

**MINISTRY PLAN FOR 2008-2009**  
***A Place of Grace***  
**Seven Initiatives**

**VISION:** St. Andrew as an intergenerational, multi-cultural, multi-contextual gathering place for rest, renewal, and reconciliation—***A Place of Grace.***

**INITIATIVES**

1. Develop a ministry plan for worship, music, and the arts at St. Andrew. **[WORSHIP, MUSIC, AND THE ARTS]**
2. Nurture a growing faith in and across all ages and equip people for ministry in Jesus' name.
  - a. Focus on spiritual growth, especially through small group ministry and spiritual direction. **[ASSOCIATE PASTOR / SPIRITUAL DIRECTOR]**
  - b. Form a Children, Youth, and Family Ministry Team. **[CHILDREN'S MINISTRY / YOUTH AND FAMILY]**
3. Make full use of available ***A Place of Grace*** seed money to cultivate "Faith Share" ministry and mission projects in our neighborhood, our communities, and beyond. **[SEED FUND / SERVICE]**
4. Strengthen the process for welcoming people and for incorporating them into the life and ministry of our community of faith.
  - a. Increase our outreach to people in the neighborhood, especially to those who are new. **[WELCOME]**
  - b. Help people identify their gifts or passions for ministry, and encourage them to use them in the congregation and the community. **[MINISTRY COORDINATION]**
5. As a green congregation, model environmental stewardship.
  - a. Move forward decisively with the process of restoring our wetland and integrating it with other parks and trails in the neighborhood. **[GREEN]**
  - b. Engage in "green construction" as we begin facility improvements. **[GREEN / FACILITY]**
6. Move forward with facility improvements.
  - a. Remodel chancel/choir area of sanctuary. **[FACILITY / PROPERTY]**
  - b. Develop a solid financing plan for improvements. **[COUNCIL / FACILITY / FACILITY FINANCE]**
  - c. Break ground on Phase 1 of Facility Improvement Plan. **[COUNCIL / FACILITY]**
7. Increase communication within the congregation and with the community by more effective use of our website. **[IT / WELCOME]**