**CEC Mission statement**

Mission Statement: We are a community, forgiven and loved by God, joyfully called to the work of reconciliation.

**Strategic plan 2020:**

**Each year since 2014 Vision process, the Vestry have used their first meeting of the year to establish goals and plans to work on those goals (a Strategic Action Plan) based on the Priorities set by the congregation in its Visioning. CEC started out with the Following SAP for 2020.**

1. Economic Sustainability. CEC is looking at how to sustain its congregational and Red Door ministries with declining donations over the years. 2020 pledges are declining due to the usual factors. There was a sharp decline in 2020 when the largest donor faced a medical crisis and could no longer donate, and two other regular donors died. The Rector went to part-time status in 2020 to help the church live within its budget for 2020. The job of Red Door Administrator was eliminated from the 2020 budget because of insufficient funds.
2. Transition to a new Priest-in-charge. The Rector will be leaving in July 2020. Working with Vestry and Staff and others, she is updating Job Descriptions, writing up documents such as Policies and Procedures, etc. so that there is clear information available to the Vestry, the staff and the next priest-in-charge about how things have been working.
3. The Lift – this project has been delayed due to COVID19
4. Increased Financial oversight by Vestry. The Vestry and its advisory Finance Committee have been working hard during 2019 and 2020 to become more aware of the Budget and expenditures of the church. A non-payment of payroll taxes in 2018 resulted in penalties and an awakening for Vestry that stronger oversight and support of the church’s finances is needed. In line with this, a transition to professional payroll and bookkeeping services is being explored by the Treasurer and Vestry.
5. Hunger Ministries – transition to new leadership of the pantry and the Community Supper.
6. Building Use agreements – establishing building use agreements with all groups using our buildings.

**With COVID19 and the Transition to a new priest, CEC expects a new Visioning process and Strategic Action planning process in 2020/2021.**

**History of the Current SAP.**

In 2014, the Congregation engaged a 3 month visioning process to get input from all its members about the life of the congregation, where it has been and where it is going. The Rev. Edith Bird lead this process using the Ripe for the Harvest handbook. In 2015, the Vestry met and established overall priorities based on this visioning process and set out plans for meeting a number of goals based on those priorities for the year 2015. Every year since, the Vestry has used their first meeting of the year to set out priorities for the life of the congregation and goals for the year, based upon the visions communicated by the members of the congregation.

 **The original 2014 Visioning identified the following areas:**

 Building and Grounds : Repair and Update the building as needed (there are many needs, each year we focus on a few projects and also evaluate and improve our ongoing maintenance).

 Hunger Ministries: continue to grow the Food Pantry and the Community Supper

 Hospitality: continue this ministry to Recovery Groups and other Support and Community groups.

 New Members: Reach out to potential new members. \* Integrate new members into leadership in the congregation.

 Prayer: Music and Worship are beautiful. Let’s continue this tradition. And let’s look at ways to add prayer groups and gatherings for prayer in new ways and at new times in order to meet new people and new needs.

 Fundraising: Our budget is not sustainable. New members don’t pledge and give the way older members did. How can we find creative ways to meet our financial obligations so that we can continue to serve our neighbors in need and thrive as a worshipping community.

 Community Self-Care: More time together as a community to care for one another and build up our relationships is important. How can we better care for one another?

**Additions to these priorities 2015-2020:**

* **LGBTQ Support and Advocacy ministries**. As an outgrowth of reaching out to new members, and honoring the new members coming into the church, the rector and vestry realized that community discernment of whether to celebrate and bless same-sex marriage was a priority in 2015 and 2016. After going through a congregational discernment process that took over a year, the congregation decided to celebrate same-sex marriage. LGBTQ inclusion became a priority of the congregation then, and has continued to be very important to CEC.
* **Jubilee Ministry.** Given how CEC’s priorities and ministries align with the Jubilee Ministries of ECUSA, the congregation discerned a call to become a designated Jubilee Ministry and applied for and received this status for the **Red Door Jubilee Ministry** in 2017.
* **Gunviolence prevention** was added as a priority with the Lock-it-For-Love ministry in 2017. This ministry was extremely active in 2018, declined in 2019 due to loss of original leader, and closed down with a final distribution of gun locks in April, 2020. CEC remains active with SNAP (Stop Needless Acts of violence, Please) a local gunviolence prevention ministry.