

Cedar Ridge Annual Plan

August 2018

Introduction

Our vision as followers of Jesus is a world of love, peace, reconciliation and acceptance, and for this we strive, recognizing that change begins with us. The early followers of Jesus formed quite incredible communities. They were women and men, young and old, Jews and gentiles, pagans and Pharisees, tax-collectors and Zealots: a collection of very different people from very different backgrounds and perspectives, who came together in reconciliation and found an astonishing unity. They had their struggles, but the love they shared transcended their differences and was a sure sign of the presence of the “Kingdom of God” (the new way of life that Jesus taught and lived).

Our fractured and polarized society is in need of reconciliation like never before, and in the year ahead we will focus as a community on playing our part in that healing process. Firstly, we will continue to strive to be a truly diverse and accepting community where all people are valued and given a voice. To that end, we will continue our work in racial justice, and we will seek to integrate the needs and perspectives of older adults, children, and youth. We will also specifically work to renew and strengthen our vision and programs for children and youth. This intergenerational focus will be reflected in our churchwide activities and Sunday services, as well as in our decision-making as a community. In addition, we remain resolutely committed to welcoming and affirming all people, regardless of beliefs, gender, sexuality or ethnicity.

Secondly, we will reach out beyond our church community and strive to become better friends, better family members, better workers, and better neighbors. We want to share the hope, healing and creative possibility that following Jesus means. So, we will intentionally work to be good news in our families, neighborhoods, schools and workplaces, and invite others into our movement of healing and reconciliation.

All of this will take each of us stepping up to own our vision in new ways. Change begins with us, so let’s each embrace the challenge to reach across the various barriers within our own church community and reach out to love and serve our neighbors.

Goal and Objectives

The goal for this coming year is to be an inspiring community that supports each and every member, and that is growing through outreach to friends and neighbors.

The objectives that contribute to this goal are as follows:

1. *To be an intentionally inclusive community that celebrates and seeks to learn from all our members*—providing particular support to children and youth, older adults, and those who are marginalized.
2. *To increasingly reach out in friendship to people outside of our community*—to grow in confidence, skills, and motivation to share our vision through our relationships with others.

Metrics and Associated Targets

The metrics that follow will be used to indicate progress towards achieving the two objectives described above. Understanding that quantitative measures do not tell the full story, and numerical targets may not be achieved for many reasons, these metrics will be used to inform prayerful reflection, rather than as objective performance standards.

Objective 1: To be an intentionally inclusive community that celebrates and seeks to learn from all our members

Metric 1a: Average weekly attendance on first Sundays

- *Rationale:* If we truly embrace being an integrated intergenerational community, we will value the times we all gather together to worship.
- *Target:* 15% higher than average for weeks that are not first Sundays or all ages services.
- *Tracked by:* Attendance records

Metric 1b: Percentage of members of strategic leadership teams who are people of color, and percentage under 30 years of age

- *Rationale:* We want to celebrate the rich diversity of our community, which includes ethnicity and age, and ensure diversity extends to positions of influence.
- *Target:* 10% increase in the number of people of color and 10% increase in the number of people who are under 30 within strategic leadership teams (Board of Trustees, Pastoral Team, children and youth leaders, worship team, and d-group leaders)
- *Tracked by:* Serving rosters in CCB.

Metric 1c: Increased strength of children and youth ministries as measured by (i) the number of children's volunteers serving 3 or more times per quarter, and (ii) the attendance of children and youth leaders at leadership meetings

- *Rationale:* Recruitment of additional children's leaders is core to the move to a relational basis for this ministry area. We want to strengthen and energize the leadership culture in these areas through the consistent contributions of diverse gifting and perspectives.
- *Target:* 25 children's leaders serving 3 or more times per quarter; and 75% of children and youth leaders attending relevant leadership meetings
- *Tracked by:* Serving schedules in CCB; attendance at leadership meetings

Objective 2: To increasingly reach out in friendship to people outside of our community

Metric 2a: Number of newcomers registered in CCB

- *Rationale:* We want to grow numerically as a result of reaching out to friends and neighbors, and so want to see more people expressing interest in joining our community.
- *Target:* 30 people (all ages) registered in CCB as newcomers per quarter
- *Tracked by:* CCB records

Metric 2b: Percentage of churchwide events (excluding regular Sunday services) where non-members make up a third or more of the attendees

- *Rationale:* We want to encourage each other to invite friends and neighbors to our events.

- *Target:* 40% of churchwide events (excluding regular Sunday services)
- *Tracked by:* Attendance records and visual counts at events (NB: This will generally not be measured accurately, but will be intentionally estimated)

Metric 2c: Percentage of d-group members and MS/HS students inviting friends or neighbors to a Cedar Ridge event or activity

- *Rationale:* We want all Cedar Ridge members to own our vision and the objective of reaching out in friendship.
- *Target:* 80%
- *Tracked by:* Question asked by d-group and MS/HS leaders quarterly.

In addition to the annual plan metrics above, we will prepare for the biannual analysis of the [strategic plan](#) metrics, which will take place in September 2019. Preparations will include data collection throughout this year of the following:

- Strategic Plan Metric 1.2: Annual attendance at Cedar Ridge off-site gatherings
- Strategic Plan Metric 4.3: Total attendance at prayer-focused events

Activities

To achieve the objectives listed above, the following set of activities is proposed. Although broken out by objective, the activities are mutually reinforcing and do not fully correspond to only one objective.

Activities principally contributing to Objective 1:

- Share stories during Sunday services, through panel discussions, video, and via electronic and print media
 - Illustrating intergenerational connections, to encourage people to find their passion through relationships, including through getting involved in children and youth ministry.
 - Addressing “God connections” made through Guatemala trips, social justice events, youth retreats, farm experiences, etc.
 - Giving personal examples of repentance and action related to social justice
- Invite older adults, parents and youth to get involved with children and youth ministry through one-time or short-term engagements—such as serving as a guest speaker, leading a prayer practice, or helping with an activity or event—to expose people to the ministry, facilitate intergenerational connections, and potentially find new leaders.
- Recommit to the development of peer-reviewed, integrated Sunday content for children, youth and adults.
- Use Sunday adult and youth services (messages, announcements, opening items, prayers), discipleship materials, *Journey* and churchwide communications to reiterate collective financial ownership.
- Hold a racial equity in education workshop that deepens expertise within Cedar Ridge and helps establish contacts with like-minded groups, leading to the development of concrete steps that can engage many people from our community. Hold another workshop in the spring to increase our understanding of issues of racial injustice in our culture.
- Rethink and organize property workdays as churchwide intergenerational events.

- Identify and incorporate into Sunday services more non-musical forms of worship that are not distracting for non-participants, and work with youth to explore culturally appropriate forms of worship.
- Proactively invite people who have drifted away from Cedar Ridge to churchwide, intergenerational events.

Activities principally contributing to Objective 2:

- Encourage discipleship groups to reach out to friends, neighbors and former group members, both individually and through joint social events, and pray collectively for this.
- Facilitate outreach via the property through “friends and family” days on the farm, together with sporting activities; and through updating the prayer walk and promoting it during the Harvest Festival and other events.
- Highlight environmental justice issues through an event open to the public, as well as through farm signage, and Sunday content; and make the property more wildlife-friendly.
- Have a social justice-themed challenge series leading up to a service day, make social justice a stronger part of the messaging around the day, and encourage people to invite friends and neighbors.
- Continue to hold Spanish language classes, and investigate the feasibility of opening them up to the local community.
- Through an assessment trip by Cedar Ridge members with relevant development expertise, as well as through remote research and support, help CIDHER to expand in team size and capacity.
- Improve the look and safety of the property for visitors through removal of farmhouse addition and sealing up of main farmhouse.

Upcoming Series

Fall series

This series will focus on ownership of the goal and objectives of the annual plan. In support of being an integrated, intergenerational community, we will create a team to identify and catalyze ideas to move this forward in different ways, including recruiting additional children and youth ministry volunteers. We will also have an intergenerational creative activity illustrating diversity. In support of objective 2, on one or more Sunday mornings and through small group discussion materials, activities will walk people of all ages through the process of thinking why Cedar Ridge matters to them, and why and how to share their story in non-religious, authentic ways. One week will be designated for groups to hold social events for non-members.

Fall mini-series

This 3-week challenge series will focus specifically on being a good neighbor. We will connect neighborliness to incarnation, using relevant stories of Jesus.

Advent

The aim is to make this series super-inclusive, fun and engaging—something everyone can invite friends to. The series will be launched with an intergenerational Advent event in the Barn with crafts, live animals, hay wagon rides, and fair trade gifts. This will replace the Advent Party, which we have held for the last few years.

Winter series

This will be an invitational series on what is God like, framed around the various ways different temperaments, personalities and traditions see God. We will look at various approaches to reading the Bible, recognizing the richness of this diversity of tradition. The series will include in one or more Sunday services breakouts, panels or practices related to experiencing God through science, creativity, ritual, relationships, etc., and resources will be developed to help people continue to engage with God in diverse ways individually.

Winter mini-series

This will be a brief teaching series on money, encouraging ownership of our community and vision. (This may coincide with the start of fundraising activities for the farmhouse.)

Lent

This challenge series will explore various social justice issues that have local impacts. The series will include in a Day of Service, which will relate directly to the issues covered in the series. Challenge groups will form around specific social justice issues for weeks 2-4, and these groups will be supported in organizing service day projects.

Draft Fall and Winter Calendar 2018-19

Objective	Date	Event	Notes
2	Fri Aug 24	Movie Night – <i>Coco</i>	
1	Sat Aug 25	Content Creation Workshop	
	Sun Aug 26	<i>God in the Movies 4 – Coco</i>	RR prayer
2	Fri Aug 31	Farm and Movie Night – <i>Happy Feet</i>	
1	Sun Sept 2	<i>God in the Movies 5 – Happy Feet</i>	AAT, Labor Day weekend, prayer for kids and teachers returning to school
	Sun Sept 9	Fall series 1	Re-launch
	Sun Sept 16	Fall series 2	
1, 2	Sat Sept 22	Burtonsville Day	
1	Sun Sept 23	Fall series 3	Ministry/Groups Fair and ice cream
	Sun Sept 30	Fall series 4	Journey 1
1, 2	Sat Oct 6	Harvest Festival	Middle school sleepover
1	Sun Oct 7	Fall series 5	First Sunday, Journey 2
	Sun Oct 14	Fall series 6	Journey 3
1	Sun Oct 21	Fall series 7	Commitment Sunday, Annual Meeting and potluck
	Sun Oct 28	Fall mini-series 1	
1, 2	Sun Nov 4	Day of Service	First Sunday
1	Sat Nov 10	Racial Equity in Education Workshop Youth laser tag (TBC)	
	Sun Nov 11	Fall mini-series 2	

	Sun Nov 18	Fall mini-series 3	Thanksgiving on 11/22. Christmas decorating with lunch.
1	Sun Nov 26	Thanksgiving Service	AAT
1, 2	Sat Dec 1	Intergenerational Advent in the Barn	Afternoon, hayrides, mulled wine, outreach-focused
1	Sun Dec 2	Advent 1	AAT, Content Creation Workshop after the service
	Sat Dec 8	Advent Quiet Day (TBC)	
	Sun Dec 9	Advent 2	
	Sun Dec 16	Advent 3	
	Sun Dec 23	Advent 4	
1	Mon Dec 24	Christmas Eve service (5:30PM)	AAT
	Sun Dec 30	Christmas/New Year	
1	Sun Jan 6	Winter series 1	First Sunday. Epiphany. Christmas un-decorating.
	Sat Jan 12	MS Retreat (TBC)	
	Sun Jan 13	Winter series 2	
	Sun Jan 20	Winter series 3	
1, 2	Mon Jan 21	Event TBD (possibly indoor service projects)	MLK Day
	Sun Jan 27	Winter series 4	
1, 2	Sat Feb 2	Creative Cup Coffeehouse—youthful, intergenerational, mature perspectives	Or following weekend (depending on the weather)
1	Sun Feb 3	Winter series 5	First Sunday
1	Sat Feb 9	Content Creation Workshop	
	Sun Feb 10	Winter series 6	Journey 1
	Sun Feb 17	Winter mini-series 1	Journey 2
	Sun Feb 24	Winter mini-series 2	Journey 3
1	Sun Mar 3	Winter mini-series 3	First Sunday, Commitment Sunday
	Wed Mar 6	Ash Wednesday	
	Sun Mar 10	Lent Challenge Series 1	
	Sun Mar 17	Lent Challenge Series 2	
	Sun Mar 24	Lent Challenge Series 3	
	Sat Mar 30	Lenten Quiet Day (TBC)	
	Sun Mar 31	Lent Challenge Series 4	
1	Sun Apr 7	Lent Challenge Series 5– Day of Service	First Sunday
	Sun Apr 14	Lent Series 6	Palm Sunday
1, 2	Sun Apr 21	Easter Sunday	AAT
1, 2	Mon Apr 22	Earth Day—kid-friendly event (TBC)	