



CGS will Proclaim, Welcome, & Serve in Benevolence

“It will be like someone going on a journey, who called their servants and entrusted their wealth to them.”
Matthew 25.14

In the Parable of the Talents, from Matthew 25, Jesus teaches us that active, engaged stewardship of God's gifts is a hallmark of faithful service. Our primary goal for 2019 is to follow the results of the upcoming listening study for the area of benevolence, social action, and outreach. This will result in the development of a stewardship plan for our time, talent, and treasure as a congregation. This goal connects to our mission in important ways. God has called us to proclaim, welcome, and serve; this goal is a necessary step toward living into that mission. Stepping out in faith to share the gifts we've received, we are sharing God's abundance.

Ministry

- Community Support (formerly known as Budgeted Benevolences)
- Participate in God's Work Our Hands service day
- Continue Alta Glen Ave. garden
- Shelter Cooking
- Memorial Shepherds
- Scholarships for lay people
- Quilting
- Financial contribution to the Sierra Pacific Synod
- Financial contribution to the El Camino Real conference
- Sunday morning hospitality to worshippers
- Various member-led fundraisers (eg: Christmas gift tree)
- Sponsor Troop 260
- Emergency assistance to those in need (gift cards, pastor's discretionary fund, etc)
- Follow the recommendations of the Kairos Consultant
- Use growth to excite new members, raise up vision & mission
- Develop a stewardship plan for our finances, time, and talent
- Raise up CGS people to lead in possible capital appeal

Dollars

\$46,103



CGS will Proclaim, Welcome, & Serve in Education

Each of you should use whatever gift you have received to serve others as faithful stewards of God's grace in its various forms.
1 Peter 4: 10

Using our gifts of time and money to educate the people of CGS, both young and old, gives us the tools to fulfill our mission to proclaim, welcome, and serve. In our civic lives, we commit vast resources to the education of our citizens. Shouldn't we do the same in our Christian lives? We may forget the details of Bible stories we learn in our youth, but the message of God's love and mercy stays with us.

Education provides a path to understanding, compassion, empathy, love and wonder. It teaches us to love our neighbor and ourselves. It shapes our outlook on our lives and compels us to serve the world. To give others knowledge is to give them the ability to contribute.

Ministry

- Resource our members through the library
 - Books
 - Devotionals
 - Bibles
- Godly Play
- Nursery
- Camp and Retreat opportunities
- Youth Group
- Do “small bites” of education in our communication streams
- Scholarships for opportunities with the greater church or community
- Hold a catechism class in Lent
- Pub(lic) Theology
- Include education in liturgy and coffee hour.
- Connect education to service
 - Add an educational component to our God's Work Our Hands event
 - Take time for faith-forming education in every service event and opportunity
 - Use the newsletters and reports for theological teaching about the ministry we are doing
 - Council/staff lead and encourages messaging about how our ministries are guided by our theology

Dollars

\$10,610



CGS will Proclaim, Welcome, & Serve in Leadership

“If then there is any encouragement in Christ, any consolation from love, any sharing in the Spirit, any compassion and sympathy, make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. Therefore, my beloved, just as you have always obeyed me, not only in my presence, but much more now in my absence, work out your own salvation with fear and trembling; for it is God who is at work in you, enabling you both to will and to work for his good pleasure.” Philippians 2.1-2, 12-13

At CGS we value the contributions of all who make our church life possible. We are a community that is interdependent, self-governing, and centered in sacrament. Through our contributions we proclaim God’s word and love, welcome all, and serve one another and the world. By identifying and supporting our leaders and developing their talents, our whole community can fulfill the mission of our church. That is why it is our focus this year to increase engagement opportunities of all people and to encourage lay leadership.

Ministry

- Equipping people for ministry
 - Background checks for transparency and safety
 - Provide them with administrative support
 - Give greater connectivity through Breeze
 - Update our governing documents to reduce barriers
- Empowering people for ministry with training
 - Godly Play
 - Nominating Committee retreat
 - Observing before committing to service
 - 1-on-1 training for greater connectivity with the congregation
- Synod Assembly
- Council leadership development
 - Retreats
 - education
- Hold a CGS Ministry Fair
- Regular recognition of leaders in worship and communications
- Tap into the gifts of “home-based” members

Dollars \$17,673



CGS will Proclaim, Welcome, & Serve in Personnel

“The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.”

Ephesians 4: 11-13

At CGS, we know a church is a people-oriented endeavor, and we believe it is important how we treat the people who serve us. Through the many gifts, skills, and talents God has granted them, our staff equips the congregation to achieve our mission, and helps us be accountable that all our actions proclaim, welcome, and serve. By re-evaluating job descriptions, duties, and compensation practice, we aim to ensure the staff can continue to empower us to be disciples.

Ministry

- Greater education of council & congregation
 - Staff job descriptions and duties
 - Personnel policy & process
- Finish & publish employee handbook
- Ensure that personnel policies are being accurately carried out
- Develop a proposed Deacon (Rostered Minister of Word and Service) call
- Annual staff evaluation and goal setting
- Staff support and collaboration with personnel committee and council
- Become current on Pastor's taxes
- Assess housekeeper, office manager, and sexton job descriptions
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Dollars

\$302,732



CGS will Proclaim, Welcome, & Serve in Property

“Who are they that fear the Lord? God will teach them the way that they should choose. They will abide in prosperity, and their children shall inherit the land.”

Psalm 25.12-13

Here at CGS we believe our physical property is a very precious gift from God and that we maintain and improve so we can full fill our mission and vision of serving God and the greater community. CGS's facilities are used extensively by community organizations for activities not directly related to the Church. By maintaining and improving our church's property will promote ours and others' general welfare. That is why it is our primary goal to address our aging infrastructure; so that we can provide a higher degree of safety, accessibility, and environmental stewardship. This year, we will continue to be an open and welcoming place to share God's Good News.

Ministry

- Come up with data and plans of our existing property and assets
- Continue to address regular maintenance and upkeep
- Develop a mission-based vision for the future of our property
 - Contract with an architect
 - Prioritize plan based on listening study
 - Pursue a capital appeal for improvements
 - Support and hold accountable the Beyond the Building task force to ensure completion of goals identified from the listening study
- Develop an emergency plan for pending plumbing issues
- Continue to invite community groups, private celebrations, and non-profit organizations to share our space and find an appropriate solution for Carden School
- Provide worship space for Christ Community Church
- Spring Cleaning Day

Dollars

\$45,037



CGS will Proclaim, Welcome, & Serve in Worship

“O sing to the Lord a new song; sing to God all the earth. Sing to God, bless her name; tell of her salvation from day to day. Declare God’s glory among the nations and God’s marvelous works among all the peoples. For great is the Lord, and greatly to be praised.”

Psalm 96

To be an expression of God’s work in our lives, worship requires that all the people of CGS participate in its execution. However, it is difficult for most of us to imagine such an important thing being entrusted to us. We have the intention of focusing on the teaching, training, and empowering of the people of CGS to be prepared for worship leadership. This includes deaconing, reading, preparing for communion, preparing the physical space, and making a musical contribution. By investing in the preparation of our people for worship, we will ensure a greater confidence that all voices and gifts are a valued part of the proclamation of God’s word.

Ministry

- Holy Communion at 10am on Sundays
- Emphasis on congregational participation in worship
 - User-friendly materials
 - Re-evaluate A/V
 - More people involved in seasonal planning
 - Involve more youth in worship
- Special Worship
 - Christmas Eve
 - Lent mid-week worship
 - Holy Week worship
- German Language Christmas worship
- Worship leader training
 - Liturgical Deacons
 - Altar Guild & Communion Servers
 - Ushers
 - Readers
 - Greater youth leadership and engagement
- Choir Program (CGS Mixed choir & Keynote Vocal Group)
- CGS worship musicians
 - CGS Band
 - Handbells
 - Special musicians
 - Drummer
- Pulpit Supply preachers and presiders for Pastor’s absences

- Worship flowers
- Funerals & Weddings

Dollars	\$21,936
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