



*In Church Imagining – Imagine A Faithful and Spirit-Filled Future for Your Church*

## **Vision Report - The Federated Church of Hyannis The Adventure Roadmap**

### **Introduction**

*Hebrews 11:8 - By faith Abraham obeyed when he was called to set out for a place that he was to receive as an inheritance; and he set out, not knowing where he was going. Romans 8:24-25- For in hope we were saved. Now hope that is seen is not hope. For who hopes for what is seen? But if we hope for what we do not see, we wait for it with patience.*

I cannot begin this report without first offering a word of appreciation for inviting me to partner with you in seeking a renewed vision for Federated Church. I have been overwhelmed by your warm welcome toward me and the high energy you have displayed in taking on the challenging task of seeking a renewal of the ministry of your beloved church. I thank John Terry and the lay leadership team (Patrick LaPorte, Bob Macallister, Vicki Marchant, and Phil Scudder) for trusting me in giving oversight to this new adventure in the life of your church. Their wisdom and insights have been exceptionally useful to this envisioning effort.

### **What has been completed to seek the needed information to discern the vision and plan needed for the Federated Church of Hyannis?**

- Key documents of church history, more recent annual reports and other church publications have been read and the church's technology based communications have been studied.
- A three-hour leadership retreat was held (30 attendees)
- Paper surveys have been made available to ALL church members – in Sunday bulleting, in the office, in the newsletter. (33 were completed and returned)

- Two after church open meetings were convened as a way of seeking the hopes, dreams and challenges of the members of Federated Church. (41 have attended those meetings.)
- 19 in person home and church visits were made with members and staff – they were from 30 minutes to 2 hours in duration.
- 50+ phone calls were made to members which resulted in 19 contacts of 15 minutes to 1 hour.
- 12 lengthy in person conversations were held – with leaders from Noah Shelter, Duffy Center, Cape Cod and the Islands Veterans’ Center, Hyannis Main Street, Sturgis Charter School, Cape Council of Churches, Town Arts Council as well as with 2 local merchants.
- Time was used studying the church facilities and visiting the Thrift Shop and the Pineapple Boutique as well as some of the organizations that use the church building.
- Numerous general conversations were held that turned into information gathering moments.
- 23 conversations were initiated with people on Main St. asking them what they know about the church.
- Investigations were completed of the ministries of several other Cape churches.
- 11 email conversations in response to the survey were made.

### **The Findings - The Challenges / Realities**

- There has been no long range planning in many years – trying to go it alone
- Demographic realities that cannot be denied – you might be the only “city / downtown” church on the Cape. – Your demographics are different from every other Cape Church.
- There are the challenges of struggling with letting go of memories of past history and moving forward from a significant situation that devastated the children’s ministry.
- There is the reality of the cutting of program and personnel and neglect of some of needed general and major maintenance funding, the program ministry has been weakened and the building has some obvious signs of deterioration.
- There is the appearance of uncoordinated internal and lack of community (external) communications.

- There is now an undercurrent of impatience and a desire for an instant turn around. Such impatience could cause missteps in implementing the vision goals.

### **The Church's Strengths in Addressing These Realities**

- A strongly committed (but aging) laity
- A warm and welcoming laity
- A pastor who brought calm to a troubled church and whose outreach involvements are appreciated by Hyannis community leaders. He is committed to leading the church through the transitional activities toward renewal of Federated Church.
- A cross generational, cross racial and cultural community that in some way sees the church as a welcoming place
- A music program that is alive and will be a big asset in supporting the renewal effort
- A moment in the history of the church when the reality of doing little means a bleak future. There is now an openness to make the needed changes.
- The financial ability to help renew the church if there is a spirit of sacrificial generosity.

### **The Raw Data – Several reports will be attached**

(Attached reports on The Leadership Retreat, Survey Findings, The Main St. general inquiries)

### **The Findings – The Members**

- Desire to become younger (age diverse)
- Desire to be seen as a church that reaches out to the community
- Desire to have a balance between community outreach and membership care
- Desire for a strengthen communication systems – internal and external

### **The Findings - The Community**

- Want the continued support of church for community concerns
- Would like to partner with church in looking at creative ways to strengthen the downtown
- Would like to see church partner with community in artistic and intellectual efforts

### **Pondering Points – Two Foundational Assumptions in Defining the Goal**

- Seek to be a niche church that attracts not by age but by interest.
- The church's future is bound to the strength and health of the downtown community – to plan for the future without partnering with the town is futile.

### **The Goal / Vision for Federated Church**

To be identified as the church where Christ's friendship is lived out through its intergenerational, cross racial and cultural opportunities in ministry. (The church of extravagant friendship. – John 15 – that fully reflects your chosen symbol. See appendix A)

### **An Implementation Strategy**

Consider using the arts in the program implementation of this goal. This strategy adds yet one more way to attract a growing sector of the community – those who are interested in the arts. (This strategy is highly recommended because of the strength of your music program, the involvement of many of your members in the arts, the desire of downtown community organizations to partner with the church for the community's betterment, and the highly positive response to the New York Music concert.) This would carve out a *unique* ministry among Cape Cod churches.

### **The Adventure Plan – Necessary Actions that Need to be Taken to Reach the Goal**

**Personnel** – Growing churches have the personnel to empower their ministry.

- As soon as possible find a limited interim solution to staffing.
- Create job description in light of goals – January 2015.
- Once a financial package is established begin a search for a ¾ time to fulltime staff member – Associate for Program Ministry. Both ordained and lay ministry options should be considered. This call should take place no later than June of 2015.
- In tandem with the creation of the job description for the Associate for Program Ministry, the Church Committee should define new and adjusted roles for the committees and the professional and support staff that will be essential if the goals are to be achieved.

**Programs** – Thriving churches have faith-based and creative programs that attract people who could become involved in the church’s ministry..

- By November 1, 2014 a small group of interested members (along with the pastor, any interim or part time staff hired for the new position and the minister of music) should consider possible program options for next year’s ministry.
- By April 2015 – This group should work with the staff to collate a list of possible program ministry options for implementation in 2015 and 2016.

(Shared ministry programming with other churches and faith groups as well as the community should be taken into consideration during this planning.)

(Upon the request of the church leadership, I would be open to assisting in the identification of possible programs and offer guidance for their implementation.)

**Property** – The church property reflects the vitality of the church and its goals.

- By December of 2014 assess the cosmetic, technology and major property needs and ascertain the financial ramifications of addressing them. Prioritize the needs for study and action by the Church Committee.
- By February 2015 address the cosmetic needs through church funding and creative rehabilitation endeavors.
- By June 2015 or sooner significantly enhance the technological resources of the church
- *In light of progress made on the above goals*, between the last quarter of 2016 and mid-2017 (The 100<sup>th</sup> anniversary of Federated) the Church Committee should initiate a study of building use options including upgrading, creative rental or sale possibilities.

(I will be happy to do a walk-through of the church property to highlight basic and essential property needs.)

**Financial** – A faith-filled and vibrant ministry requires the risk of sacrificial giving

- As soon as possible but no later than January 15 the financial resources needed to meet the goals should be defined.

- In tandem with this research consider these options for funding the goal:
  - Stronger financial giving to annual campaign
  - A significant capital campaign to underwrite program and property needs
  - Current and future space rental opportunities – possibly even some increases in rental fees
  - An energetic gifts and bequests program
  - Program grants from assorted philanthropic, charitable, community and government groups
  - Consider a program grant from the endowment fund to move forward on meeting the program goals while finalizing the long term funding realities ( In some situations I would be hesitant to recommend this, but a need to start the adventure as soon as possible is essential in light of the trajectory of Federated’s health)
  - Redirection of any current expenditures that might make a greater impact through supporting the personnel and program needed to meet the goals – one area to consider is the television broadcast ministry
  - In kind services

***Communication*** – Inner church ministries activities and evangelism to the wider community requires a coordinated plan and strategy of communication.

- By March 2015 – A study of the current avenues of inner-church and wider community communications should be completed with recommendations for the implementation of a coordinated plan. Some of the areas of the study should include:
  - A collation of the audiences to be reached.
  - A technology expertise and expectations of the target audiences.
  - A collation of all of the communication avenues within the community that could benefit the church’s visibility in the community..
- By May 2015 or sooner a list of manageable and clear procedures should be put into place for the various constituencies which “need to know!”

## A Closing Word As the New Adventure Begins

During my time with you as we have sought to discern a new vision for the ministry of The Federated Church of Hyannis, I have reiterated the message from two Biblical passages. The first is the story of Abraham. Upon hearing God's call to provide a more blessed life for the future generation he pulled up stakes and left the familiar (Haran) behind and went out not knowing in search of Canaan. In Hebrews we are told that it was by faith that he took on the new adventure. The second Biblical narrative centers on Peter's stepping out of the storm tossed boat and walking to Jesus on the water. It was by his trust (faith) in Jesus that he accepted his Lord's challenge to make the step of faith. The question that lingers as you begin to write a new narrative in the history of The Federated Church, "Will we have the same faith in Jesus that allows us to leave some of what is familiar behind and go out in faith to seek a new and blessed future for the church we so love?"

Please know that I will be praying for you and standing with you on that adventure.

I close this report with a prayer written by a dear friend, the Rev. Ted Loder. It is found in his bestselling book of prayers, *Guerillas of Grace*. It is an apt prayer for those who are beginning a journey.

God of history and of my heart,  
so much has happened to me during these whirlwind days:  
I've known death and birth;  
I've been brave and scared;  
I've hurt, I've helped;  
I've been honest, I've lied;  
I've destroyed, I've created;  
I've been with people, I've been lonely;  
I've been loyal, I've betrayed;  
I've decided, I've waffled;  
I've laughed and I've cried.  
You know my frail heart and my frayed history -  
and now another day begins.

O God, help me to believe in beginnings  
and in my beginning again,  
no matter how often I've failed before.

Help me to make beginnings:  
to begin going out of my weary mind  
into fresh dreams,

daring to make my own bold tracks  
in the land of now;  
to begin forgiving  
that I may experience mercy;  
to begin questioning the unquestionable  
that I may know truth  
to begin disciplining  
that I may create beauty;  
to begin sacrificing  
that I may make peace;  
to begin loving  
that I may realize joy.

Help me to be a beginning to others,  
to be a singer to the songless,  
a storyteller to the aimless,  
a befriender of the friendless;  
to become a beginning of hope for the despairing,  
of assurance for the doubting,  
of reconciliation for the divided;  
to become a beginning of freedom for the oppressed,  
of comfort for the sorrowing,  
of friendship for the forgotten;  
to become a beginning of beauty for the forlorn,  
of sweetness for the soured,  
of gentleness for the angry,  
of wholeness for the broken,  
of peace for the frightened and violent of the earth.

Help me to believe in beginnings,  
to make a beginning,  
to be a beginning,  
so that I may not just grow old,  
but grow new  
each day of this wild, amazing life  
you call me to live  
with the passion of Jesus Christ.



A Child Walking on the Water toward the Rising Sun

Humbly and Affectionately Submitted, Your Friend in Christ, *Bob Naylor*

## Appendix A - The Vision of the Future

### The Church of Pentecost and the Pineapple

Pentecost –The time in the church’s history when the Holy Spirit brought unity and understanding among seekers of a variety of life situations and cultural backgrounds. (The Acts 2)

The Pineapple – A symbol of extravagant welcome and hospitality, contains healing enzymes, brought people of different backgrounds together through its trade, was named because of its pine cone appearance (evergreen tree – symbol of eternal life)

#### *The Hyannis Federated Church of the Future*

*The Sunday morning visitors (the Smith family – Susan, Dave, and their three children, Alisa, Hunter, and Sally) were welcomed warmly and given a packet about Federated Church which included something for all of the family. Included in the packet was information about contacting the church – its phone number, website, and Facebook page. The TV monitor in the narthex announced all of the events for the coming week as well as future events. They were first introduced to the church through an art exhibit which was held in Baldwin Hall and the narthex area of the sanctuary. The theme selected through discussions with Hyannis Main Street, the Hyannis Arts Council, a local elementary school, and Duffy Center, was “Water, Water Everywhere!” The artists were elementary school children, professional artists from the community, clients from the Duffy Center, and church members. The visitors, whose child was one of the artists had attended the opening night reception along with others from the community, clients at the Duffy Center, a town official and church members. On opening night church members acted as hosts of the event. The church had strategically placed information about its ministry around Baldwin Hall. When the gallery was open an attractive sign was placed outside the church.*

*A service with the choir music related to the water theme and with the pastor preaching on baptism was highlighted on a poster. The service would also include a children’s meditation which used the art exhibit theme. The poster also listed once-to-twice a month special Sunday morning worship services. Information about the schedule of church programs for the month were placed in the gallery area. The weekly Bible study included a once a month study using a book, poem, visual art work or play to highlight text under discussion. There was also a signup sheet for volunteering at community outreach organizations. It was noted that open discussions in a series called “A Day in the Life of.....” were featuring speakers that included a school teacher, a member of AA, and a local author. With summer just a few months away the announcement for the Lobster Roll Luncheon with the gallery exhibit for that time was included on the “coming events” sheet. Because of their ties to the community, many of the announcement events at the church were publicized by the Hyannis Main St.. The same publicity was placed in Schultz Hall so those who used that part of the building during the week were made aware of their welcome at the church’s programs.*

*The Smith family were delighted to see planned interaction among the very diverse worshipping community as well as a devotional resource written by church members and people from Noah House and local Veterans’ groups. Immediately after the benediction they were welcomed by a trained greeter who invited them to the fellowship hour. Because of a long planned engagement, they declined but said they looked forward to coming back. They had experienced a moment of diversity and Christian welcome and hospitality. (And they did return.....the story of the adventure to be continued.....)*

*In Church Imagining*  
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April 29<sup>th</sup> Gathering – Dreams and Insights

Group #1

- Have younger congregation join us
  - Have more money than we know what to do with
  - Be known as “the church” in Hyannis
  - Relate to changing times and culture to make church attendance more relevant
  - Continue as center of service to the community
  - Meaningful Bible study (religious)
  - Center of activity of “people helping people”
  - Be bridge between environment / spirit / religion
  - Outreach to “nones and used-to-bes” / youth and elders
  - Outreach to welcome older crowd
  - Worship for no other reason than to share Christian fellowship
  - Intergenerational family
  - All inclusive worship regardless of our financial status
  - Combined worship services for special services – Maundy Thursday, etc.
  - Use the best of the heritage as a foundation for growth and change
  - Creating excitement and desire to join in our services and outreach regardless of financial status
- 

1. Use the best of our heritage as a foundation for growth and change by creating excitement and desire to join in our services and mission regardless of our financial status and continue our service to the community.
2. Outreach to younger families, “nones”, “used-to-bes” and older and singles.
3. Relate to changing times and culture to make church attendance more relevant and be a bridge between environment, spirit, and religion.

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## Group #2

- People really want to come to church.
  - Wear whatever you want
  - For all people to feel welcome
  - Ample parking
  - Increase in diversity
  - Strengthen leadership
  - More intergenerational
  - Develop more contemporary service but continue traditional service
  - Thriving Sunday school
  - Active in the community and world
  - Love of community within the congregation
  - Passion for proclaiming Jesus through words and deeds to the community and the world.
  - Generous mission budget
  - More income
- 

1. Passion for proclaiming Jesus Christ to community and world through word and deed

2. Multigenerational church
3. Deepen sense of love and community within the congregation

#### Group #3

- Active church school for all
  - Sell fellowship hall (Schultz Hall)
  - Unite with another small church
  - Focus on faith based items other than money
  - Add younger families
  - Add better activities
  - Become friendlier, loving, open.....
  - Offer different types, days, times of services
  - Build a church personal history
  - Read prayer list / open prayer
  - Organized transportation
  - Collect service satisfaction input – quality service
- 
1. Sell fellowship hall
  2. Offer different types / days /times of service
  3. Active church school for all

#### Group #4

- Hire a “young” pastor (Develop youth and college age ministry) -\*
- Expand music program (weekly and special)- \*
- Acquire parking
- Develop rentals of church building – at once
- Communication within the church
- Church building more open
- Publish book of church writers and artists to sell
- Contemporary service – sermon with questions - \*
- Post sermons on internet
- Bible study regarding current issues - \*
- Practice our faith at church and with our problems – so as to attract people by setting a good example
- That we have the ability to attract a diversity of people .....we don’t subtract, we add - \*
- We inspire love in our community  
(\* designate priorities)

## Group #5

- Outreach to veterans
- Outreach to needy
- Support of Main St.
- Growth in new members
- Music
- Meals – internal and external
- Meeting location for community groups
- Location for community concerts
- Programs for working members
- Youth organizations
- Contemporary and traditional services
- Childcare
- Multiple weekly services
- Multi-generational congregation
- Missionary outreach overflowing
- Service to the community

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1. Membership evangelism
  2. Community outreach
  3. Multiple worship service

## RHN initial reflections (Very preliminary)

- A church whose foundation is the Gospel message to go
- A place that is TRULY inclusive and intergenerational
- A church where wisdom is shared between the generations
- A church that attracts those seeking to serve
- The building, worship, outreach, faith development are shaped according to the goal of a truly inclusive, intergenerational church
- It will take time (Making the dream a reality for this but primarily future generations)
- Going out to bring them in
- Strategically going to / being involved in places which support the mission of being a TRULY inclusive and intergenerational church
- “We learn by going where we need to go!”

## Survey Results

Received by whole congregation through newsletter, Sunday bulletin, or at two after church meetings.

Total received as of August 29<sup>th</sup> - 33

The question: no, slight or any change to current ministry was answered:

No change – 1 (age 41-50)

Slight change – 14 (2 from 51-65 / 3 from 66-80 / 8 from over 80)

Any change needed – 18 (9 from 51-65 / 6 from 66-80 / 3 from over 80)

Percentage of respondents:

No change – 3%

Slight change – 43%

Any change needed – 54%