

Goals for the GPUC Congregation

Note: important to remember that we are already acting on some things under each goal that simply need to continue or be re-evaluated.

It's not what the vision is; it's what the vision does.

Peter Senge, M.S., Ph.D. aerospace engineer and social scientist

According to Peter Senge, “learning organizations are those organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole together.” He argues that only those organizations that are able to adapt quickly and effectively will be able to excel in their field or market. In order to be a learning organization there must be two conditions present at all times. The first is the ability to design the organization to match the intended or desired outcomes and second, the ability to recognize when the initial direction of the organization is different from the desired outcome and follow the necessary steps to correct this mismatch. Organizations that are able to do this are exemplary.

Name of Goal (a phrase that summarizes the goal)	The Goal (a description of what it is we want to be)	The Ideal (in plain language, another way of thinking about the goals) In an ideal church, at GPUC...	The Means for 2015 - 2020 (our task list – which actions we commit to so that we may fulfill our stated goals) 1) brainstorm ideas of what we COULD do 2) agree on WHAT to do, HOW, and WHO 3) TAKE ACTION
Belonging:	To foster a sense of belonging to our church family by <i>intentionally</i> affirming and embracing differences, and adapting to said differences, so that we are inclusive of all people regardless of sexual orientation, gender, gender identity, ability, age, colour, ethnicity, marital status, social or economic circumstance, health-related barriers, stage of recovery, or duration of attendance.	Everyone belongs.	Example of something we are doing now: • Continue our strong support of the affirming committee initiatives Example of something we could do: • Start a “buddy” program for newcomers
Relationship Building:	In a spirit of openness, to <i>intentionally</i> become better acquainted and knowledgeable about the individual lives of members and adherents so that we might be transformed by one another and better accommodate everyone’s pastoral and material needs.	We know one another.	Ex. doing now: • Community dinners Ex. could do: • Member/adherent web pages
Meaningful Worship:	To foster an understanding of Christian worship practices which are designed by turns to comfort, renew, and challenge us; to provide worship that “flows” and is both jubilant and reverent in responding to the needs of a diverse congregation, while striving to include everyone as we experience God in Community and God Inside.	Worship is at the heart of what we do.	Ex. doing now: • Brochure explaining rituals Ex. could do: • More education to congregation about the role of the Worship Committee

Life-Long Learning:	To nurture a culture of spiritual and faith inquiry that is accessible and compelling, rooted in tradition while seeking new understanding.	We are life-long learners.	<p>Ex. doing now:</p> <ul style="list-style-type: none"> • Bible study <p>Ex. could do:</p> <ul style="list-style-type: none"> • Intergenerational educational activities
Financial and Human Resource Sustainability:	To thoroughly assess the sustainability of our church, including realistic predictions of memberships, revenues, expenditures, and volunteer talents in order to better fulfil our roles as stewards and plan for the best possible use of the gifts we have received.	We want to be here for a long time.	<p>Ex. doing now:</p> <ul style="list-style-type: none"> • Researching what other United churches are doing regarding building and rental policies <p>Ex. could do:</p> <ul style="list-style-type: none"> • Explore possibilities for bartering church space for services
Social/Environmental Action:	To foster awareness of issues concerning social justice and the environment, so as to take action and be of service to the local and global community.	We are in service to the world.	<p>Ex. doing now:</p> <ul style="list-style-type: none"> • A range of projects on social issues, not much on environment <p>Ex. could do:</p> <ul style="list-style-type: none"> • Research solar panels for roof; partner with a core community group
Effective Internal Communication:	To clarify and make accessible roles and responsibilities of staff, council, committees, and congregants with an eye to educating all of us about our roles on an ongoing basis, and improve administrative and organizational communication and access to information among all involved in church life, including short-term adherents.	We work together effectively.	<p>Ex. doing now:</p> <ul style="list-style-type: none"> • Creating a manual of all operations of GPUC; committee reviewing communication issues <p>Ex. could do:</p> <ul style="list-style-type: none"> • Hire a part-time marketing specialist
Effective External Communication:	To improve communication with members who are less involved in church activities, with other church and faith-based ministries and the broader Saskatoon community, all of whom are demographically and technologically diverse.	We know who we are, why we're here, and project it beyond our walls.	<p>Ex. doing now:</p> <ul style="list-style-type: none"> • sign on front lawn <p>Ex. could do:</p> <ul style="list-style-type: none"> • Much more effective website

A summary of the Plain Language column:

Everyone belongs. Worshiping and knowing God is at the heart of who we are and what we do. We are life-long learners in service to the world. We must know one another in order to work together effectively in sharing our vision and purpose beyond our church walls.