



Strategic Plan
Adopted June 26, 2016

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Approved by Church Council on June 7, 2016

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Strategic Plan 2016

Purpose Statement

Eden Church is a multi-cultural faith community that welcomes all and strives to follow Christ's example by:

- **Worshipping God who is still speaking,**
- **Nurturing Christian spiritual growth and well-being for people of all ages,**
- **Offering hospitality and sanctuary and responding to the needs of our community, and**
- **Managing our capital and human resources in a sustainable manner.**

Goals & Strategies

In order to fully embody our Purpose Statement, the following strategies will be implemented in the next three years.

Worship Practices Team

A. We will explore ways to complement our worship practices through music and the arts by creating a team (The Worship Practices Team) to explore the introduction of different styles of music and contemporary worship elements in our current "classic-style" worship, while retaining our emphasis on progressive Christian theology.

1. A church member interested in worship practices and with good facilitation and communications skills will be appointed by Council to be the Team Facilitator by August 15, 2016.
2. The only team member prerequisite is to have an interest in worship practices and the church's liturgical life; however, people who possess skills in the following areas are particularly needed: a) musical talent and training, b) audio-visual, multimedia experience, and PowerPoint experience c) visual artists, d) prose and/or poetry writing, e) public speaking ability, and/or f) reflect the cultural diversity that we are striving for as a congregation.
3. Interested team members will be identified from completed Time and Talent Surveys (see attached) to be mailed to all members by July 15, 2016, nominated from interested members by the Strategic Planning Team, and confirmed by the Council by September 15, 2016. The Worship Practices Team will also include the Senior Minister, Music Director, and Deacons.
4. The Worship Practices Team will meet between September 15 and October 16, 2016 to draft a basic work plan. The basic work plan will include suggestions on how to:
 - a. Enhance congregational singing by selecting easy-to-sing songs that are familiar to the congregation and offering opportunities to learn new songs through practice sessions.

- b. Create a music resource list and identify music literature for Eden's music ministry that includes vocal and instrumental music, including genres that have, in the past, been less frequently part of Eden's worship services, such as jazz, Latin, folk, praise, world, pop, and rock.
 - c. Assess if the installation of a multimedia system in the Main Sanctuary would enhance the worship service by projecting digital images, lyrics, text, and video.
 - d. Vary the order of worship and include interaction among congregants during the worship service.
 - e. Offer opportunities for members to share their own spiritual journeys in worship and fellowship.
 - f. Invite spiritual leaders from other churches and faith traditions to participate in worship at Eden.
 - g. Incorporate specific time for personal reflection and prayer in worship.
5. The Worship Practices Team will attend a planning session with our Strategic Planning consultant John Wimberly on Sunday, October 16 to further develop their basic work plan.
 6. Thereafter, the Worship Practices Team will report their work plan progress at quarterly after-worship meetings to which the congregation will be invited to attend, listen, and offer suggestions. The Worship Practices Team will complete their work by September 15, 2017, approximately one year after their work begins.

Congregational Life Team

B. We will develop more approaches to retain our current church membership and attract new church members with a focus on teens, young adults, and families with children, and with Spanish-speaking neighbors by creating a team (The Congregational Life Team) to explore how to increase interaction among our members and among our members and our neighboring community.

1. A church member interested in Congregational Life and with good facilitation and communications skills will be appointed by Council to be the Team Facilitator by August 15, 2016.
2. The only team member prerequisite is to have an interest in Eden's Congregational Life; however, people who possess skills in the following areas are particularly needed: a) people and social skills, b) event planning skills c) marketing and publicity skills, and d) knowledge of faith formation processes and spiritual practices, and/or e) a cultural heritage that differs from Eden's founders, and/or cross-cultural education and/or cross-cultural experience.
3. Interested team members will be identified from completed Time and Talent Surveys to be mailed to all members by July 15, 2016, nominated from interested members by the Strategic Planning Team, and confirmed by the Council by September 15, 2016. The Congregational Life Team will also include

the Associate Minister and the chairs of Education & Spiritual Life, E-Team, and Stewardship.

4. The Congregational Life Team will meet between September 15 and October 16, 2016 to draft a basic work plan. The basic work plan will include suggestions on how to:
 - a. Initiate a series of small group meetings for fellowship such as lunch/brunch or supper groups in members' homes.
 - b. Plan, publicize, and implement more intergenerational activities open to members and friends.
 - c. Plan, publicize, and offer faith formation activities such as spiritual retreats and small groups to learn about spiritual practices.
 - d. Attract more members by participating in local community events, creating community-friendly events, and routinely following up with church visitors.
 - e. Identify members who are willing to be part of a discipleship ministry that helps newcomers form friendships and identify meaningful ways to participate in church life in addition to worship, and that encourages and inspires current members to stay engaged with the congregation.
 - f. Consider methods for tracking attendance and how to reach out within a month to those who have been absent from worship.
 - g. Reach out to local Spanish-speaking neighbors and evaluate the use of translation services to encourage their participation in worship, fellowship, and other church activities.
 - h. Support the Eden Area Interfaith Council and encourage member involvement in local interfaith activities.
5. The Congregational Life Team will attend a planning session with our Strategic Planning consultant John Wimberly on Sunday, October 16 to further develop their basic work plan.
6. Thereafter, the Congregational Life Team will report their work plan progress quarterly at after-worship meetings to which the congregation will be invited to attend, listen, and offer suggestions. The Congregational Life Team will complete their work by September 15, 2017, approximately one year after their work begins.

Congregational Caring Circle

- C. The Congregational Caring Circle will provide encouragement and support for all members by providing spiritual care. The Caring Circle will identify a lay-caring ministry training program such as the UCC Called to Care Ministry or the Stephen's Ministry and arrange for interested members to receive training in order to enhance their ability to provide spiritual care for members of the congregation and neighboring community.**

Outreach & Cultural Learning

D. We will strengthen mutual understanding of the cultural background and life experience of the different demographic groups within Eden Church and in the Eden Area by creating a team (Outreach and Cultural Learning Team) to explore our various cultural experiences and to ensure that all people in the Eden area are welcome and safe.

1. A church member interested in outreach and cultural learning and with good facilitation and communications skills will be appointed by Council to be the Team Facilitator by August 15, 2016.
2. The only team member prerequisite is to have an interest in Eden's Outreach & Cultural Learning practices; however, people who possess skills in the following areas are particularly needed: a) is able to communicate in a language other than English, b) has a bicultural and/or multi-cultural heritage and/or cross-cultural education and/or experience, c) has knowledge and/or experience in community organizing, d) has native ability and/or training in innovation, or is culturally-curious, e) identifies as lesbian, gay, bisexual, or transgender f) familiarity with the Cherryland community, and g) knowledge and/or experience of Cherryland's current and anticipated socio-economic opportunities and challenges
3. Interested team members will be identified from completed Time and Talent Surveys to be mailed to all members by July 15, 2016, nominated from interested members by the Strategic Planning Team, and confirmed by the Council by September 15, 2016. The Outreach and Cultural Learning Team will also include Senior Minister, Compañeras Coordinator, and a representative of ESLO.
4. The Outreach and Cultural Learning Team will meet between September 15 and October 16, 2016 to draft a basic work plan. The basic work plan will include suggestions on how to:
 - a. Plan, publicize, and conduct multicultural and cross-cultural trainings and collaborative events such as community meals, a neighborhood block party, simulation exercises, and cultural festivals.
 - b. Explore and discuss church and community issues and clarify the relationship between the Church and its elected leaders and community groups and leaders who form partnerships with the Church.
 - c. Invite a variety of neighboring community members with differing cultural experiences and gender and sexual identities and/or orientations to share their stories during worship and through the Church's communications channels.
 - d. Offer a "Taste & See" program in Spanish for "Padres Unidos" members.
 - e. Support Comida para Cherryland and our adopt-a-school relationship with Cherryland Elementary, including advocacy for the timely construction of the new K-8 school funded by Measure L, volunteer tutors, and field trip chaperones.

- f. Support the Hayward Area Faith and Community Leaders Coalition and their work to improve the Hayward Unified School District Board.
 - g. Provide technical support for Padres Unidos' efforts to promote community health and safety through external grant funding.
 - h. Provide current church members with background information about the challenges and opportunities facing first-generation Mexican immigrants in housing, health care, and labor practices.
 - i. Hold film screenings at Eden Church on topics relevant to our community like immigration reform, worker justice, affordable housing, economic development, unlearning anti-Latina/o racism, etc.
 - j. Utilize the Church's communications channels to promote local neighboring community activities and events.
 - k. Explore and identify what LGBT programs Eden Church should support in our local church and community.
5. The Outreach and Cultural Learning Team will attend a planning session with our Strategic Planning consultant John Wimberly on Sunday, October 16 to further develop their basic work plan.
 6. Thereafter, the Outreach and Cultural Learning Team will report their work plan progress at quarterly after-worship meetings to which the congregation will be invited to attend, listen, and offer suggestions. The Worship Practices Team will complete their work by September 15, 2017, approximately one year after their work begins.

Capital and Human Resources

E. We will manage our capital and human resources in a manner consistent with good stewardship practices, mindful of the needs of future generations, while recognizing that church growth requires us to use our financial and human resources to support Eden's programs, both internal and external, and care for our campus.

1. We will set aside \$250,000 from the proceeds of the Oliver property sale received from the sale of the Lucky's Store in Castro Valley for capital needs.
2. We will fund and hire a part-time operations manager or equivalent to take responsibility for building management and coordinating long-term leasing as defined in the Council-approved job description (\$40,000 annually).
3. The Personnel Committee will seek input from the three Teams created by this Strategic Plan to develop for consideration by Council a job description and salary information for a part-time youth/young adult activities coordinator to coordinate youth and young adult activities and a job description and salary information for a part-time bi-lingual community organizer to coordinate outreach with resident in our neighboring community, to assist community leaders in obtaining funding for parenting education and support, and to facilitate participation of community members in Church activities. When developed and

approved by Council, these positions will be funded by proceeds received from the sale of property held in the Oliver Trust and the LLC.

4. We will use Oliver property sale proceeds to cover any annual expenses not covered by pledged and other giving while encouraging members to increase their pledging annually by Bay Area Consumer Price Index. At current congregational giving levels, this is estimated at approximately \$90,000 annually.

In order to kick off the teams described above and to provide appropriate staff support without overburdening our current employees, especially our ministerial staff, we will ask E-Team, Stewardship, and ESLO to function as a committee of the whole meeting periodically, suspend member-sponsored events, and postpone the annual holiday bazaar until the Spring of 2017.

Eden Area Foundation

F. We will encourage the use of Eden Area Foundation resources to advance the goals and strategies in this Strategic Plan. Specifically we will:

1. Share the Strategic Plan with the Board of Directors of the Foundation.
2. Encourage the Directors of the Foundation to consider the goals and strategies in this strategic plan when making grants to community organizations and to the Church.
3. Encourage the Directors of the Foundation to consider strategies, such as micro-lending, to invest its capital, as well as its grants, in the local community.
4. Encourage the EAF to launch its own strategic planning process within the next year or two to complement the plan being implemented by the Eden Church.

Draft 2016-17 Program Calendar

Strategic Plan Dates Highlighted

Jun 08	Comida
Jun 12	Budget Q & A Workshop
Jun 12	Taste & See
Jun 12	Ball Park Sunday
Jun 19	Strategic Plan Workshop
Jun 22	Comida
Jun 26	151st Annual Meeting
Jul 09	Castro Valley Pride
Jul 10	21st Open & Affirming Anniversary Celebration
Jul 13	Comida
Jul 15	Mail Time & Talent
Jul 23	Family Painting Party
Jul 27	Comida
Aug 10	Comida
Aug 10	Backpack Distribution
Aug 19	Time & Talent Surveys Due
Aug 24	Comida
Sep 11	Confirmation Classes Begin
Sep 14	Comida
Sep 15	Strategic Plan Teams Approved
Sep 15	Strategic Plan Teams Begin Meeting
Sep 18	Taste & See
Sep 25	Confirmation Class
Sep 28	Comida
Oct 02	World Communion Sunday
Oct 02	Neighbors in Need Offering
Oct 09	Confirmation Class
Oct 12	Comida
Oct 15	Ashland-Cherryland FamFest
Oct 16	Strategic Planning Meeting
Oct 23	Confirmation Class
Oct 26	Dia de los Muertos/Ofrenda
Oct 26	Comida
Oct 30	Semi-Annual Congregational Meeting
Nov 06	All Saints Day
Nov 09	Comida

Nov 12	CV Festival of Lights Parade
Nov 13	Confirmation Class
Nov 23	Comida
Nov 24	Thanksgiving
Nov 26	Advent/Nacimiento Decorating Party
Nov 27	First Sunday in Advent
Dec 04	Taste & See
Dec 04	Second Sunday in Advent
Dec 04	Confirmation Class
Dec 11	Third Sunday in Advent
Dec 11	Christmas Pageant
Dec 11	Happy Birthday Jesus
Dec 14	Comida
Dec 18	Fourth Sunday in Advent
Dec 24	Christmas Eve
Dec 25	Christmas
Dec 28	Comida
Jan 08	Tres Reyes Celebration
Jan 08	Confirmation Class
Jan 11	Comida
Jan 16	MLK Birthday Celebration
Jan 22	Congregational Meeting-Strategic Plan Teams Report
Jan 25	Comida
Jan 29	Confirmation Class
Feb 08	Comida
Feb 12	Confirmation Class
Feb 20	President's Day
Feb 22	Comida
Feb 26	Confirmation Class
Mar 01	Ash Wednesday
Mar 08	Comida
Mar 12	Confirmation Class
Mar 22	Comida
Mar 26	Confirmation Class
Mar 26	One Great Hour of Sharing Offering
Apr 02	Taste & See
Apr 02	Confirmation Class
Apr 09	Palm Sunday
Apr 12	Comida
Apr 13	Maundy Thursday
Apr 14	Good Friday
Apr 15	Shir Ami Passover Celebration
Apr 16	Easter

Apr 23	Congregational Meeting-Strategic Plan Teams Report
Apr 26	Comida
Apr 30	2017-18 Stewardship Pledge Drive Begins
May 07	Confirmation Class
May 10	Comida
May 13	Rowell Ranch Parade
May 14	Youth Sunday
May 14	Festival of the Christian Home
May 21	Confirmation Class
May 21	Stewardship/Dedication of Pledges Sunday
May 24	Comida
May 28	Memorial Day
Jun 04	Bravo Sunday
Jun 04	Confirmation Sunday
Jun 11	Taste & See
Jun 14	Comida
Jun 25	152nd Annual Meeting
Jun 28	Comida
Jul 12	Comida
Jul 15	Strategic Plan Teams Complete Work

Time & Talent Survey – Strategic Planning Teams

The Strategic Plan adopted by Eden Church on June 26, 2016 calls for the creation of three implementation teams.

The Worship Practices Team will explore the introduction of different styles of music and contemporary worship elements in our current “classic-style” worship, while retaining our emphasis on progressive Christian theology.

The Congregational Life Team will develop approaches for retaining our current church members and attracting new church members with a focus on teens, young adults, and families with children, and Spanish-speaking neighbors by exploring how to increase interaction among our members and among our members and our neighboring community.

The Outreach and Cultural Learning Team will strengthen mutual understanding of the cultural background and life experience of the different demographic and LGBT groups within Eden Church and in the Eden Area by exploring our various cultural and LGBT experiences and to ensure that all people in the Eden area are welcome and safe.

If you are interested in serving on one of these Teams approximately one year, please complete the form below and return it to Pastor Arlene by Friday, August 19.

Name

Address

Best way and time to contact you (home phone, cell, Facebook, etc.)

Are you a church member? Do you participate in Eden Church programs? If so, please list the programs that you are currently involved in.

What is your cultural heritage? What other cultures are you familiar with?

What's your religious background (i.e., UCC, Catholic, etc.)?

What languages do you speak?

Are you interested in serving on one of the teams described above? Which one and why?

To help us get a full sense of your interest and areas of talent/skill, please indicate those areas below where you have special interest or experience:

Worship Practices

- Musical talent, skills, and/or training
- Audio-visual, multimedia experience, and PowerPoint experience
- Visual art
- Worship & Liturgical Arts
- Write poetry or prose
- Public speaking

Please tell us more about your interest and skills in Worship Practices, particularly any areas that you checked above:

Congregational Life

- People and social skills
- Event planning skills
- Marketing and publicity skills
- Knowledge of faith formation processes and spiritual practices
- Cross-cultural education and/or cross-cultural experience

Please tell us more about your interest and skills in Congregational Life, particularly any areas that you checked above:

Outreach and Cultural Learning Team

Community organizing

Innovator

Culturally-curious

Multicultural training

Familiarity with the Cherryland community

Knowledge and/or experience of Cherryland's current and anticipated socio-economic opportunities and challenges

Please tell us more about your interest and skills in Outreach and Cultural Learning, particularly any areas that you checked above:

If you are interested in serving on one of these Teams, please complete the form below and return to Pastor Arlene by Friday, August 19.

Addendum A
Strategies Submitted by Church Members and Cherryland Community Leaders

Worship

1. More interaction during worship service among congregation – for ex. What Pastor Pepper did during her sermon on 4/10
2. More intergenerational activities like Family Game Night
3. Livelier music such as today's (4/17) offertory piano piece which was wonderful
4. Small group dinners such as Skyland UCC (Los Gatos) "Salt Shakes" for home fellowship (8 people but different people each time to get to know each other
5. Establish a regular young adults group with monthly meetings
6. Explore the use of video to complement the worship service: help with hymn singing, broadcast announcements, and highlight point of sermon
7. More music concerts & activities for the community
8. I like the passing of the peace
9. We're (mostly Arlene) doing a great job keeping the kids engaged with invitations to b-ball games etc. outside of worship service.
10. Need at least one familiar hymn in each service
11. Outreach and translation services to Spanish speaking families. In Hayward, Latinos are your biggest demographic, many have young families and they are underrepresented at this church.
12. Make sure advertisements are on as many web pages as possible. Not just Yelp. Have people comment on Yelp (give reviews)
13. Children with instruments; children singing solo
14. Hire section leaders to support the choir. Professional singers who would attend every rehearsal and service to assist in learning music and bolstering the sound of the group
15. One Sunday per month invite instrumental musicians to join the music worship
16. Explore the possibility of holding a contemporary worship service on a weeknight featuring praise music & a faster-paced worship style
17. Provide/organize small groups for fellowship and Bible study etc. around Sunday service: Maybe small group at 10 am, regular worship at 11 am, and church fellowship at 12 noon
18. Hire an associate/assistant pastor for youth and young adults
19. Spanish via headsets
20. Songs that we can easily follow. Too hard to follow means we do not apprehend the meaning of the words. This will impact retention.
21. More joyful music.
22. Music needs singers we can easily hear and follow. Mic the choir at minimum. Or have worship leaders. This will impact retention/repeat visitors
23. I love the way we do communion – sans Spanish
24. When people don't come for a while—a call to find out why
25. Appreciate people who offer to participate and find room and time for them to do so
26. I would like opportunities for worship other than Sunday morning
27. A worship band would help a lot. No need for a base guitar or anything loud. It should fit our culture but confident singers we can easily follow, a guitar, and a piano for example would be amazing
28. Add a worship band to help engage youth and young families who have left other churches due to theology or unsupportive community but miss good music.

29. Keep up the Oliver Hall Fellowship
30. Keep strategic planning meetings because hearing from many different people is great information
31. More variety in music—instruments, vocal etc. More familiar hymns.
32. Reach out to members not attending and find out why
33. Occasional music by a band (like John Bulette's)
34. Increase the variability in the order of worship. Not only can this improve the coherence of each service, it keeps the congregation intellectually engaged with what is going on (i.e., no auto piloting through the service).
35. Remember people in prayer who are ill
36. Summertime picnic for all at a popular park, like Lake Chabot or Kennedy. Have games n fun not so much prizes.
37. I like the organ. In addition, I like a variety of music genres and instrumentation
38. I do not like prayers & concerns during the service.
39. E-Team already working on the 2nd year of strategy to attract more members thru presence in Castro Valley Pride, Rowell Ranch Rodeo Parade, & follow up with Church Visitors. We need to continue this strategy.
40. Good engaging music is the key to repeat visitors. For many, it's the gateway. It's one reason why ex Christians miss church. It doesn't need to be flashy but it does need to feel accessible and contemporary.
41. Passing of the peace can make one feel like an outsider.
42. Organist play whole hymn before we sing unknown hymns
43. Have in-home meetings 2 or 3 times a year.
44. Revive a performing arts concert series featuring a handful of yearly concerts given by local musicians/ artists.
45. It would be nice if everyone wore their name tag to engage others in conversations.
46. Cleaner mix of familiar and unfamiliar hymns on a weekly basis. It seems as if some weeks I don't recognize any, some weeks they are all quite familiar
47. Have individuals commit to a team they would like to participate in (exploring scripture, helping with Sunday, building projects and maintenance). _____who is/is not commit to team. Adjust program committee.
48. Teach people how to sing.
49. Marcus Borg says music to be effective must be easy to follow.
50. Introduce and teach a new hymn at the beginning of the service.
51. Try new things but keep some of the old.
52. Glad hymn singing practice is being implemented
53. Alternate choir one week and a worship band the other week if the choir continues. Or have the choir after some songs but the band lead the congregation when we all sing.
54. Fewer hymns: sing all the verses not just one verse, not selected verses (i.e. verse 2, 3, & 5)
55. Mountain Play this summer. (Mountain Play is an outdoor theatre in San Rafael).
56. Plan and implement family-friendly activities outside Sunday worship that are open to members, guests and our neighbors.

Hospitality and Sanctuary

1. Oliver Hall is a great room for games for youth and community meetings

2. Offer after church discussion groups to give people an opportunity to discuss world events and maybe statewide and local events; 2 x per month
3. Create diversity in worship, for example with décor (very colorful fabrics attractive to other cultures) music, and liturgy
4. Continue to ask for hymn requests
5. Maintain relationship with retirement communities
6. Continue to be involved and leaders with interfaith organization throughout Bay Area and support Muslim neighbors.
7. Experiences for our youth group kids i.e. going to the border and learn about services for immigrants, lives, and experiences of immigrants, or exposure to farm work
8. Hold potluck supper and ask participants to bring dish for cultural ethnic origin (Italian pasta)
9. Hold international dance with diverse cultural ethnic dances for members of Eden Church and Eden Area
10. Secret Santa adult members to youth members
11. On a regular basis have a coffee hour in the Oliver Hall for community members; send invitations to homes around the church
12. Try to reach out to member who have not been coming to church
13. Ask new members to join Facebooks (both personal and church FB) and offer to introduce them to friends/groups
14. Provide sermons and possibly handouts about the problems and for our Mexican-American Community, for housing, health care, and wages
15. An area designated as a “community bulletin board where we can post flyers, notifications, etc. relevant to the church community, i.e., services for seniors, family events in the community, peace marches, transportation services, and medical classes
16. Devote one worship service per quarter that would highlight the cultural background / life experiences of various communities that attend church, i.e., Latino, African-American, deaf. Invite Hawaiian song group.
17. Expand campus availability for local organizations like social services, non-profits, girl scouts, and neighborhood associations
18. Hospitality after church in coffee hour is wonderful for guests
19. Invite new members and visitors to Fellowship and Church –offer to pick up and escort and introduce new visitors to church members (Buddy system)
20. Reach out and partner with local artists and musicians. For example, display art in Oliver Hall. (Diversity could be _____).
21. Provide resources for staff to conduct outreach and partnership with grassroots organizations
22. Continue Rainbow Ministry by partnership

Spirituality

1. Faith formation: developmental stages how faith is seen through each person going through things related to their age. Being led by a spiritual leader.
2. Pairing in a sermon where you talked about ex “what you were grateful for”
3. Three minutes to think at the end of the sermon –Silent—ex what can I take from the sermon—moment of silence.
4. Builds reflection with/ in the service; a question with/in the service that the congregation could think on

5. What are your own gifts, how can we use these gifts for the church, i.e., journaling, go to Bible study
6. Multi-faith panel from last March, Episcopal minister, continue interfaith salad potluck
7. Hawaiian choir
8. Connect with other UCC congregations (i.e. Japanese Berkeley)
9. Reports of Mission trips
10. Aztec Drumming
11. Singing from the Sing Hymnal
12. Training to support possible pastoral care
13. Understanding congregation members gifts to be on the team supporting pastoral care
14. Feels that pastoral care is stretched for time. Assistance for pastor from congregation.
15. Exploring spiritual gifts, i.e., retreats and journaling
16. Pulpit exchanges
17. Educational classes with someone & sharing the faith traditions of other faiths
18. Dinner groups where congregation talks about a topic ex walking meditation, moments of silence
19. Pastoral care: food needs for more than just Cherryland; how about a freezer full of casseroles in baggies we can give out to those who need help stocking their food needs

Outreach

1. Community members sharing their stories during worship
2. Cultural humility training for church leadership: lay leadership, staff, & pastors
3. Citizenship assistance: a) classes—how to, b) training for getting a green card, and c) relieving fear factor by getting them to vote and getting them involved
4. Inform “Padres Unidos” what this church is about in Spanish (A Taste & See in Spanish)
5. Film screenings at Eden Church on topics relevant to our community neighbors like immigration, undocumented work, anti-Latino racism, etc. A focus on educating our church and beyond about the challenges our neighbors face, and the courage with which they face them.
6. Use EAF grants funds to address neighborhood needs
7. Continue to support Pastor Arlene’s advocacy work with school board
8. Incorporate lessons about intercultural support and cooperation in Sunday school
9. Sermon series on immigration
10. Neighborhood & community events on church website and bulletin
11. Publicity/stories on community TV stories, outreach “Ask Sandra” show
12. Identify community resources & leaders to assess needs
13. Personal invitation to come to Eden Church
14. Purchasing or building a place for people in transition
15. Involvement in schools: improve attendance, aid safety, educate parents as needed
16. Focus groups with community to identify their needs. Cherryland is more than Hispanic immigrants. We are very diverse, with old, young, white, black, Asian-Pacific Islanders, ... the whole package. Inclusion and outreach for all that. Tall order, tall God.
17. Host open house at church for specific neighborhoods to identify needs/issues.
18. Help Cherryland identity. Participate in EALI Economic Development Committee to renew corridors and bring businesses/jobs and housing
19. Sponsor neighborhood “hotline” for community issues (virtual bulletin board)

Cherryland Community Leaders

Supports for Children and Youth:

- Classes. Contemporary dance, gymnastics, art, exercise, joint classes with parents.
- Academic support for children at the school setting (possibly after school). The community leaders suggested that tutors are needed and that Eden Church might be willing to financially support this need.
- Chaperones for Field Trips. Many parents are not able to participate due to the background check (fingerprints) required by the school. Parents would appreciate that members of Eden Church who are willing and able join their children when they go on field trips.
- Orientation/Workshops. Children and Youth would benefit from obtaining information on relevant subjects, such as: Sexual Orientation, Substance Abuse Prevention, Social Media (what to share online and its impact on future job searches). The community leaders as well as the consultant expressed the need to have this information be shared in innovative ways and by speakers who inspire the children and youth (athletes, leaders, activists, etc.).

Supports for Parents/Guardians:

- Regular Meetings. The community leaders suggested that members of the church and members of the community meet regularly to discuss relevant issues and maintain an open channel of communication.
- Trainings/Workshops. The community leaders expressed that many parents in the community are interested in learning more about how to better communicate with children, learning parenting strategies and how to teach their children moral values. To this end, they suggested that Eden Church might support them by providing them with trainings and information.
- Community Organizer. The community leaders expressed the need to have a point person that can help them stay organized and guide them.
- Parent-to-parent support group. Members of the focus group expressed a desire to have a support group where they can meet other parents and have a safe space to discuss difficulties and needs and learn from each other's experiences.
- Inclusiveness. Support for parents of children and youth with special needs via more education and resources.
- Defining their relationship with Eden Church. The community leaders expressed their gratitude for the many ways in which Eden UCC has supported their community and would like to deepen that relationship. They expressed that, at times, they have felt confused about what their role is and they hope to find ways to become more involved with the church and its members.