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Ministry Plan Delivered by: Elders, Focusing Team, and staff

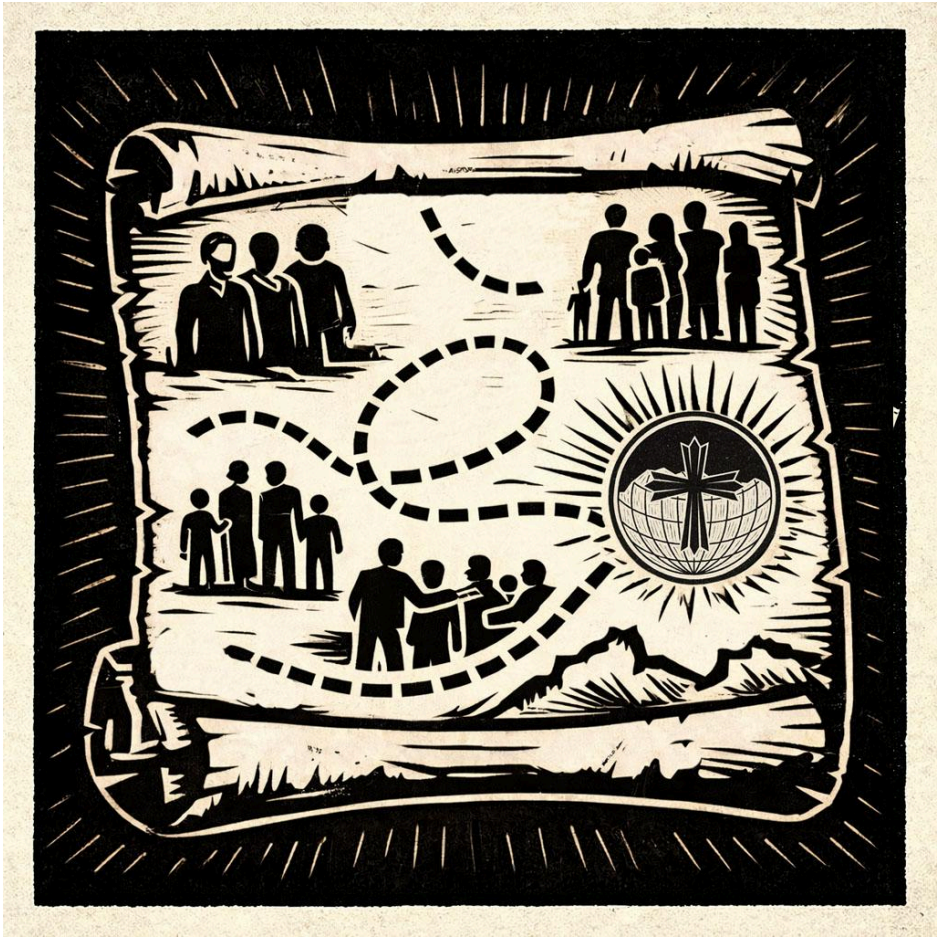
Date: February 15, 2026

🎧 **Ministry Plan Recording:**
https://thefoothills.church/sermon/the-foothills-ministry-plan-the-road-ahead/

🖥️ **Ministry Plan Slides:**
https://workdrive.zohoexternal.com/file/vyuaiba36f6b987e742a395aca083797dcf88

As you read through this sermon, may the words of Scripture and the reflections that follow draw you deeper into the love of Christ. Feel free to print this message, share it with others, and return to it often as you meditate on God's truth.

The Foothills Ministry Plan: The Road Ahead



HOW DO WE MOVE FROM ROOT TO FRUIT WITH FAITHFUL ACTION?

Full Transcript:

Scott Jones:

Okay, we're going to go ahead and get started because we have a lot of material to cover. I'll go ahead and get us kicked off first. My job up here as the first speaker is to kind of remind us where we've been and how we got here today to present this to you.

We are presenting what we're calling the ministry plan. First, I'm going to tell you very briefly what that is. We've got slides—there are a lot of slides, and they're good slides too.

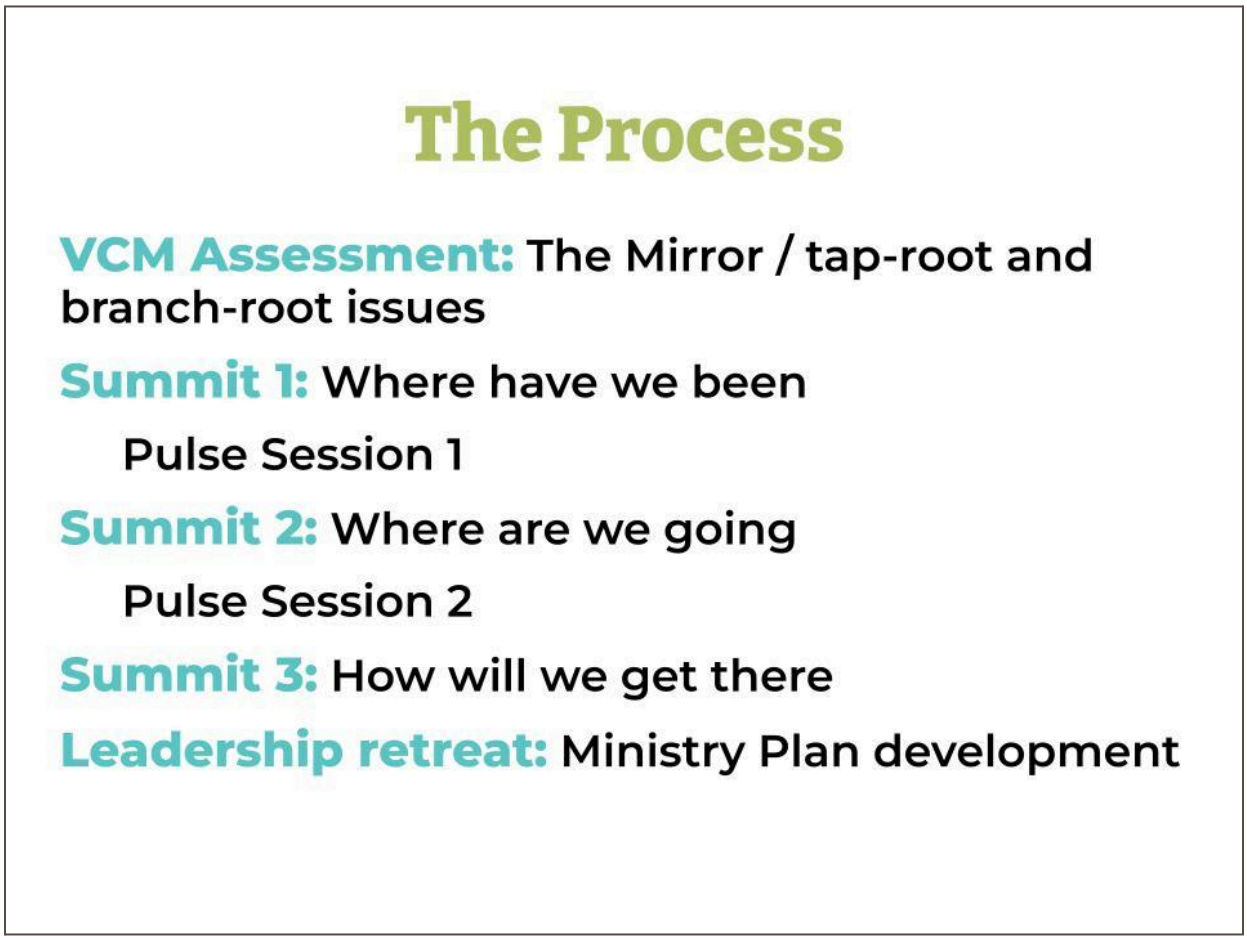


So the ministry plan includes all these things: the biblical purpose, the vision statement, and the values, which go into the vision statement as well. In addition to that, there's a five-year goal. This is a big, holy, audacious goal. There's a discipleship pathway. And to fit in with the five-year goal, there are three-year milestones. Those are major progress markers. Then there are several one-year initiatives.

We're going to cover all of this material today, but we're really focusing on those one-year initiatives. That's where the action starts now, and that's how you can join in on this.

We're going to spend some time at the end talking around our tables, and we're going to have microphones for people to speak. That's an opportunity to give feedback. There's some flexibility. We're looking for feedback on these initiatives.

All right. Very quickly, how did we get to this point? What is the process? You may remember all this, and I'm going to remind you if you've forgotten.



We started with this VCM Vital Church Ministries assessment. They did online surveys. There was a little bit of interviewing people who were involved. They wrote a report. You may remember the executive summary. They talked about taproot issues that they felt were the most important, and branch root issues.

Then we had Summit One. In Summit One, it was foothills reviewing where we have been. We were looking at the past. Not everyone was able to attend that. We were also in the focusing team tasked with summarizing that, so we had a pulse session

where we tried to summarize it. We got feedback on that summary, as well as from people who hadn't been involved.

The second summit was "Where are we going?" There was a lot of work with the vision statement, thinking about what that might look like. Again, we had a pulse session during a communion meal, like we are today.

Then the third summit was, "How will we get there?" Those were on Saturdays.

The final thing that not everyone was invited to participate in was the leadership retreat. At that retreat was where this ministry plan was developed. So we're presenting this to you today.



So we're presenting this to you today. To remind you a little bit more about the process, here are some photographs to jog some memory. We gathered often in the community room. We had Gary Abbott presenting, and the focusing team sort of led and organized this process. We did visioning work. We talked with each other about the past, about the future, and how we would get there.

At the leadership retreat, we had the focusing team. We're going to have several of these people speaking today, but not all of them.

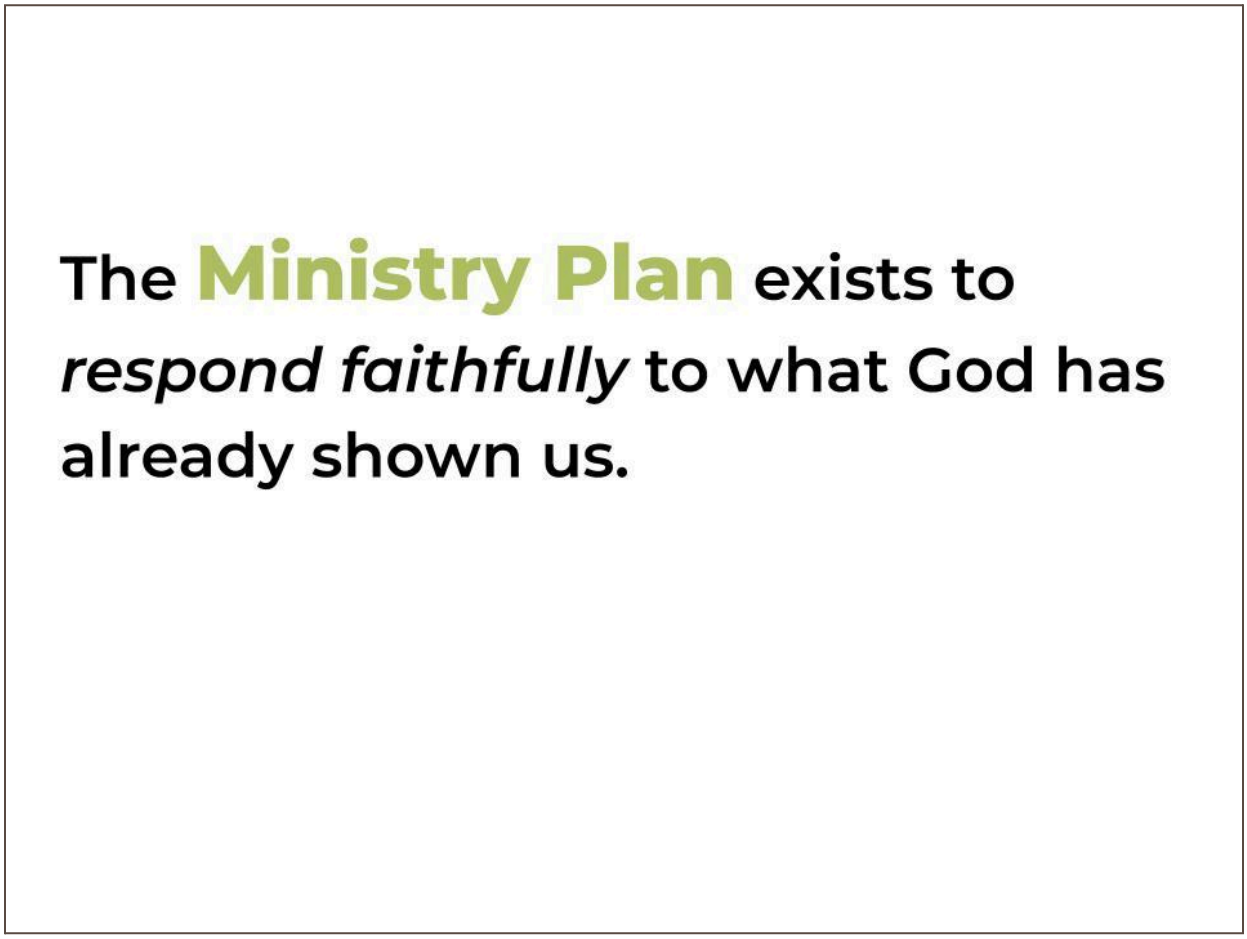


So I want to take this chance to show their faces and thank them for the effort that went into this. There was a focusing team with four members. We also have some ministry leaders and staff who participated in the leadership retreat, and of course our elder team, who was involved in a foundational way in developing this plan, all of us working together.

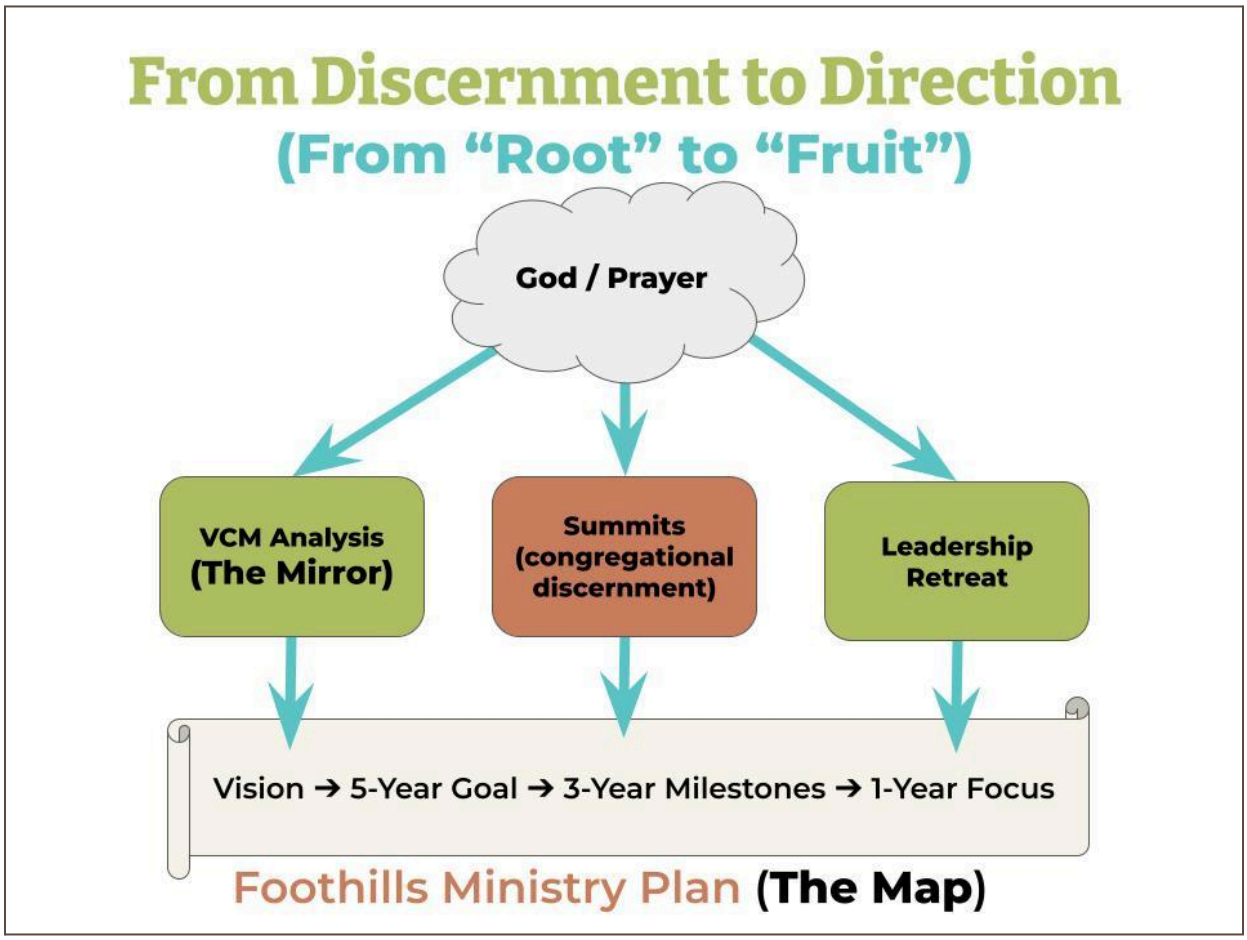
Okay, so now I'm going to call up Regis, and he is going to go into a little more detail about the ministry plan.

Regis Friend Cassidy:

Okay. I'm going to kind of repeat a little bit of what Scott already said. The idea is just to draw a picture of how we got to this ministry plan by taking a look back first.



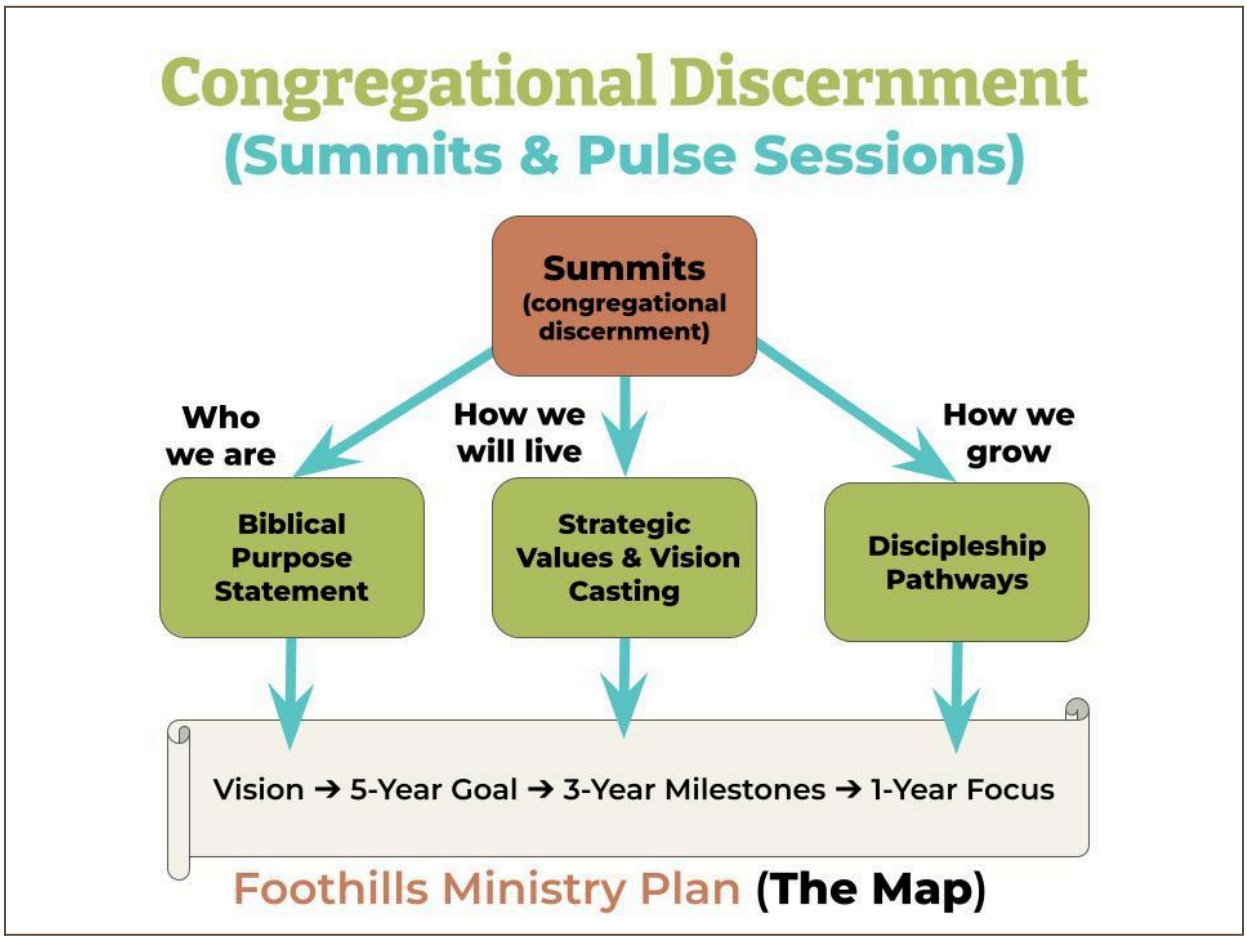
The ministry plan exists to respond faithfully to what God has already shown us. So we're going to look at what God has shown us, the discernment that we went through, and how we are hoping to respond.



If you're like me, this graphic visual representation might help jog your memory about what we did. We're not going to go into detail about the VCM analysis, but I did want to briefly restate that from there we looked at what our taproot and branch root issues were. I encourage you to go back to the executive summary and other reports we got from VCM to revisit that. That's why I have the subtitle here, "From Root to Fruit."

We really had God and prayer at the highest level. That's the source of everything — where all this is coming from.

Then we had three types of discernment: the VCM analysis, the congregational discernment with the summits and pulse sessions, and then the leadership retreat. All of that flows into this ministry plan we're about to show you. The idea is that it's really a unified plan.



I'm going to drill down a little further into the congregational discernment and remind you of the path we took with the summits.

With the first summit, we talked about who we are. That's where we came up with a biblical purpose statement. We're going to look at that again today.

With Summit Two, we looked at what our values were. First, we looked at what our actual values were by examining our past — what we were valuing, some of which was good and some of which was not. But the strategic values are the values we want to adopt moving forward.

Then we discussed and did some vision casting. If you remember, we had big pieces of paper where we jotted down images of the church and what we felt should go into it.

With the last summit, we talked about what the church is going to look like and where we are going to be. Are we going to be a church of small groups or a church with small groups? As a congregation, we looked at what we want those discipleship pathways to look like.

Again, that's all feeding into this ministry plan we're presenting today.

So with that, Jim is going to come up and revisit some of the things we did at the summit.

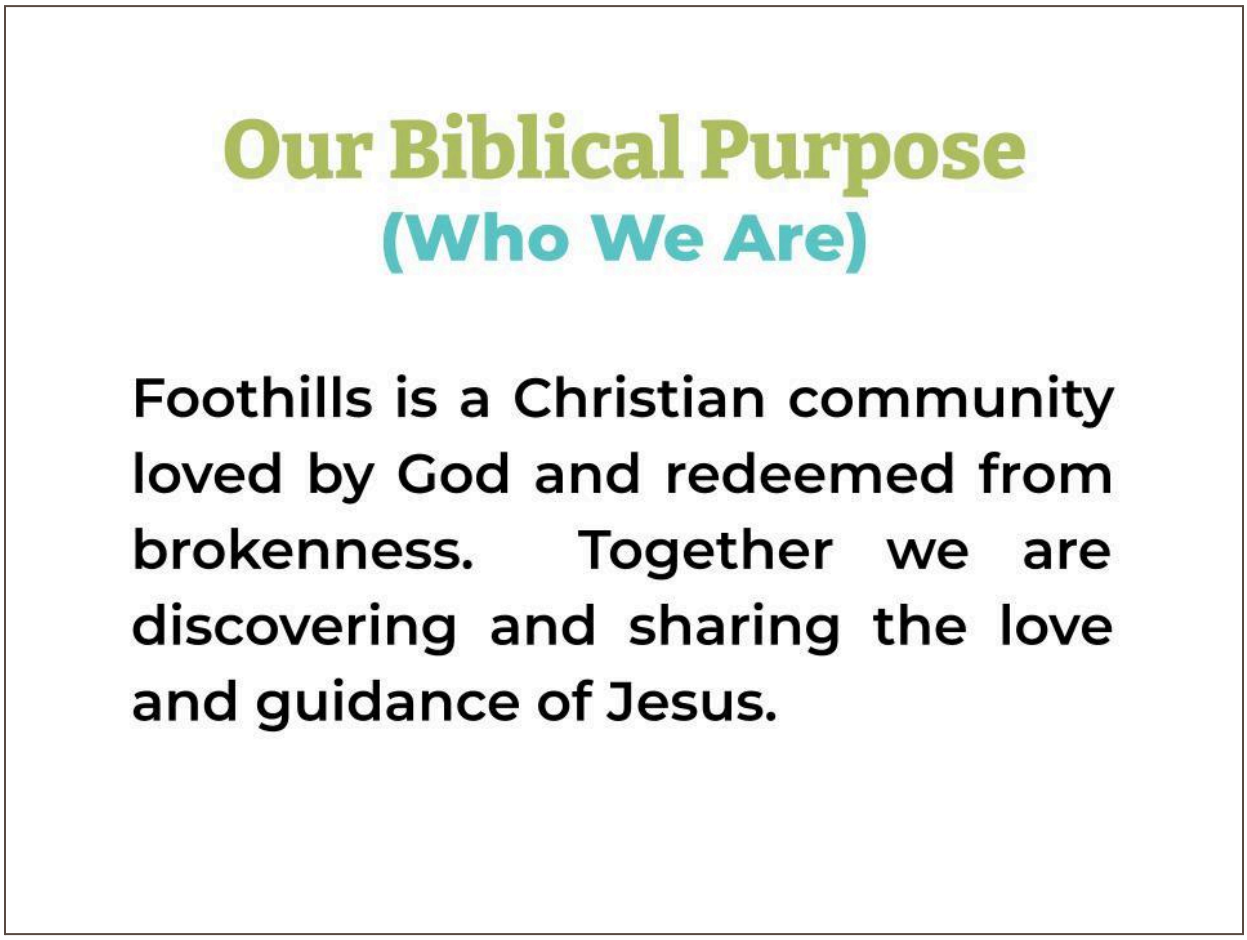
Jim Lasché:

Great. Thanks.

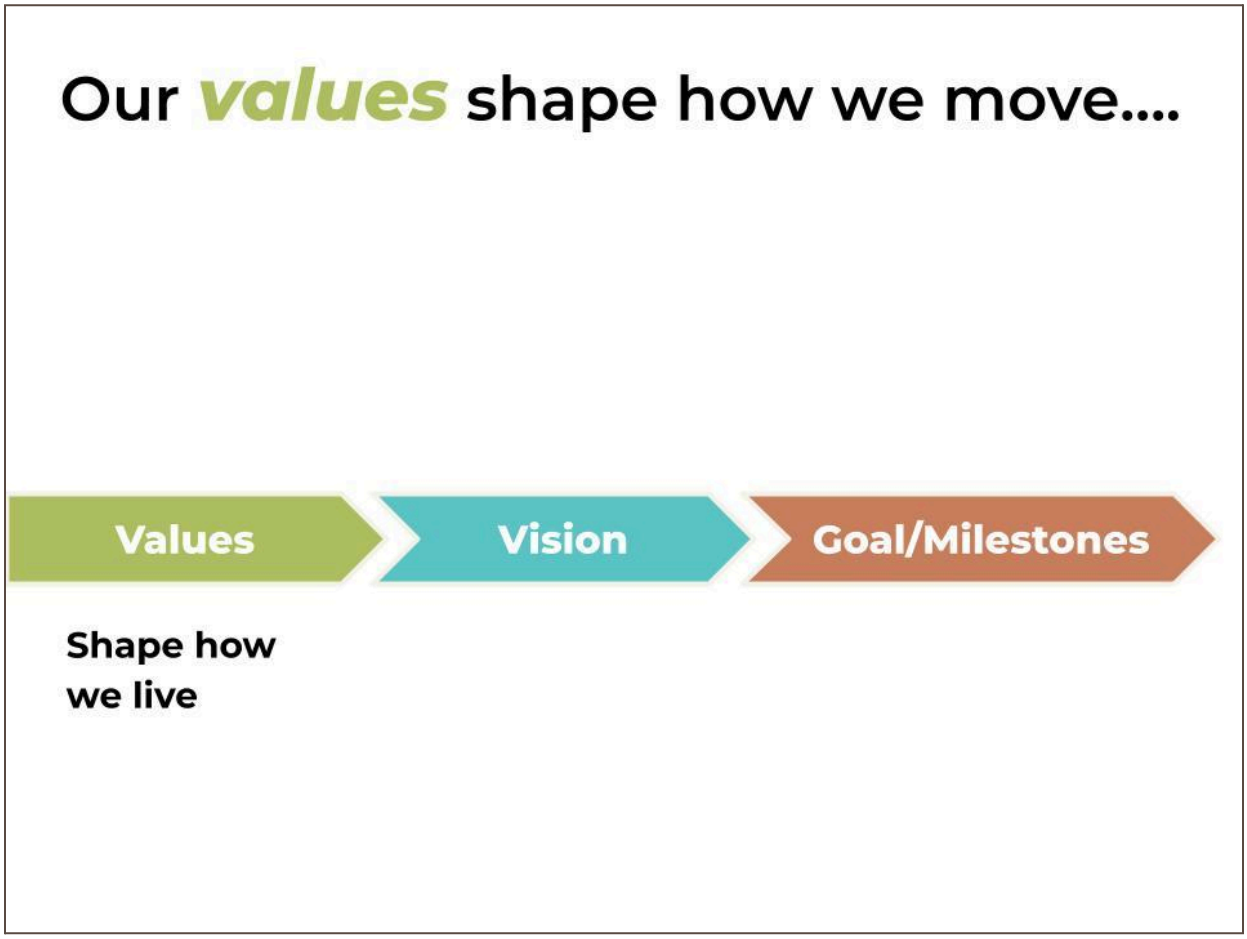
I’m proud of Foothills. Foothills is responding to God’s call to seriously think and plan how we can better grow collectively in Christ and how we can better make an impact in our neighborhoods for Christ.

But this is going to be a battle. The natural tendency of churches is to go through the motions and not really make an impact. To make an impact and do these things, we need to have a ministry plan. That’s what we’re talking about today.

The first step in developing this ministry plan is to figure out who we are. Can we all come to agreement on who we are?



Foothills is a Christian community, loved by God and redeemed from brokenness. Together we are discovering and sharing the love and guidance of Jesus.



Once we figured out who we are, the next step is to determine what our values are. From that, we get our vision, and then finally concrete goals and milestones.



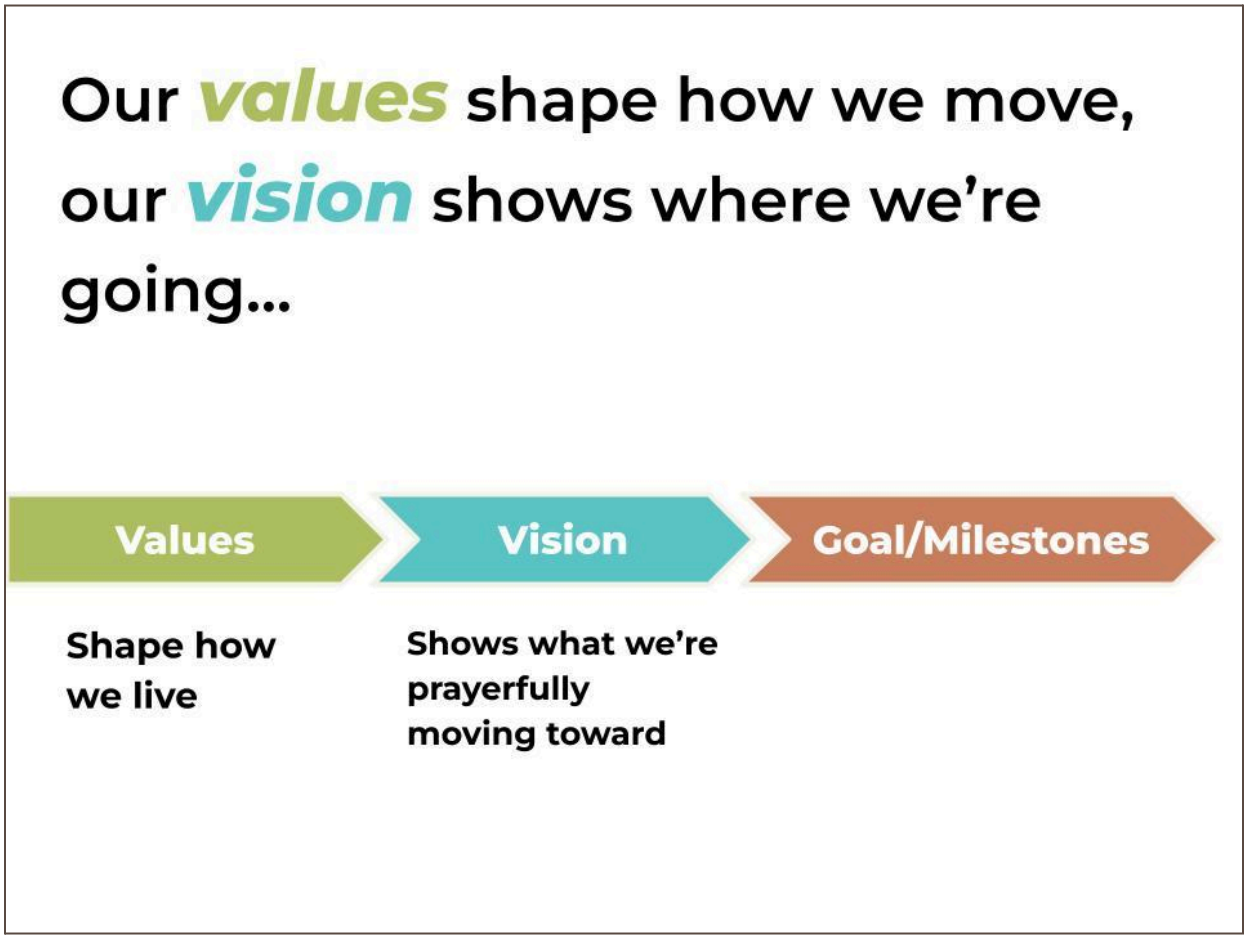
Our values: God-led, collaboration and partnering. We're a smaller church, and we don't want to reinvent the wheel. We want to join in with existing ministries or even secular organizations in whatever way we can serve and be in the community, and hopefully Christ will rub off.

Gracious communication. This is going to be a battle. There's a tendency to become complacent, but we've got to keep going, inspiring each other, putting out plans and doing them.

Relationships and real connections — being real with each other as we implement this ministry plan.

Joyful living, delight, and generosity.

To pull off this ministry plan, we've got to pray and think about what we can do to make an impact in our communities and grow as a church.



Now that we have those values, the next step in developing a ministry plan is to develop the vision.

After much thought and discussion, our consensus is this:



Together, we're pursuing God and reflecting the light of Jesus to see burdens shared, joys multiplied, and love bridging differences.

We need to have this vision so that six months from now we're not just going through the motions or being complacent, but actually striving to grow in Christ as a community and make an impact in our neighborhoods.

Regis Friend Cassidy:

Yeah, so we wanted to show exactly how the vision is really shaped by our values. This table here shows how each one of those values maps directly to part of our vision statement.

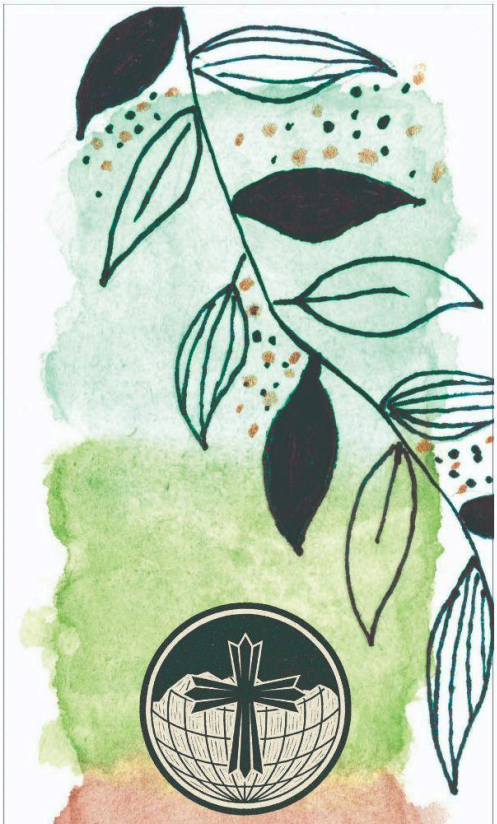
Our Vision is Value-Shaped

Vision Phrase	Values Behind It
Together	• Relationships & Real Connections • Collaborations / Partnering
Pursuing God	• God-Led
Reflecting the light of Jesus	• Gracious Communication • Generosity
Burdens shared	• Relationships & Real Connections • Generosity
Joys multiplied	• Joyful Living and Delight
Love bridging differences	• Gracious Communication

We really want you to take this to heart. Memorize it. Have it on your hearts all the time, because this is going to shape how we live out our lives here together in the community of Foothills.

To help remind you, we wanted to get T-shirts with a T-shirt cannon and shoot them out to all of you, but we couldn't do that in time. Instead, my daughters helped create some bookmarks for

you all. They're going to pass them out now. We may be a few short, but we can always make more if we need to.



TOGETHER:

Pursuing God and reflecting the light of Jesus

TO SEE:

Burdens shared, joys multiplied, and love bridging differences

VALUES

God-led

Collaborations / Partnering

Gracious Communication

Relationships & Real Connections

Joyful Living & Delight

Generosity

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Paige is the artist. She did the watercolor on the bookmarks, and the rest of my daughters helped assemble them. While they're passing those out, just look at this, because it's important to see how this vision statement came out of all the values we came up with together as a congregation.

Jim Lasché:

A running joke among the elders and focusing team is that our vision is two parts. On the T-shirt, the front could say, "Together we are pursuing God and reflecting the light of Jesus," and on the back it could say, "To see burdens shared, joys multiplied, and love bridging differences."

Now that we've agreed on who we are, agreed on our values, and agreed on our vision, we can make concrete goals and milestones to measure us, motivate us, and keep us disciplined and on track.



The goals are what faithfulness looks like over time.

Here's our five-year big, holy, audacious goal:

5-Year Goal

In five years Foothills Fellowship will be a community of Jesus followers reflecting the demographics of our surrounding neighborhoods by sharing the love and guidance of Jesus with our families, friends, neighbors, and networks and inviting seekers to discipleship.

In five years, Foothills Fellowship will be a community of Jesus followers reflecting the demographics of our surrounding neighborhoods by sharing the love and guidance of Jesus with our families, friends, neighbors, and networks, and inviting seekers to discipleship.

There's an emphasis on reflecting the demographics of our neighborhoods. We need to develop partnerships and strategic initiatives to reach people of different incomes, ethnicities, education levels, and backgrounds, and make Foothills a reflection

of the communities that surround us. We want this to be a Jesus-loving place.

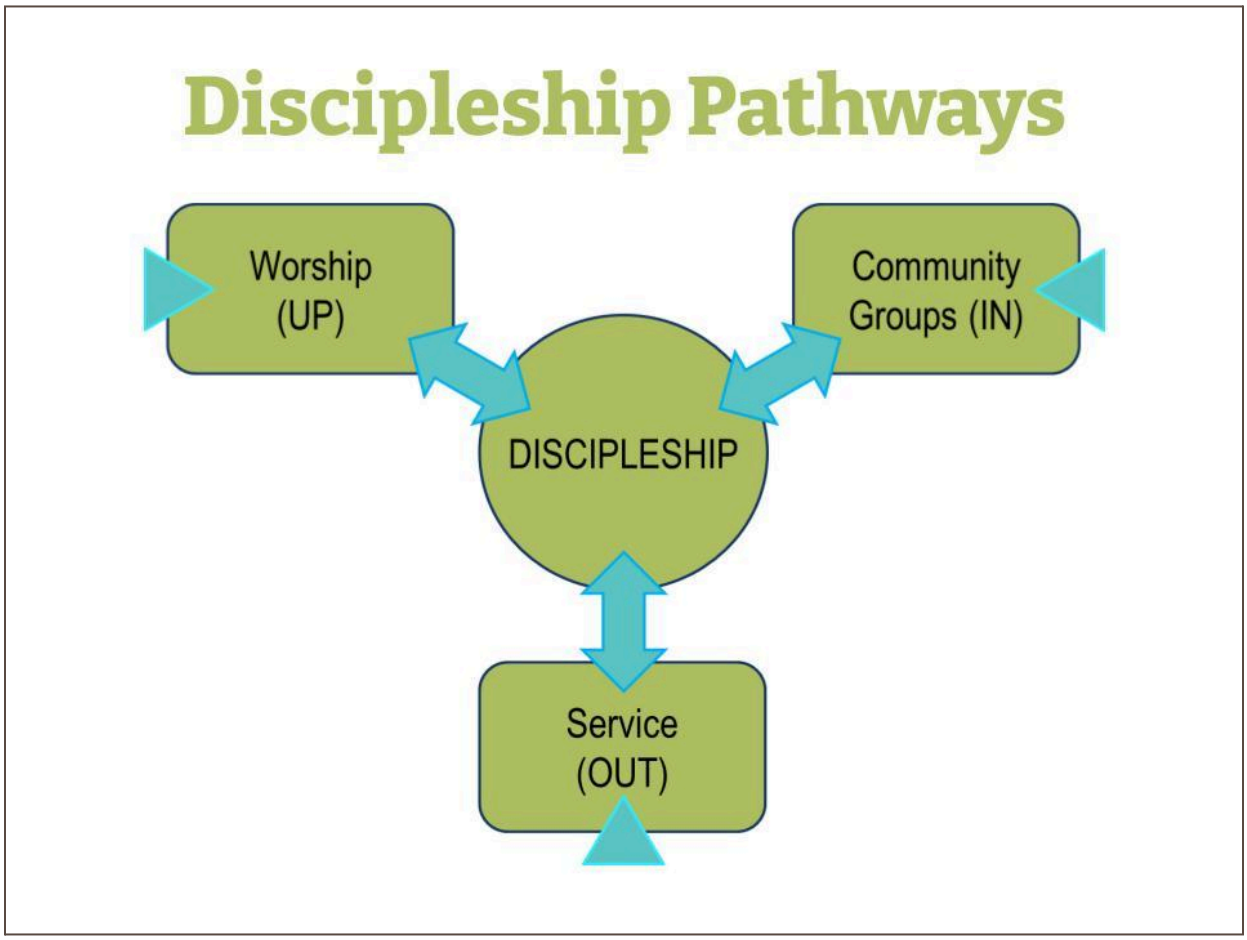
In developing this ministry plan, we agreed on who we are, what our values are, what our vision is, and what our goals and milestones are, so that we can take action together in accomplishing these strategic initiatives.

Thank you.

Paul Droege:

I apologize for my radio voice.

Regis and Jim mentioned the discipleship pathways, and this is really key. When Christ ascended, right before He ascended, He said, “Go and make disciples.” That was the central command and mission for the church.



We see discipleship as the hub of what we do, who we are, and how we function.

What we want to do is use our Sunday morning gatherings, our small groups or community groups, and the service activities we do in the community as entry points into Foothills. People who don't know us or don't know the Lord can connect and become part of this group.

We use those entry points to feed people into an intentional and planned discipleship process. We envision multiple pathways—different ways people can get involved, whether they

are children, teenagers, or adults. They may have leadership skills. They may want to give a helping hand and be part of what we're doing.

We don't want to extract something from them. We want to call them to discipleship and train them in discipleship. As we do that, we also send people back out into those ministries to serve the church and the community and expand God's kingdom.

There's a dynamic of discipling people and then sending and using those people to support the work of the church and expand the kingdom.

We put together some three-year milestones. These milestones are significant indicators that we're on our way to that five-year goal.



3-Year Milestone 1:
Strategic Partnerships

Healthy, functioning strategic partnership(s) bearing Kingdom fruit.

- **Leverage all our resources**
- **Reach outside our four walls**
- **Serve needs as Christ's ambassadors**
- **Bless our surrounding community**
- **Connect with young families nearby**
- **Invite those we serve into God's Kingdom**

The first milestone is to have healthy, functioning strategic partnerships. It may just be one that's functioning well, or it may be multiple partnerships bearing kingdom fruit. We don't want nice connections into the community that don't impact lives. We want them touching people's lives with the gospel and calling people into the kingdom.

We want to leverage all of our resources—our budget, our building, the skills and time of the congregation—to reach outside our walls. It's not about doing things for ourselves. It's about serving the community and touching people there.

We want to serve needs as Christ's ambassadors. Yes, we want to call people into the kingdom, but we also want to show them God's love and kindness. We don't need a notch in our belt. We need to show people that God cares about them and loves them.

We want to bless the surrounding community. We see this as a way to connect with young families. The future of the church will involve bringing in younger people, families, and children.

Anybody who gets involved with our strategic partners—we don't just want their help with a project. We want to invite them into God's kingdom.



3-Year Milestone 2:
Renewed Leadership

Foothills leadership more representative of our neighborhood demographic.

- **Welcome all who join us**
- **Adapt our culture as God leads**
- **Disciple all who will engage**
- **Identify & Develop upcoming leaders**
- **Release leadership to proven servants**

Our second milestone is renewed leadership. We want Foothills leadership to be more representative of our neighborhood demographics. We are not fully representative of the cross-section of the neighborhoods we live in. That's important so people feel welcome and embraced.

We want to welcome anyone who joins us, whatever their ethnicity, background, or lifestyle, and make them feel safe and part of this place.

We will need to adapt our culture as we do that. Different people will bring different ideas and backgrounds. We can't insist that everyone fits into the traditional 50-year-old Foothills mold. We're not throwing out doctrinal purity, but we have to allow ourselves to change and adapt as God leads.

We want to disciple anyone who connects with us. There should be a gravitational pull into discipleship. We all need to be part of that in our own lives and inviting others along.

We want to identify and develop upcoming leaders. We want to build a bench of people who can fill leadership roles. As people grow in capability and trustworthiness, we release into their hands the ability to take on more substantial roles and shape Foothills further.



3-Year Milestone 3:
Congregation Engagement

70% of regular attendees actively engaged in Foothills vision/mission, with at least 10% of regular attendees not yet Jesus followers.

- **Offer wide range of engagement options**
- **Embrace seekers and followers equally**
- **Prioritize discipleship for everyone**
- **Identify spiritual gifts in Christ followers**
- **Emphasize development of servant leaders**
- **Match service opportunities to gifts & talents**

Our third milestone is an ambitious goal: we want to see 70% of our regular attendees actively engaged in Foothills' vision and mission, with at least 10% of regular attendees not yet Jesus followers.

This is all hands on deck. Everyone should have a role and a place. Some roles may be small; others may carry significant responsibility.

We want seekers to feel comfortable and engaged here. We bring them into the discipleship pathway and introduce them to the Lord.

To do this, we need a wide range of engagement options. Some should be easy and non-threatening for unbelievers. We want to embrace seekers and followers equally. It doesn't mean unbelievers lead the church, but they can actively participate and feel welcome.

We want to prioritize discipleship, identify spiritual gifts, and map those gifts into the needs of the church. We want to develop servant leaders who serve the congregation, the Lord, and the community. We also want to match service opportunities to gifts and talents, including abilities that may not be spiritual gifts.



3-Year Milestone 4:
Flourishing Ministries

Flourishing programs & ministries enabling Discipleship Pathways.

- **Re-establish ministries people miss most**
- **New ministries when needs & resources align**
- **Develop & establish leadership at outset**
- **Organize & operate using planned processes**
- **Provide ample resources & good facilities**
- **Set roles for all levels of ability & commitment**

And finally, our fourth milestone is flourishing ministries. We want to see an active, flourishing church where people see things happening in the kingdom and want to be part of it.

First, there are some ministries that we have curtailed in years gone by that people are really missing. The first thing we want to do is reestablish those that people were hurting for. Then we want to launch new ministries as there is alignment between needs and resources to serve those needs.

We want to develop and establish leadership at the outset. We don't want to bumble into things. We want to put together a plan, decide who is going to lead it, figure out how we're going to fund it, and then organize and operate with an intentional process, including regular reviews to make sure we are making an impact.

We also want to provide ample resources and facilities. There are places in this building where we have things piled up and can't use the space. We have people who could use that space for the kingdom. We want to renew those areas and make them available.

We want to provide roles for all levels of commitment and ability so that everyone can be part of these flourishing ministries.

If we're hitting these four milestones, we are well on our way to that five-year goal.

Now, these are big-picture ideas. We want to bring it down to ground level and talk about one-year initiatives.

One-Year Focus and Strategic Initiatives

This year, Foothills will reinvigorate discipleship pathways to prepare for onboarding a new pastor

Strategic Initiatives	1-year Focus	3-year Milestone			
		1	2	3	4
1) Hire new pastor	✔	✔	✔	✔	✔
2) Fortify Community Groups	✔		✔	✔	✔
3) Revive newcomer pathway	✔		✔	✔	✔
4) Initiate a strategic partnership		✔		✔	✔

We have four initiatives that we want to take on.

The first is calling a new pastor. That has been the elephant in the room every time we gather. Calling a new pastor is fundamental and right at the forefront of what we want to do this next year. Once we get through it, it's a done thing for a time, and it supports all four of the three-year milestones.

The second initiative is fortifying community groups. We already have community groups functioning, and Rod will tell us about them. We want to put additional focus on them and make sure they are healthy and inviting everyone in.

The third initiative is reviving a newcomer pathway. Whenever someone new comes to this church, we used to have a way of introducing them to the church—its background, governance, and how we function. We haven't had that in years, and we need to revive it. It's an on-ramp for people and supports three of the four milestones.

The fourth initiative is initiating a strategic partnership. We want to initiate one partnership and get it functioning so it can bear fruit and continue into the future.

Let me briefly touch on hiring the pastor.



There are a few things the elders need to clarify that have become muddled or haven't been addressed in a long time. Governance and doctrinal review is one of those. We're not going to rewrite the constitution before calling a pastor, but we will address it. I envision that when a new pastor comes, we will probably do that shortly afterward and invite the pastor to be part of it.

We also need to refine the leadership structure and roles—how we function as a team and how we do things together.

Then we want to put together and train a pastoral search team. VCM is going to help us with that. The elders are not going to lead

that process. Just like we had a focusing team lead this process, we will have a pastoral call team made up of people from this room who will lead the activities associated with the search.

We need to create a pastoral profile that conveys the information we've shared this morning and ensure alignment between the candidate's philosophy of ministry and our vision.

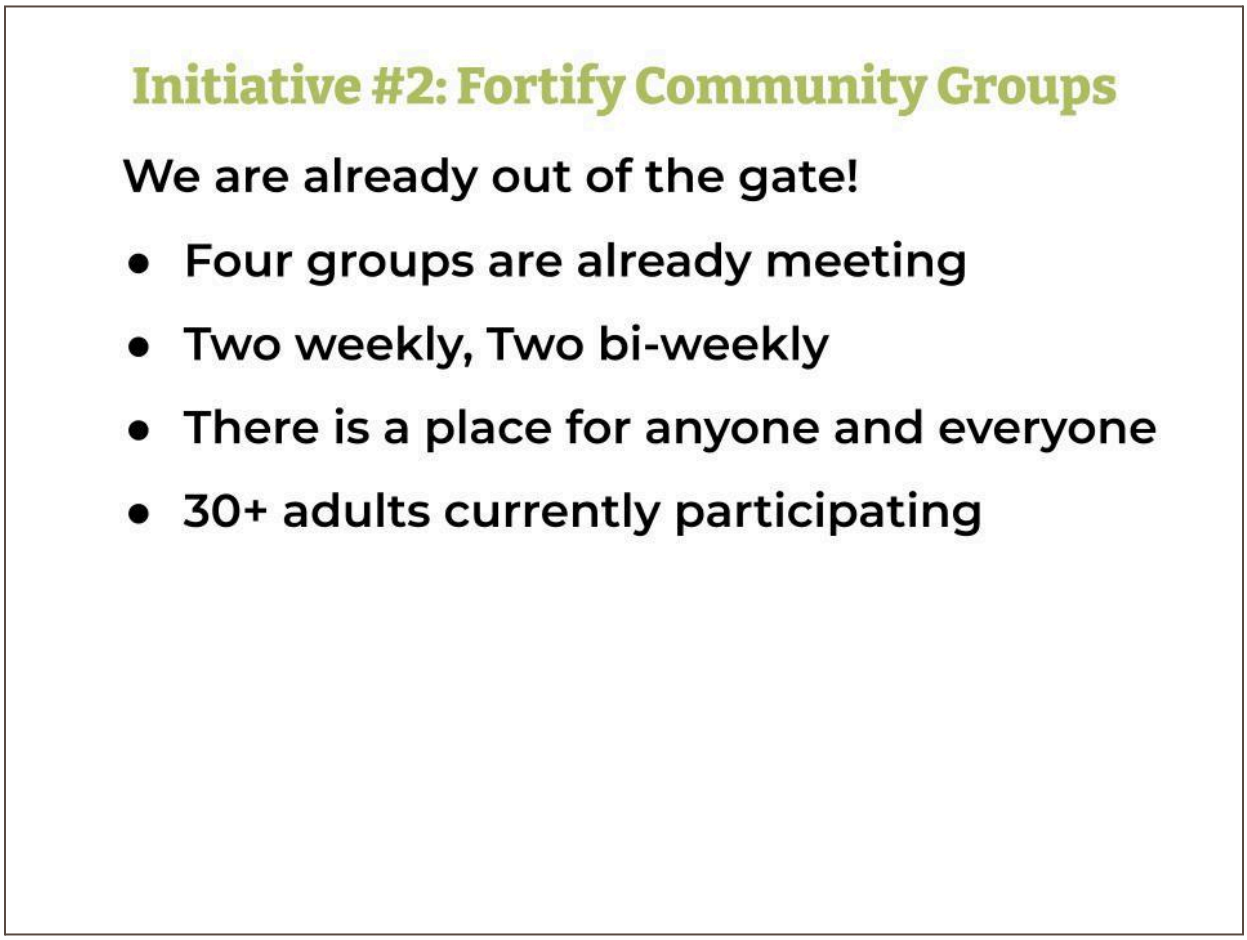
We will recruit candidates, likely using a recruiting firm to help get the word out and collect prospective candidates. Then there's a vetting process where we sift through and narrow it down to at least one candidate, hopefully multiple. Ultimately, we will bring a candidate here, have them interact with the congregation, make a decision, and offer the position.

It's an involved process. It won't be done by May 1st, but we believe we can complete it over the next year, assuming nothing goes terribly wrong. We are ready to launch into that with determination.

With that, I'm going to turn it over to Rod to tell you about what's happening in community groups.

Rod Pauls:

I'm excited to talk about community groups because this is something we are already doing. We're already out of the gate with community groups.



We had three groups in place when we started this process. Last September, we launched a fourth community group. So we currently have four groups meeting.

Two of those groups meet weekly, and two meet biweekly.

There's a place in these groups for anyone and everyone who attends Foothills Fellowship.

The two weekly groups would be great for just about any demographic—male or female, younger or older, young married couples without children, young families—anywhere you find

yourself in that landscape. One group is smaller than the other, so there's room for you to find your place.

The two biweekly groups are more stratified. One is made up more of empty nesters, though they are open to others. The other is a women-only group.

As I reviewed attendance, we have more than 30 adults attending these community groups, plus some children involved. That's exciting.

But we want to do more. Over the next year, we want to increase our ability to onboard people into group membership.

Initiative #2: Fortify Community Groups

- **On-boarding for group membership**
  - On-line form to fill out if interested in CG's
  - Easy to find info on CG's on the website
  - Regular mention of CG's in worship
- **Training for group leadership**
  - On-going support for current CGL's
  - Training for new CGL's as needed
- **Process for adding new groups**
  - As groups get larger they may divide into more
  - New people may form additional groups

We want to put information on the website listing all current groups, when they meet, and how to contact them. We also want an online form for people interested in joining a group but unsure where they fit. The form will help us place them in a good-fit group.

We also want consistent messaging about community groups—mentioning them in Sunday services and in emails.

We want to train people for group leadership. That includes supporting current leaders and training new leaders as we add groups. For example, we don't currently have a group targeting

young adults. That's a demographic we would like to reach, especially as we try to reflect the neighborhoods around us.

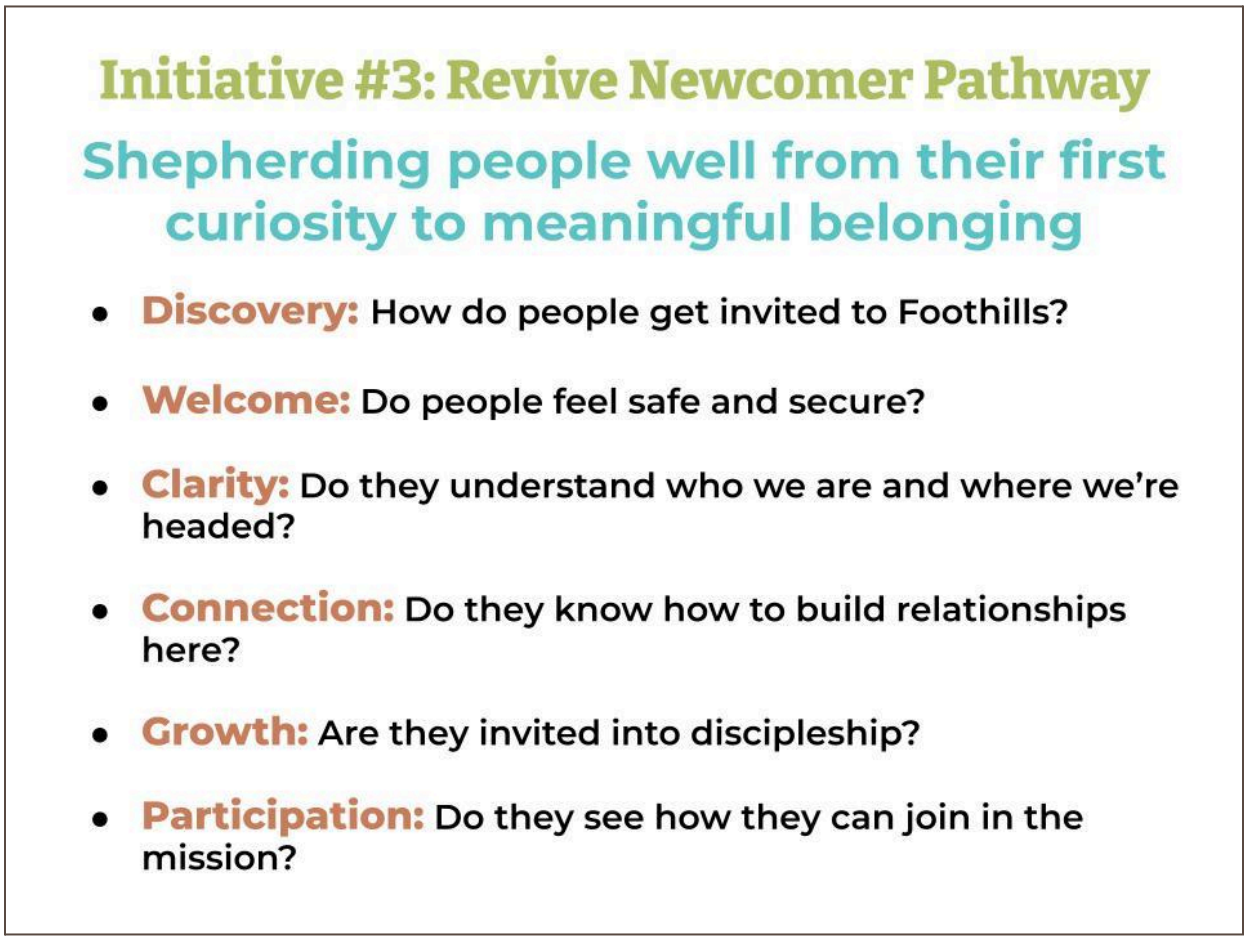
As groups grow larger, they may divide into additional groups. So we want to provide training for new leaders and continued development for existing leaders.

Community groups are happening, and we hope they will grow. If you're not involved in one, we hope you'll find your way into one, because we see this as a key way people learn and grow.

Regis Friend Cassidy:

I don't know if this was said before, but these are in no particular order.

Initiative number three is interconnected with some of the other initiatives, especially community groups and finding partnerships. This is really about defining, shaping, and fleshing out our newcomer pathway. I actually thought of another name I like even better: the newcomer journey.



As you can see, those are the steps someone would likely go through as they get connected and plugged into Foothills and become part of our community. This is about shepherding people well, from their first curiosity to meaningful belonging.

This isn't just a feel-good goal. It's going to require intentional systems, processes, and participation. It will also require making sure we are intentionally connected with the newcomer through their journey so we can serve them well.

One reason I'm up here talking about this is that some of this is digital-based. With discovery, we will continue to audit our digital

systems. How are we reaching people online? How are we inviting people from our workplaces and neighborhoods? It's not just online.

We also need to be intentional about how we welcome people here. Mark Anderson has put out a call for growing the hospitality team, and Jesse reminded us that we are all on the hospitality team.

We're open to input on all of this. How can we be more hospitable and welcoming? Jessica, with children's ministry, is rethinking how we can improve our messaging to families. Right now, we don't really have children other than my two young kids. We need to be intentional about communicating that Foothills wants to be a family of families, including families with children.

After people feel welcome, we need to be clear about who we are and what we're about. That's one reason we went through the VCM process. We now have a biblical purpose, values, and a vision statement.

Paul mentioned bringing back a newcomer class or luncheon. We need processes to clarify the message of Foothills. Then we help people get connected and grow by plugging them into community groups.

Most importantly, if this is going to be an intentional initiative, we all need to participate. As newcomers go through this journey, we

want them to discover their spiritual gifts and become part of our family, which includes serving.

Next, we have initiative four.

Scott Jones:

The fourth initiative is to get started on that strategic partnership and initiate one partnership.



We want to focus on the local community around us. There was also a realization of the importance of families and the benefit if

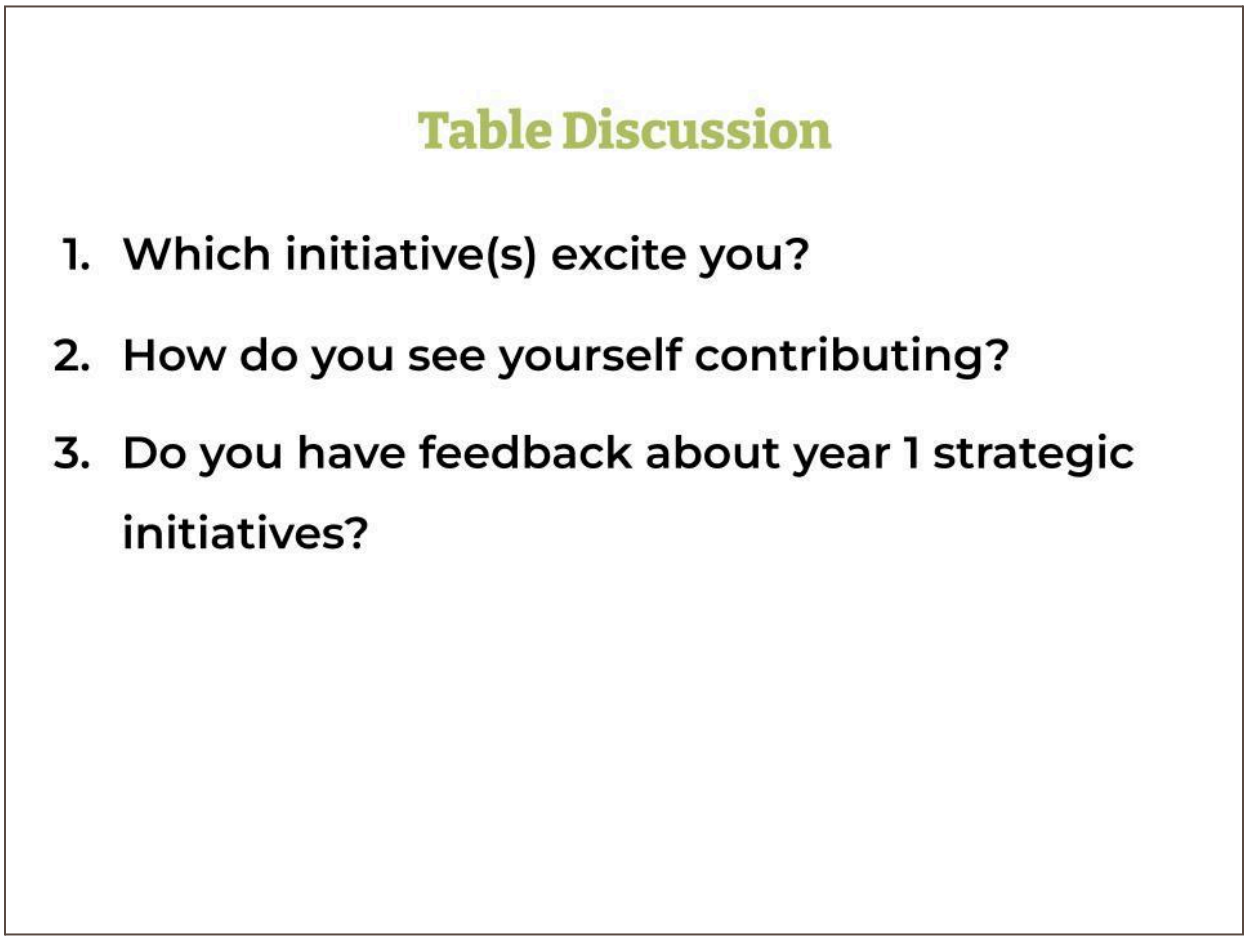
that partnership focused on young families and working with them.

We envision this initially being staffed by members of Foothills. We've also talked about bringing in people from the community who may be interested in the partnership, even if they are not yet interested in following Jesus. That could involve welcoming different worldviews from ours.

We've had several ideas shared. For example, Noah's Ark Preschool was mentioned as a possible partnership opportunity. There's another organization called Shine. There are neighborhood associations around us that sometimes rent our facilities for meetings. Those are options, and there are many more.

We want all of us to think about this and brainstorm partnership ideas.

Now we're going to shift to table discussion.



We're interested in feedback on these four initiatives. Which ones excite you? Which ones do you see yourself participating in? Are there changes or additions you'd suggest?

There are printouts of the initiatives on your tables. We'll talk at the tables for a few minutes, and then we'll go around with microphones so everyone can hear the feedback.

Let's go ahead and get started.

[BREAK FOR TABLE DISCUSSIONS]

Okay, everyone, we're going to transition into handing out the microphones and letting people share.

When we're done here, Victoria will wrap things up in prayer. We also need to transform this room back so House of Life can use the facility. We have communion as well, so we're going to need to move quickly.

Rod and Paul will have microphones, and I'll manage the sound.

Jim Lasché:

Just one idea to share is that the elders are considering employing an agency that does a lot of the searching for pastors and much of the staff work. That would greatly reduce the burden on the pastoral search committee, other than interviewing and some related responsibilities.

Scott Jones:

We're looking for feedback. What excites you? What do you want to be a part of? What input would you like to make into this process?

Christine Cassidy:

I'm going to have Mike help me because I'm not very good at zeroing in on stuff. Our group mainly seems to be excited about—

We talked about some things that came up. Rosemary suggested maybe doing something like Paul's and Andrea's group did—a summertime potluck where we play games. I've been reading a book series about Father Tim Cavanaugh, an Episcopal priest, and it reminded me of how it was when I grew up.

I think it's nice when families invite the pastor's family for a meal. That would be a good way to get to know them better. Mike mentioned more fun nights. Somebody even said square dancing.

Mike Matheny:

We're really interested in continuing our community groups and building them. We're talking about starting a new one out on the west side in Rio Rancho.

I've been part of small groups for 50 years, so I see the benefit. Even small groups can get together occasionally to fellowship and do things. I like the idea of larger fellowship activities—game nights and different things where we could invite friends in a non-threatening way.

I like the summer picnics. I think they're great for the congregation.

Rod Pauls:

Thanks, Mike. If there's a desire to start a new community group, please bring that idea to me so I can include it with everything else we have going on.

Mattea Pauls:

On the fourth point, I think it would be good if we could partner with programs that provide community service opportunities, particularly for youth. We could get involved with volunteer opportunities more easily and possibly summer missions or service opportunities overseas.

Just really creating opportunities for youth and younger people to serve in the community.

Cody Spaulding:

We were also thinking of ways to expand our youth group, possibly through alumni programs or by getting more parents involved so we can get more youth involved. We think there's expansion potential there.

Ben Young:

Our table talked about making sure we have the ability to get these four initiatives organized and running, because it's a lot to put on a small group of people.

We were especially excited about initiative four—working with a strategic partnership in a way that helps revitalize the newcomer journey and stress test it, making sure the newcomer class curriculum is ready to run when someone comes through the process.

We also talked about being a fixture in the community so people see Foothills as a resource and say, “I don’t need to be Christian to come here, but I want to find out why these people are so generous, loving, and kind.”

Paul Droege:

I’ll summarize our table. We talked mainly about community groups and the need for both multi-generational groups and service opportunities where generations mix, as well as groups focused on particular life stages like youth, singles, or empty nesters.

There’s a place for both. People sometimes need a group where they fit naturally, but we also need to mix groups together in service activities so youth are interacting with older people, and different groups connect across boundaries.

That cross-pollination creates opportunities for discipling, raising up new leaders, sharing wisdom, and creating excitement when people new to faith grow quickly.

Victoria Cain:

I'm handing out some scriptures the Lord gave me to reflect on where we've been, where we're going, and how we'll get there. You don't need to look at them now, except maybe during prayer.

At our table, it was exciting to see different people interested in serving in different initiatives.



Hiring a new pastor is essential. We want someone inspirational and empowering—not someone who does everything, but

someone who works in partnership with the people here and those who become part of this community.

Community groups are essential because they help people get to know each other at deeper levels. It takes time to develop intimacy and depth.

Reviving the newcomer journey is important because we need newcomers. They need a place to belong.

The strategic partnership is also exciting.

I see all of these as equally essential. Whichever initiative each of us gets involved in, they are equally important.

Let's take a moment of quiet and reflect on what we've been through since September and our first summit in October.

[Prayer]

Lord, we are grateful for receiving a kingdom that cannot be shaken. So we offer to you our acceptable worship with reverence and awe, for you are a consuming fire.

You have pierced our hearts here with your love, your power, and your presence. You say, "I am God, and there is none like me." We trust that your counsel will stand and that you will accomplish all your purposes.

We commit ourselves to dwell in unity and be led forth by you in these coming days. We are on our way to welcome seekers, to grow in our faith, and we commit ourselves to lift up our drooping hands, strengthen our weakness, and make straight paths for our feet, so that what is lame may not be pulled out of joint but rather be healed.

We seek your healing for this community. We seek your healing for the neighborhoods in which we find ourselves. We seek peace and holiness, without which no one will see you.

Lord, thank you, Father. We praise your name. We bless you.

We are excited and a little bit scared, but we are confident that you are guiding us.

"The Lord bless you and keep you; the Lord make his face shine on you and be gracious to you; the Lord turn his face toward you and give you peace."'

Numbers 6:24-26

PLEASE JOIN US FOR WORSHIP
SUNDAYS AT 9:30 AM

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