

Community Outreach Implementation Team – Executive Summary

Introduction

Ask yourself this question: “If St. Andrew’s ceased to exist, would the neighborhood miss us?” How could St. Andrew’s become so essential to our local schools and neighbors that they literally couldn’t imagine life without us?

The Community Outreach Implementation Team is charged with the responsibility of developing plans for three areas:

- Outreach to the Surrounding Community
- Equipping and Mobilizing our Church Community
- Developing a culture of Extreme Hospitality

Each of these areas has its own Executive Summary and would be implemented by separate departments, though all would be working closely together in the new church organization:

1. Community Outreach (working with the Mission and Outreach Department)
2. Equipping and Mobilizing (working with the Relational Discipleship Department)
3. Extreme Hospitality (working with the Care and Connecting Department)

Outreach to the Surrounding Community

St. Andrew’s sixty-year history is full of examples of how we have been a vital part of our local community. The authors of the Vision Report discovered, however, that over the years we have lost our reputation for having a positive impact on our community. The report concludes, “Our roots and location demand that we be an integral part of the community. In addition this was a founding ideal of the church.”

Our Mission Statement is two fold – A church known for serving our Community and the World. Educate and mobilize our congregation to serve the needs of the community.

Our Focus Area – Often referred to as a circle with a three mile radius from the church, we have squished it to eliminate the area over the ocean and to include an area with more natural boundaries. The south boundary is the ocean, the west boundary is the Santa Ana River, the north boundary is the 405 and 73 freeways, and the east boundary is a line that would separate Newport Coast from Laguna Beach. Maps and census data for this area can be found in the full implementation report.

What We’re Not Saying – The Community Outreach implementation team isn’t suggesting we neglect our current ministry to partners around the globe or locally. Our team recognizes that we are missionaries wherever we are and the long-term goal is that every St. Andrew’s member is a disciple who is equipped to shine the light of Christ wherever God has placed him or her. Yet there is a clear call from the congregation to outreach to our immediate neighborhood as a mission field and our recommendations reflect this mandate.

Community Outreach Recommendations

1. Recognize the 3-mile radius (local neighborhood) as a legitimate and strategic mission field along with current global, national and local mission fields.
2. Begin reconciliation immediately with the local neighbors that leads to a relationship of mutual trust and cooperation in our community
 - Create community gathering opportunities in 2009 to hear the needs of the local community and develop programs/meetings to address these needs. Organizations such as local Police and Fire Departments as well as Hoag Hospital can partner with us to provide help for these community needs (earthquake preparedness, substance abuse education, parenting classes, support groups, traffic concerns)
3. Fund the Student Ministries Outreach Director from the Mission Department in 2009 (in progress).
4. Establish a budget in 2009 sufficient to enable outreach initiatives within our 3-mile radius.
5. Support existing community programs in the schools by engaging with the school staff in order to hear where the church can come alongside them to serve the students.
 - The church will reach out to the school immediately through Challenge Day in 2009 and participate in one or more of the following in 2009: support tutoring programs; provide counseling and drug/alcohol abuse education; create ESL classes; serve the Hispanic community; and respond to ongoing needs expressed by school staff, students and their families.
6. Name a full-time Mission Pastor by Oct. 1, 2008 (done)
Strategic Priorities for the Mission Pastor:
 - Oversee the entire Mission Department but have an emphasis in 2009 on creating outreach opportunities and being personally engaged within the 3-mile radius (the schools would be a strategic starting point)
 - Monitor closely the effectiveness of financial and human resources allocated to local, national, and global mission and implement changes, as appropriate, for the changing world environment and St. Andrew's priorities.
 - Engage the congregation in mission through preaching and teaching and enlist people to begin serving immediately (Grand Opening, Challenge Day).
7. Realign Mission Department staff, resources, responsibilities, and structure to properly serve the mission field of the immediate neighborhood along with current global, national and local mission. This restructure should keep the following priorities in mind:
 - Equipping (educate, enlist, train and empower) our church members for specific outreaches to the schools and neighborhood.
 - Partnering with the Relational Discipleship Department to create a church wide equipping and mobilization model (see Equipping Executive Summary below).
 - Working closely with the Student Outreach Director to further the impact on staff, students and their families.

Equip and Mobilize Our Community – Executive Summary

Equipping ministries and strategies underlie and are a necessary component of the “larger” strategic initiative of Relational Discipleship and creating a missional church at St. Andrew’s. The goal of equipping ministries and strategies is to grow people spiritually through serving others and being served. Jesus in the feeding of the 5,000 [*John 6:1-14*] used that serving opportunity to equip and grow His disciples. The goal is not the serving per se. The goal is to use the serving opportunities to grow and to make disciples. It’s a win-win. God’s grace is extended to meet needs and disciples are grown.

Equipping is much more than just educating or training. It’s about **inviting** and **motivating** people toward involvement, toward serving. It’s about **connecting** people with people and people with serving opportunities. It’s about **matching** giftedness and resources with needs. It’s about **creating** a hospitable environment that nurtures community, service, and personal growth. It’s about **leading** and **casting** a vision for growing as disciples and for making disciples. It’s about **encouraging** each other and **building up** the body of Christ. It’s about doing church as a team. [*1 Corinthians 12: 12-27*]

Mission: Identify and equip leaders within the congregation who will prepare, train and empower our St. Andrew’s family to serve others in order to grow and make new disciples.

The desire is to create an environment, a culture of serving others – serving our St. Andrew’s family, serving our community, serving our world – by powerfully equipping our saints for works of service. A culture led by equipping-minded pastors and every ministry leader – paid or unpaid – an equipping-focused leader.

By embracing an equipping church model, St Andrew’s will identify, train, and mobilize equippers proactively to expand its leadership depth and serving reach. The equipping model begins with the mindset of the ministry leaders and their embracing of Ephesians 4:11-13.

Specific recommendations to implement this equipping model follow:

1. Encourage the Co-pastor Nominating Committee to accept only equipping-minded pastors.
2. Fill ministry leader positions – paid and unpaid – with equippers.
3. Create an Equipping Team that works with the Relational Discipleship Department to implement a church-wide equipping model that installs a church-wide mind set in the operation of existing ministries and the development of new ministries and provides the resources and leadership orientation and training necessary to make this transition. The goal of the Equipping Team would be to instill this equipping value throughout the leadership and operations of St. Andrew’s. Don Cousin’s 2008 book *Leadershift* and the associated training materials are possible resources for training our leadership in this equipping mindset. Once this goal is accomplished, this team recedes into the background to provide support only on an as needed basis to specific ministries on request and to keep abreast of and share best practices.

“Extreme” Hospitality – Executive Summary

To reach out and be hospitable to our community requires a culture of hospitality. Hospitality begins at home. That is, a hospitable culture is an equipping culture for community outreach.

- A hospitable culture attracts, retains, and assimilates new members.
- There is no such thing as an inhospitable “third place.”
- Hospitality must start with our people and staff. Hospitableness breeds hospitableness. It is an essential ingredient of an equipping culture.
- If people in the community feel we care, then they will be open to share needs with us. It starts with caring and serving. It starts with being hospitable. It starts with listening. It starts with really wanting to know one another – to know our community.

Hospitality is about every aspect of the St. Andrew’s campus being warm, inviting and accepting. It’s about what one hears when one’s on campus – laughter, one’s name, celebration, thanksgiving, prayer, etc. It’s about what one sees when one’s on campus – smiles, eye contact, informality, color, signage with information/directions, etc. It’s about what one smells and touches when one’s on campus – coffee, BBQ, flowers, hugs, handshakes, etc. It’s about what one feels or senses when one’s on campus – friendliness, acceptance, compassion, community, authenticity, love, and the Holy Spirit. It’s about being a 3rd place – after home and work – for the people in the St. Andrew’s family and in the community.

Hebrews 13:1 & 2 [NIV] Keep on loving each other as brothers and sisters. Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it. *Note: This verse was inscribed in the wet concrete of the new Welcome Center.*

Vision: To be a caring, joyful and colorful place prepared for all generations to celebrate and share God’s love together.

We want to move from the stiff formal culture described in the Vision Report to a warm, friendly, caring, and connecting culture that builds community. The team envisions a culture that seamlessly engages people by connecting people with people and people to places of passion. It envisions a culture – people and spaces – that is fertile ground for growing in Jesus together.

The recommendation is to create a church-wide Hospitality Team working with the Care and Connecting Department that intentionally works toward implementing the vision described in this report. Specifically, this team will work with staff and ministries to:

1. Create an environment where people think of St. Andrew’s as being their 3rd place and continually seek ways to increase and improve 3rd place outreach opportunities.
2. Give oversight and direction to major touch points: (a) campus signage, (b) parking lot, (c) lobby, (d) Plaza, (e) Welcome Center, (f) greeters, (g) ushers, (h) Coffee Corner, (i) all church events such as picnic, tent events, etc.
3. Integrate assimilation components such as Discovery, discipleship, new member classes, DRW, ECS, WATCH and other outreach/service ministries.

Examples of implementing these concepts are provided in the original report.

Conclusion

As we engage in outreach to our surrounding community and simultaneously create an equipping and hospitable culture at St. Andrew’s, our prayer is that we will become the kind of church that our local schools and neighbors would consider essential to their well-being.