



**CALVARY**  
**EPISCOPAL CHURCH**

# Ministry Plan

As the Episcopal Church in Fletcher, Calvary values:

Hospitality to the stranger

Service to the community

Acceptance of our differences

Stewardship of our traditions, resources, and place

Resilience in adversity

Relationships across diversity

Humor grounded in humility

### **Hope Statement**

Our hope is in the calling of all people to God's Kingdom, the affirmation of each person's dignity through the reconciling work of Christ, and the incarnate power of the Spirit in our midst.

### **Call Statement**

Recognizing that all people are made in the image of our Creator, we are called to meet God through worship in this place, to be formed in the knowledge of God's grace, to strengthen our bonds of mutual love in Christ, to make God's Kingdom visible in our community, and to be faithful stewards of the gifts entrusted to our care.

## Vocational Areas

### Worship

1. Our identity will be founded on regular worship services that embrace the dignity of the Episcopal tradition and the hospitality of this parish
  - a. We will hold two principal services on Sunday morning at 8:00 and 10:30
    - i. The 8:00 service will emphasize a contemplative, centering style
    - ii. The 10:30 service will embrace the breadth of Anglican hymnody and music
      1. Service music and hymns will be selected from sources approved by the General Convention of the Episcopal Church
      2. An effort will be made to include contemporary compositions that reflect an appreciation of the legacy of Anglican worship
    - iii. Liturgies will be drawn from resources approved by the General Convention of the Episcopal Church
      1. Specific prayers and anthems will rotate seasonally
      2. Resources that incorporate inclusive language will alternate with familiar rites
    - iv. Occasional combined services will be held to share a variety of styles of worship and encourage relationships within the congregation
  - b. Robust lay participation will be encouraged in worship
  - c. Worship materials will seek to enable those who are not familiar with the Episcopal liturgy to engage in worship
2. We will regularly offer opportunities for worship that expand our experience of God's presence
  - a. A weekday service will offer the opportunity for reflection and discussion among participants
  - b. Additional services will be offered that encourage a variety of ways to reflect on the seasons of Advent and Lent
  - c. Less formal services will incorporate a variety of styles of Christian worship
    - i. Where possible and appropriate, these services will explore the intersection of spirituality and contemporary culture
    - ii. These liturgies will be drawn from the Episcopal Church as well as the wider expressions of the church in the world
3. Our worship will strive to celebrate God's presence and mission in this community and invite worshippers to respond to God's call in their daily lives

### Formation

1. We embrace every interaction in the life of the church – from worship and stewardship to our work in mission – as an opportunity to be formed in our knowledge and love of God.
2. Calvary will offer specific opportunities for Christian Formation that provide a foundation for a life in faith

- a. A study of scripture will be held weekly
  - b. An introduction to the traditions and practices of The Episcopal Church will be held in preparation for a visit from the Bishop, if not more often
  - c. Silent days or retreats that explore a particular theologian or spiritual practice will be held biannually
3. We will explore a diverse range of topics relevant to the practice of our faith in community and individually
- a. Food and formation series will be held in Advent and Lent
    - i. Topics will focus on
      - 1. Church history / current church issues
      - 2. Ethics / world events
      - 3. Specific facets of scripture
  - b. Occasional opportunities to engage with representatives from community organizations will be offered throughout the year

## **Fellowship**

- 1. We will hold events to build a sense of community both within our membership and the throughout the wider area
  - a. Plan and execute four annual “tent pole” events
    - i. Shrove Tuesday Pancake Supper
    - ii. August Supper
    - iii. October Blessing of the Animals
    - iv. November Barbecue
- 2. Following Jesus’ example, we will share meals as a means to know each other better and integrate newer members
  - a. Plan and execute three annual parish-wide meals
    - i. May Garden Blessing and Cookout
    - ii. July Parish Picnic
    - iii. September Agape Meal
- 3. We will provide multiple opportunities for fellowship so that a variety of comfort levels can be accommodated and personal relationships can be fostered
  - a. Plan and execute up to eight events with a “low barrier for entry”
    - i. Hold a combined service on each fifth Sunday followed by a potluck
    - ii. Coordinate at least three annual “nights out” at a brewery, sporting event, etc.
      - 1. Make personal invitations to nights out
  - b. Continue to encourage participation in Coffee Hour

## **Mission**

- 1. We will participate in God’s mission of reconciliation in local, regional, and international spheres

- a. Reaffirm our commitment to reducing food insecurity among our neighbors through the work of the Food Pantry
  - b. Participate in the regional work of Habitat for Humanity
    - i. Join in the building of Episcopal Houses with the Asheville Deanery
    - ii. Increase the visibility of Habitat work within the parish
      1. Host representatives of Habitat and the family with whom we are working on Sunday morning
      2. Promote participation of the parish in construction
      3. Consider an event that raises money for the family or project
  - c. Partner with the work of Education = Hope in Haiti
    - i. Tell the story of E=H in our parish communications
    - ii. Give regular updates on the status of sponsored children
    - iii. Emphasize the feeding program as a parallel to our commitment to reduce food insecurity
2. Sustain the work in mission to which we are committed
    - a. Communicate opportunities for financial and volunteer support
    - b. Include regular updates on the work of the Food Pantry and the Lord's Acre of Fletcher in parish communications
    - c. Provide opportunities for theological reflection on mission
      - i. Emphasize the importance of client-centered mission work
      - ii. Explore the theological dimensions of food justice
      - iii. Articulate the connection between worship and mission
  3. Grow mission activities which are rooted in flourishing programs
    - a. Further utilize the Center of Hope facility
    - b. Evaluate community needs particularly in the area of food insecurity and food justice
    - c. Enhance participation in mission work carried out by local partners

## Stewardship

1. Calvary's administrative practices will facilitate and support the community's work of living into God's call as expressed in the previous vocational areas
  - a. We will improve accuracy and use of member records
    - i. Engage in an update of all member records, asking for parishioners to confirm or supply current information
    - ii. In coordination with finance – investigate, decide on, and switch over to a Church Management Software platform that offers more options for member record management, in addition to integrated accounting and contribution modules
    - iii. Introduce a way for members to access most up-to-date Parish Directory, either in tandem with new CMS or via password-protected portal on website
  - b. We will strengthen the functional capacity of the church office
    - i. Organize copy/supply room and create a supplies/inventory list
    - ii. Revamp Office volunteer role and recruit additional weekly volunteers

- c. We will enable greater awareness of events through closer stewardship of church calendars
  - i. Keep public and staff calendars (both Google calendars) current. Discuss upcoming events each week at staff meetings.
  - ii. Increase visibility of calendar of upcoming events, including “This Week at Calvary” section in e-news and service bulletin
- d. Calvary Staff will have a highly desirable and engaging work environment
  - i. Focus on keeping staff morale high by planning regular opportunities for staff engagement and fellowship
  - ii. Recognize staff longevity and achievement as measured by position descriptions and Ministry Plan outcomes
  - iii. Set the living wage of the county in which a staff person resides as the minimum standard for pay
  - iv. Budget for annual cost of living increases commensurate with inflation
- 2. Our communications practices will seek to bring our lamp out from beneath a bushel basket
  - a. Parish events will be supported through communications
    - i. Increase visibility of event information in parish communications, including e-news, service bulletin, and bulletin boards
    - ii. Publicize events to wider community via local media outlets including the Citizen-Times, Mountain Xpress, Town Crier, and Hendersonville Lightening.
  - b. We will increasingly make use of the Calvary website
    - i. Use the website as the “hub” of all communication.
    - ii. Drive other digital media (including social media) back to the website. I.e. post to Facebook from website, use Instagram/website gallery function.
    - iii. Increase utilization of “News” page of website
- 3. We will continue to be faithful stewards of our facilities and physical resources
  - a. Complete an inventory of all building and grounds systems
    - i. Document needed maintenance
    - ii. Note date of installation and major repairs
    - iii. Estimate expected replacement date
  - b. Continue to implement long range land use plan
    - i. Revitalize planting near church and Old Well Hall
    - ii. Generate concept for next stage of repurposing memorial stones
    - iii. Engage with Boy Scouts and other partners for installation of paths, benches, etc.
  - c. Update signage
    - i. Refurbish or replace sign on Hendersonville Road
    - ii. Install a sign on Old Airport Road that is similar to the one on Hendersonville Road
    - iii. Install wayfinding signs in parking lots, roads, and exterior of buildings
    - iv. Improve directional signage inside buildings
- 4. Calvary will manage our finances in a way that recognizes our role as a caretaker of gifts to be used for facilitating the work of mission
  - a. Hold annual pledge campaign
    - i. Emphasize role of parishioner giving in sustaining worship, formation, and mission
    - ii. Illustrate use of other revenues for stewardship of facilities

- b. Formalize a true endowment structure
    - i. Draft documents for the establishment and governance of an endowment
    - ii. Identify an organization to manage the endowment
    - iii. Publicize the existence, purposes, and ways of contributing to the endowment
  - c. Modify the format of the budget and reporting
    - i. Use vocational areas as the primary cost centers in the budget
    - ii. Report monthly to the Vestry on spending in each area
    - iii. Adjust monthly revenue and spending projections for seasonal fluctuation
5. We will improve our churchyard management practices to better serve families of those buried there as well as the life of the parish
- a. Consolidate Churchyard records in the Cemify database management system
  - b. Inventory occupied, sold, and available plots
  - c. Reconcile the inventory with the Cemify database
  - d. Make information from the Cemify database available via the website
  - e. Use the inventory to identify potentially significant stories in the lives of those buried in the churchyard
    - i. Compose stories for publication on the website and in other locations
    - ii. Share stories as a part of the life of the church
  - f. Install signage that will help visitors navigate the churchyard