annual operating deficit to \$0 by 2025. Fund residency entirely out of endowment through 2022						х								75
SR22	Stwrdshp Resrcs	2021-2025	By 2025 have a capital planning and budgeting framework with fully secured financing for non-operating expenses														76
SR23	Stwrdshp Resrcs	2021-2025	Establish a culture and practice of financial stewardship			Х			х								77

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Number	Strategy Category	Year	Strategy	Worship/Music	Pastoral Care/Cong Life	Faith Formation	Mission	Property	Finance	Communications	Administration	Personnel	Session	Human Resources	Operating Budget Financial Resources	Capital Financial Resources	Sort
IC	Integrated Comm	Completed	Completed purchase and installation of new camera system, tricaster, and sound board needed for live streaming worship and other sanctuary events	х													78
IC	Integrated Comm	Completed	Completed launch of live streaming worship and other sanctuary events	х													79
IC	Integrated Comm	2021-2022	Update and redesign church website in a newer platform						х								80
IC[T]1	Integrated Comm		New speaker system in the Sanctuary	Х													81
IC[T]2	Integrated Comm	2023-2024	Expand Live-Streaming indoors to include all services and	x		x											82
IC[T]3	Integrated Comm	2023-2024	Expand Live-Streaming outdoors with the purchase of new sound equipment and other technology needed	х													83
IC[T]4	Integrated Comm	2023-2024	Add 2 new wireless channels to the system														84
																	85