

1                                   **Rainbow Mennonite Church Congregational Goals 2018-2022**

2                                   To be presented and voted on at the congregational meeting April 29, 2018

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4    *The following Mission, Vision and Values, first approved by the congregation in 2012, are*  
5    *being reaffirmed as our guiding principles for the next five years (with a few additional*  
6    *comments added to Values). The five new goals articulated in this proposal are intended to*  
7    *provide us a clear, unifying congregational focus over the next five years. Certainly this does*  
8    *not capture everything we are doing and will continue doing at Rainbow, but can help guide*  
9    *areas of renewed focus. Thank you to everyone who provided input and thank you to everyone*  
10   *who will help us carry these aspirations forward.*

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12    **Mission TO WORSHIP, LEARN & SERVE**

13    The mission of Rainbow Mennonite Church is to maintain a fellowship of all who profess faith  
14    and a desire to follow the Gospel of Jesus Christ, regardless of race, ethnic identity, gender,  
15    sexual orientation, age, economic or other life circumstances, and who will strengthen and  
16    express our faith by corporate worship, study and teaching of the gospel, and who will seek to  
17    serve the spiritual and material needs of this and the larger community.

18  
19    **Vision**

20    To create a community of awakening and discovery, where the joys and challenges of Christian  
21    living are made accessible and relevant to contemporary life.

22  
23    **Values**

- 24       ● We value the Anabaptist and historical peace church tradition. For example, we will  
25       continue to seek ways to promote pacifism in our church community by being aware of  
26       local efforts and broader movements supporting peace and non-violence.
- 27       ● We value social justice. For example, we will continue to seek to serve the spiritual and  
28       material needs of Rosedale, Kansas City, and other areas where the church might choose  
29       to work through community service, collaboration, and outreach.
- 30       ● We value an intergenerational and nurturing church in which needs of members are  
31       named and served at every stage of life. For example, through leadership groups such as  
32       Deacons and Faith Formation Board, we will continue to strive to meet the spiritual and  
33       material needs of members at each stage of life.
- 34       ● We value a vibrant, growing church, where the worship is meaningful and life changing.  
35       For example, we will continue to maintain what is valued in worship (e.g. four-part  
36       harmony, singing from hymnals, etc.) and experiment with different styles of communal  
37       worship (e.g. Taize) as a means of keeping worship at RMC meaningful.
- 38       ● We value serving as a resource and a leader within Western District Conference and  
39       Mennonite Church – USA.
- 40

41 **Goal 1. Create more sustainable lay leader and staff roles, aligning them with our mission**  
42 **and monitoring individual/group workloads.**  
43

44 a. Each committee and task force will review or create a handbook detailing their work (a  
45 template will be provided that includes headings such as committee description, role  
46 descriptions, timelines, policies, financial notes, historical notes, copy of last year's annual  
47 report, etc.). Handbooks will be reviewed within committees each April and by Council every  
48 three years.

49 Start Date: July 2018

50 Responsible Committee: Various, Church Council

51

52 b. We will dedicate one Sunday a year (October or early November) as a Sharing Gifts Sunday  
53 with emphasis on volunteer appreciation and gifts discernment.

54 Start Date: October 2018

55 Responsible Entities: Gifts Discernment committee with staff support

56

57 c. Per an earlier congregational decision made in August 2017, the 15 month trial period for the  
58 Faith Formation Board will include regular updates at future congregational meetings, with a full  
59 evaluative update given in October 2018. A decision will be made at that point whether to  
60 formalize this change via the constitution.

61 Start Date: October 2018

62 Responsible Committee: Faith Formation Board and Congregation

63

64 d. The Faith Formation Board, in consultation with the Adult Education Committee, the  
65 Personnel Committee, the Deacons, and the Pastor, will assess the needs of the congregation,  
66 especially its children and youth, with regards to faith formation and make recommendations to  
67 Church Council on any changes in staffing, programming, or other areas to address unmet needs  
68 over the next five years.

69 Start Date: June 2018

70 Responsible Entities: Faith Formation Board, Personnel Committee

71

72 e. An annual memo of understanding will be created and signed with SCR, with a more extensive  
73 evaluation of RMC and SCR's relationship in three years.

74 Start Date: evaluation in 2021

75 Responsible Entities: Church Council and Personnel Committee

76

77 f. The Personnel Committee and Council will annually review the RMC staffing structure to  
78 make sure the staffing aligns with congregational goals and needs.

79 Start Date: ongoing

80 Responsible Committee: Personnel Committee

81

82 g. Following receipt of ministerial credentials from the Western District Conference, we will  
83 implement Minister of Worship and Music position effective April 1, 2018. By April 1, 2019,  
84 Personnel Committee in consultation with the Pastor will evaluate implementation of position to  
85 ensure it is contributing to more sustainable lay leader and staff roles in the area of worship.

86 Start Date: April 1, 2018

87 Responsible Entities: Pastor and Personnel Committee

88

89 **Background statement for Goal # 1:** *There are committees which at times seem dormant and*  
90 *which rarely submit reports to church council. We have also seen recent success in the*  
91 *reformatting of committees, for instance, the Faith Formation Board. It has also been important*  
92 *to be mindful of the potential for burnout among staff and volunteers. The recent resignation of*  
93 *the Youth and Outreach Ministries Director and decision to fill this position on an interim basis*  
94 *provides RMC with the opportunity to proactively identify and address anticipated needs.*

95

96

97

98 **Goal 2. Foster a relevant peace church tradition in the 21st century informed by the study**  
99 **of scripture and current societal challenges such as racism, gun violence, immigration and**  
100 **socioeconomic biases and disparities.**

101

102 a. We will have a congregational retreat or other planned events in 2018 and over the course of  
103 the 5-year plan to become more aware of and better equipped to transform our racial lenses and  
104 injustices around us and amongst us.

105 Start Date: 2018

106 Responsible Committee: Peace and Social Justice Committee

107

108 b. Provide opportunities for children and youth to learn about peace in the Anabaptist faith  
109 tradition and become familiar with ways in which the modern church is involved in promoting  
110 non-violence and socioeconomic equality worldwide.

111 Start Date: August 2019

112 Responsible Entities: Faith Formation Board, Peace and Social Justice Committee

113

114 c. At least once a year an adult education class will be offered to address at least one of the  
115 societal challenges identified in this goal and its opening statement.

116 Start Date: September 2018

117 Responsible Committee: Adult Education Committee

118

119 d. Peace and Social Justice committee and Outreach Committee will continue to foster working  
120 relationships with other organizations and congregations in Rosedale looking for ways we can  
121 address societal challenges in our surrounding community.

122 Start Date: ongoing  
123 Responsible Entities: Peace and Social Justice Committee, Outreach Committee

124  
125 e. Council will request and disburse a special line item each year (\$1,000) for the purpose of  
126 giving to a cause/need in our wider KC community that aligns with our desire to be a relevant  
127 peace tradition church.

128 Start Date: December 2018  
129 Responsible Committee: Church Council

130  
131 **Background statement for Goal # 2:** *Our country is painfully struggling with divisiveness and*  
132 *violence, especially related to racial unrest and inequalities. The broader Mennonite Church has*  
133 *also stated its concerns about racial injustices. Although we profess a welcoming attitude toward*  
134 *all, our congregation is not very racially diverse. In Spring 2017, the Fire This Time Sunday*  
135 *school class focused on analyzing racism and how it can be dismantled, and many from that*  
136 *group have continued to explore these issues.*

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139 **Goal 3. Foster a caring and supportive church community whereby we minister to one**  
140 **another in ways that help all feel welcomed, a sense of belonging, cared for and safe.**

141  
142 a. Devote adult education class-time to building a supportive church community including one  
143 class offering during next three years exploring mental health challenges across the age spectrum  
144 and one class offering during next three years exploring LGBTQ+ inclusion and awareness.

145 Start Date: Spring 2019  
146 Responsible Committee: Adult Education Committee

147  
148 b. Pastor responsibilities will be realigned to be the staff liaison for the Welcoming Committee  
149 to identify, invite and incorporate people who wish to get involved and explore new ways of  
150 getting to know one another.

151 Start Date: ongoing  
152 Responsible Entities: Pastor, Welcoming Committee

153  
154 c. Council will name a designee to connect with the archive committee at least twice a year to  
155 support the work on archives with the hope of sharing Rainbow history, especially with new  
156 attenders and members.

157 Start Date: April 2018  
158 Responsible Entities: Church Council, Archive Committee

159  
160 d. Safe sanctuary training will be provided every year. Policies will be reviewed and renewed  
161 every five years and update as needed. (Done most recently in fall of 2017)

162 Start Date: August 2022  
163 Responsible Entities: Past Moderator and Faith Formation Board

164  
165 e. Building on work directed by the Deacons in 2016, council will identify a Safety Team who  
166 will perform a safety audit and make recommendations to address safety concerns. A guest  
167 consultant may speak on welcome and safety in the church.

168 Start Date: October 2018  
169 Responsible Committee: Deacons and Council

170  
171 f. The Deacons will explore ways that they may better engage with members are unable to attend  
172 regularly. May include taking communion to congregants, assessing transportation needs, and  
173 distributing recordings of church services.

174 Start Date: July 2018  
175 Responsible Committee: Deacons

176  
177 g. Reaffirming Rainbow’s commitment to Mennonite Voluntary Service, The MVS Support  
178 Board and Welcoming Committee will plan ways to welcome MVS’ers into our congregational  
179 life.

180 Start Date: August 2018  
181 Responsible Entities: MVS Support Board, Welcoming Committee

182  
183 h. In recognition of the growing number of children and youth at Rainbow and transition period  
184 of the Youth and Outreach Ministries Director position, Faith Formation Board will recommend  
185 to the worship committee and other related committees additional ways that we can create more  
186 intentional opportunities in worship, service, and learning for the growing child and youth  
187 population at Rainbow.

188 Start Date: October 2019  
189 Responsible Entities: Faith Formation Board, Worship Committee

190  
191 **Background statement for Goal # 3:** *We have been a relatively young congregation, but our*  
192 *demographics have seen shifts in the past ten years. We have met many of these needs on an ad*  
193 *hoc basis, but it may be time to have a more formal process to meet the needs of various*  
194 *members and attenders, especially across the age spectrum and diverse gender expression.*

195  
196

197 **Goal 4. Create a cohesive and sustainable grounds plan for the church building, orchard,**  
198 **playground, gardens, empty lots, MVS house so that we can continue to use the church**  
199 **grounds and buildings to serve the Rosedale community and provide a home for the**  
200 **congregation to worship, serve and learn.**

201

202 a. Trustees will create a physical plant inventory document to inform on property use and major  
203 projects, including property within the church building and surrounding church-owned lots.

204 Start Date: January 2019

205 Responsible Committee: Trustees

206

207 b. Based on Trustees' assessment of expected future maintenance needs, we will strive to  
208 contribute a minimum of \$20,000/year to the Building Maintenance Fund to meet both planned  
209 and unplanned expenses.

210 Start Date: ongoing

211 Responsible Entities: Church Council, Trustees

212

213 c. Stewardship Committee will provide policies and education to individuals interested in  
214 contributing to the newly established Rainbow Endowment.

215 Start Date: March 2018

216 Responsible Committee: Stewardship Committee

217

218 d. Prepare a report assessing the long-term maintenance needs of Whitmore Playground, and  
219 further reinforce volunteer needs.

220 Start Date: January 2019

221 Responsible Entities: Park Committee, Trustees

222

223 **Background statement for Goal #4:** *We made a decision to remain in the Rosedale community*  
224 *and remodel our building. Going forward, we will need significant financial contributions to*  
225 *maintain our physical structures, as well as a large number of volunteers to maintain our*  
226 *outdoor spaces.*

227

228

229 **Goal 5. We seek to worship, whether in old or new forms, in ways that help us grow in love**  
230 **of neighbor, self, the earth and God.**

231

232 a. The Worship Committee will coordinate midweek worship opportunities during Advent and/or  
233 Lent.

234 Start Date: November 2018

235 Responsible Entities: Worship Committee, Ministerial Staff

236

237 b. The Worship Committee will sponsor a worship leading workshop for the purpose of further  
238 enhancing our worship life and lay leadership.

239 Start Date: March 2019

240 Responsible Entities: Worship Committee, Ministerial Staff

241

242 c. Every three years the Worship Committee will survey the congregation regarding worship  
243 experiences to ensure that worship is a time for spiritual renewal, with opportunities for  
244 reflection and contemplation.

245 Start Date: January 2020

246 Responsible Committee: Worship Committee

247

248 d. A task force will be appointed by Church Council to assess technology improvements in  
249 worship, with any proposals brought to council and congregation.

250 Start Date: January 2020

251 Responsible Committee: Church Council

252

253 e. Council will allocate appropriate resources to purchasing new hymnals when the new edition  
254 is published in 2020.

255 Start Date: November 2019

256 Responsible Entities: Church Council, Worship Committee

257

258 g. We will explore interest in supplementing worship with additional musical outlets, including  
259 but not limited to handbells and producing theater performances.

260 Start Date: April 2018

261 Responsible Entities: Minister of Worship and Music with Worship Committee

262

263 **Background statement for Goal #5:** *In general, we seem to still value the current style and*  
264 *format of worship at RMC and wish to maintain its vibrancy and meaning. We understand that*  
265 *offering the exact same experience every Sunday can lead to a worship service that is stale and*  
266 *lacking in meaning and spiritual renewal. We also understand that not everyone at RMC has*  
267 *exactly the same experiences in worship.*