



Christ Gives the Church Its Life - Christ gives to the Church its faith and life, its unity and mission, its order and discipline. Scripture teaches us of Christ's will for the Church, which is to be obeyed. In the worship and service of God and the government of the church, matters are to be ordered according to the Word by reason and sound judgment, under the guidance of the Holy Spirit. PC(USA)Book of Order 2019-2021 (F-1.0203)

MISSION AND GOALS

From 2009-2010 Strategic Long-Term Planning
[Remains the guiding plan in June 2021-2022]

First Presbyterian Church of Cedar Falls (FPC-CF) Mission Statement: Believe in the Good News of Jesus Christ, Respond with Love, and Service.

Vision Statement: In response to our relationship with Jesus Christ, we commit to grow in our personal faith, unite in love as a family of faith, and reach out in service to others.

Goal 1 - Conduct meaningful worship opportunities, including music, to connect to God resulting in spiritual energy for other elements of the congregation's ministry.

Goal 2 - Reach out to persons of all ages in the community, assimilate new members and retain contact with current members by witnessing through Personal invitation, media exposure, *The Link*, a website ...

Goal 3 - Initiate, develop and continue vital programs that promote Christian discipleship.

Goal 4 - Have facilities and personnel to attract and maintain a vital ministry, while practicing sound fiscal responsibility.

Goal 5 - Continue to establish and ensure implementation of the long-range plans for First Presbyterian Church of Cedar Falls Iowa.

Session

The session shall have responsibility for governing the congregation and guiding its witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness. PC(USA)Book of Order 2019-2021 (G-3.0201)

Ministry Teams Structure & Purpose

Congregational Ministry Team

1. Adult Ministry –
 - a. To provide opportunities for adult growth in personal faith and understanding of discipleship.
2. Children Youth and Families Ministry
 - a. To nurture the spiritual growth of the children, youth and families of our congregation. Encourage children and youth to support local and global organizations through mission work and fundraising.
3. Worship and Music Team:
 - a. Conduct meaningful worship opportunities, including music, to connect to God resulting in spiritual energy for other elements of the congregation's ministry.
 - b. Design worship services that nurture and enhance the congregation's spiritual life.

Community Ministry Team

1. Mission
 - a. First Presbyterian Church of Cedar Falls recognizes that to support God's work in our community and world we must reach out to others through a targeted use of our donation of time and money.
 - b. As a congregation we unite in local mission to provide clothing, food and shelter for those in need.
2. Evangelism and Outreach
 - a. We actively support the community through outreach, evangelism, and mission activities.
- 3 College Ministry
 - a. Support the religious needs of the college student community.

Corporate Ministry Team - Assure the infrastructure of the church facility and operation is physically and fiscally sound and functional for carrying out our ministry.

1. Personnel Committee: *Responsible to the Session for oversight and guidance for employment of nonordained staff, with concern for equal employment opportunity, fair employment practices, personnel policies, and the annual review of the adequacy of compensation for all staff, including all employees. PC(USA)Book of Order 2019-21(G-3.0201.)*
 - a. Support and assist the staff and employees in their ministry to the congregation.
 - b. Annual review of the compensation and benefits for Church Staff with recommendations to session.
 - c. Annual review of job position, needs for each staff and work plan.
 - d. Guiding Principles adopted to further guide our decision-making in support of the people who serve as Pastors staff/employees, in our church, we borrowed from the Theology Statement of PC(USA) Board of Pensions: *The Church, as the Body of Christ, is rightly committed to a ministry of wholeness and compassionate care...we demonstrate abundant life to the world as a community of faith, hope, love, and witness. We call people to varied forms of service and covenant to support them so they may devote their best gifts and energies to the work of God's kingdom.*

- 2 Stewardship and Finance
 - a. Provide financial oversight of church expenses while maintaining accountability and transparency of all church financial accounts and transactions.
 - b. Prepare the annual financial report and budget for Session approval.
 - c. Provide financial reports to Session and Ministry Teams prior to each Session meeting.
 - d. Conduct periodic and financial reviews of all church savings and checking accounts.
 - e. Provide oversight of the Scholarship Committee
 - f. Provide oversight of the Investment Committee.
 - g. Conduct an annual financial campaign and special fundraising campaigns as necessary.

3. Properties Committee
 - a. Purpose is to make the building attractive to passersby and welcoming to all those who enter.
 - b. We strive to maximize the utilization of the building by all those who share our ministry and mission in outreach in Christ's name and to our community.

- c. Recognizing that maintenance is an ongoing process, we endeavor to fix small problems before they become big problems and plan for major expenses in advance.
- d. We are fiscally aware and frugal in management of resources and volunteers.

Strategic Planning (Committee charge moved to Session)

April 6, 2021 Session committed to join the Matthew 25 Initiative Group of PCUSA. We pledge to work on:

- *Building congregational vitality*
- *Dismantling structural racism*
- *Eradicating systemic poverty*

Task Force Groups convened by Session to carry out a specific task. Is time limited.

COVID 19 Task Force (Task force dismissed -Files moved to Safe Ministry Plan – Session voted to remove all COVID guidelines effective April 1, 2022)

Duties of session are organized using the tenets of Reformed Church in Our Own Times as follows:

1. Provide that the Word of God may be truly preached and heard.
- 2 Provide that the Sacraments may be rightly administered and received.
- 3 Nurture the covenant community as disciples of Christ.

Tasked by Session with advising how to accomplish the ministry and mission of God in the particular context of the congregation during time of COVID 19 pandemic.

Safe Ministry Policy Task Force

Convened by Session to write a policy to address safe practices regarding prevention, preparedness and response to emergencies. Potential issues to consider are acts of violence, vandalism, burglaries, infectious disease, accidents such as fire and floods, storms, and general first aid. Include training.