

## New Hope Family Church Fourth Quarter- Goals, etc.

Andrew Love  
October 5, 2015

Hello New Hoppers,

First of all, thank you for all that you do! Though our efforts may feel insignificant at times, history is transformed by the accumulated efforts of many people just like you.

With that said, I want to recap yesterday's Sunday service- as it was the first week of the last Quarter of the year!!!! I have set some goals for the ministry at large and I have also challenged every single one of you to do the same. Remember the quote from yesterday? Heaven is here for all of those who maintain it within their mind:

*So, where does the Kingdom of God come from? It starts from the mind.  
What kind of mind is that? It is the mind that is victorious over the world.  
Even if the Kingdom of God comes externally, if your mind is evil and cannot harmonize with it,  
then you will have nothing to do with the Kingdom of God.  
Therefore, the foundation to be able to meet the Kingdom of God is not the environment, but  
yourself.  
In this sense, the problem is yourself.  
The foundation to be able to maintain the Kingdom of God is not the environment, but your mind.*

*Rev Sun Myung Moon [True Father]  
Earthly Life and the Spirit World- Part 2/Section 1*

We don't have much time before 2015 is over. There is much to do and I am calling on all of YOU WHO **WANT TO HELP** build your home in Cheon Il Guk -- Brick by Brick- to step up.

Here are the New Hope Family's goals for the next Quarter-

Bring 7 Couples to the Holy Blessing Ceremony on February 19th, 2016  
Have 12 Tribal leaders up and running by December 31st  
Have a clear system of volunteerism

In order to reach these goals, we must be united in our efforts. Some people have more time and desire than others to help with these goals. That's fine. God has given each of us different areas to focus on in our lives. **If you do feel inspired to help the ministry more** then I implore you to read on- as I will rehash my proposal from yesterday.

**- NEW SYSTEM for the COUNCIL (see attached files)**

\* After receiving little response to our council's call for new nominees, I have reformed the way in which we the council will operate.

If you are interested in learning more, please read the files attached to this email. It is a comprehensive system for our community to

become much more productive and clear. I am looking for people to step up for individual roles for the

council- those are defined in the files attached.

### **- Quarterly Theme**

\* The theme of this Quarter is Brick by Brick: Building our Home in Cheon Il Guk. We are only ever going to belong in heaven if we live it

in our earthly lives. This quarter is about working on certain habits to help us to really belong in the Cheon Il Guk that was proclaimed over

3 years ago. Each week willing participants will be filling out goal sheets- which you will be accountable to. Here are the 10 Bricks of Cheon Il Guk this Quarter:

- 1- Clarity
- 2- Consistency
- 3- Reaching Out
- 4- Forgiveness
- 5- Offering
- 6- Co-creating/cooperation
- 7- Embodying Faith
- 8- Recreation
- 9- Listening
- 10- Power

If you have any guest speakers that you would like to nominate to the Pastor team, please let us know. They should be someone who really represents the theme well in their lives.

### **Tribal Messiahship**

\* I will be hosting a Tribal Messiahship night every single Wednesday of this 4th Quarter. It will be Starting at 7pm and go for 1.5 hours.

The purpose of these meetings is so that anyone who has started their Tribal Messiahship, or wants to, or is even thinking about it, can come out and start making it real.

- What is Tribal Messiahship?
- How can I start/continue True Mother?
- What type of goals should I be setting?
- Is there anyone who can help me build a tribe?
- Can this be fun or does it have to be sullen and serious work?

If you are interested in any of these questions, then please come out. I won't be providing answers- but I will be helping to facilitate discussions that will lead to action. We need to support one another in our journeys of becoming True Owners of Cheon Il Guk who practice True Love in Resemblance to our Creator, the Heavenly Parent!!!!

If you have read this far, then I am in awe of your diligence. God bless you, and let's get started on building our homes in Cheon Il Guk, Brick by Brick.

The Pastor Team

Hello Council.

Thank you so much for all that you do- I mean that sincerely. It is easy to get frustrated when organizational matters are overly complex or when things don't seem to work as planned. Thanks to your efforts, we now have a new home for our community- which I believe will be the beginning point of many amazing new spiritual breakthroughs.

I was asked by the council to speak a little about the assistant Pastor position- namely the present person occupying this position – Jim Boothby. From what I understand, the council has noticed a pattern of financial loss for both months of the summer and are looking to see where the community can save money. I have been thinking quite extensively about leadership, especially since we are in the Settlement Age, contemplating what this might look like, and how we can move ahead. In this document I will write out all of the ministries that I could identify, what I propose my weekly schedule be for the next few months, and my plans for the ensuing half year. I will also explain what type of support I will be needing to accomplish this. Please note that these ideas are still forming and are not written in bold red ink- which is why I would like to discuss them further.

Thanks for your time,

Andrew Love.

Layout of our New Hope Family Church. This is a list of all of the various groups, teams, and ministries that the Pastor is asked to create/manage/optimize. Most of these tasks are presently being carried out, but a few have yet to be fleshed out.

### **Ministries**

- Youth Ministry
- Young Adult Ministry
- Lay Ministry
- Blessed Family Ministry
- Finance Team
- Ocean Church
- Prayer/Condition Team
- Music Ministry
- 20/20
- Blessing
- Pastor Home Visits

### **Programs**

- DP Study (Thursdays)
- Starting Point (Mondays)
- Life Map (Saturdays)
- Life Tree Café (Tuesdays)
- Band Rehearsal (Saturdays)
- Blessing (Quarterly)
- The Marriage Course (Wednesdays)
- Sing-a-long

### **Communications**

- Website
- Weekly emails
- Church Announcements
- Social Media
- Connections Book

### **Sunday Service**

- Sunday School
- Korean Class
- Set up/take down
- Speaker selection
- Quarterly Theme
- \*\*To be developed

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- Action step sheets
- Tribal Messiah meetings
- Community listening (leadership listening)

### **Affiliate Organization Support**

- ACLC
- UPF
- AFC
- WFWP
- HQ
- Camp Shehaqwa
- UTS Alumni

### **Tribal Messiahship** (to be created in coming months)

- Help families to identify goals for True Mother
- Help families keep accountable to their True Mother goals
- Help families to have HDH services in their homes
- Help families with guests in their homes
- Help to create a network of families to support each other
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### **Miscellaneous Tasks** (no less important- I couldn't classify them as easily)

- Internal/external healing Ministry (Bulow Family + Debbie Scott)
- Tithing box (graduate from basket)
- Holy Day team
- Building Management team
- Building Clean up team (Friday Mornings)
- EVENTS – Families/Clans/Tribes

### **My proposed weekly schedule**

\*My schedule up until this point has been left up to an 'As Needed' basis, but I don't feel that is a sustainable modality for a job/mission- as it is too reactionary. There will naturally be periodical interruptions in this schedule for Providential events/goals, but these are much less frequent than before.

### **Monday – Review/Planning (check pulse of ministry)**

- Communicate with (by phone/email/live meeting)
  - Ministry leaders
  - Team leaders
  - HQ/District Leader
  - Finance leader

• The purpose of this day is to check up on all of the various components of the ministry in order to see how they are doing with their goals. Every week each element should be getting better and better.

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### **Tuesday – Day Off**

- This day will be for me to invest in my family- aka – Cosmic Love Family Day.

### **Wednesday- Member Day**

- Home Visits
- Calling/emailing other families to check up
- Speak with Lay Ministry leaders
- Helping members to help other members (be a point of contact between members)
- Spend time on Social Media to connect members

### **Thursday – Big Picture Day**

- Work on Project 20/20
- Communicate with Affiliate Orgs (WFWP, etc)
- Vision Casting for ministry (through prayer in Nature)

- Work on/develop Events for ministry
- Visit local politicians/non profits to build relations

### **Friday – Tribal Messiahship Day**

- Outreach
- Help community members with their friends/families/guests
- Visit churches
- Work on my own tribe – TO LEAD BY EXAMPLE!!!

### **Saturday – Loose Ends, etc**

- Go to events/programs (usually occur on Saturdays)
- Meetings (Also happen frequently on Saturdays)
- Prepare for Sunday Service
- Practice with band (occasionally)

### **For the future.**

I had a very good meeting yesterday with Eric and Shio yesterday after Sunday service. Shio was representing the council and Eric presented information that he has been compiling over the past few months. I was very impressed by the amount of effort that Eric put into his presentation- which was based on several interviews with members, “guests”, and myself. He was asked to help with marketing as a member of the finance team, but his findings were much greater than that niche.

The conclusion of his findings were that our ministry would be much better off if we had a qualified person acting in the role of HR. This person would be tasked with helping to organize all of our many underutilized human resources for the sake of bettering our community’s engagement with the ministry. This would be for finding and managing volunteers, employees and the money associate to both.

This quite honestly is what I have been wishing for as a Pastor since my first time around in NYC. What happens quite often with smaller churches is that Pastors end up doing a heap of clerical work in lieu of the secretary that they don’t have. When I arrived in MD, I was pleased to hear that there would be an assistant to the Pastor- someone whom I expected to fill such a role. That person I was hoping would be someone very organized and efficient with the few hours they were able to offer as a Part time worker. J., quite honestly has not been that person. But he is an incredibly valuable helper none the less.

I have been struggling to find the right dynamic between Jim and myself as we have two very different ways of conducting ourselves. I personally would never have hired someone like Jim Boothby to be my assistant, but I have been working hard to see whether that is just my limitation as a human or whether he is a wrong fit for the ministry.

With that said, here are my proposed ACTION STEPS for the ensuing months- pending upon the council’s agreement:

### **HR role**

- With the help of Shio and Eric, create a job description for the ideal HR worker
- Chop the HR role into about 4 or 5 main pieces
- Find 4 or 5 people to fill the role of an HR manager on a volunteer basis rather than look for 1 person to be full time

### **Pastoral Role**

- I would like to go back to Part- Time Pastor by the end of 2015 for the following reasons:
  - To alleviate Church financial situation
  - To alleviate my financial situation (need a more reliable source of income)
  - To create a communal support system, rather than a Top Down system
  - To make room for other leaders to step up
  - To focus on building a Tribe as I have been tasked to do by True Parents

\*\*\*I really believe that this will be possible if I can find the necessary volunteerism within the community. That is my goal.

### **Assistant Pastoral Role**

- I don't believe that we need 2 vision/big picture oriented people in the role of Pastor
- I believe the main Pastor should be the vertical connection and the assistant pastor should be the horizontal connection point. To me, that means the assistant pastor should be very well organized- as describe in the HR role.
- I believe this should happen by the end of 2015

Thank you council for reading this behemoth letter. I just wanted to make sure that I was as clear as possible in my statement.

God bless and please let me know which questions arise as a result of this letter.

Andrew Love.

### **Affiliate Organizations**

We have several organizations that True Parents created in order to be effective in a variety of fields. Unfortunately they all seem to be disjointed and disconnected from one another. Most people have no idea what these organizations are up to, let alone feel connected to them. As the Pastor, I too have no real grasp as to how we can work together more effectively. The council member would be helping to find out what each group is up to so that we as a ministry can figure out how best to connect with them. These organizations include:

- WFWP
- UPF
- ACLC
- AFC
- HQ
- UTS Alumni
- Camp Shehaqua

Again, I'm sure there are more- but that's essentially the problem, they aren't really on my mind. As a ministry I don't believe it is our job to work solely with any one of these organizations, but we can find the best way to help each other and create a healthy sibling relationship.

### **Blessing**

There has been much discussion around the idea that we need to become a 'Blessing Movement', though the details of that are still somewhat vague to many people. In essence, we will be having 3 or 4 Blessing ceremonies every year and it will take a lot of effort for those ceremonies to have depth, meaning, beauty, and synchronicity. I really want someone to really have their attention on just the situation of New Hope's Blessing situation. To me, that means they would be helping with:

- Blessing Education
- Blessing Preparation
- Communicating with BFM at HQ
- Communicating with local BFM leader (Loretta Schauffleur)
- Education/awareness for community on upcoming Blessing
- Local Blessing Ceremony
- Marriage events/education for Blessed couples

There is crossover between this position and other areas such as Ministry and Tribal Messiahship, but the Blessing is the main sacrament of our faith, so we need to do what we can to succeed at making Blessings amazing in all ways imaginable. This person must have a deep interest in the Blessing Ceremony in order to take on this position.

### **Communications & Marketing**

As a ministry the flow of information is very sporadic at best. We receive information from HQ, we have many things happening within our community, and then there is a whole city/county/state that doesn't seem to even know who we are. How do we address this? A council team member would take on this role to help with:

- Website
- Weekly emails

- Church announcements (gathering info)
- Social Media (Facebook, Twitter, Instagram, etc)
- Any Marketing campaigns
- Connections Book
- Newsletter

The individual who fills this role would not be asked to create the content for these areas, but to help manage these areas. Again, they would have a vested interest in our communication with one another as a community and also with the greater Bowie/Maryland community. I would like to have more of a concerted marketing campaign to bring in new people to our events and this council team member would help to make that a reality.

### **Council Team/ Pastor Support**

Dear child of God,

This is an explanation of the new way in which the New Hope Family Church will be functioning in terms of its dynamic of a local council and Pastor team. As many people are aware, the relationship between the council and pastors has been at best undefined and at worst counterintuitive. I am not so much proposing this plan as I am endorsing it as the only way that I see us moving forward as a church/family/tribe. To me, this new system will serve these functions:

- Bring purpose and clarity to the council as a team body
- Bring purpose and clarity to each member of the council
- Create a healthy dynamic for meetings and goal setting
- Will last beyond any individual personality
- Create a strong support team for the Pastor team
- Create many avenues to enlist and empower more volunteerism
- Be far more effective and united as an organization/family

In this new system, council members will not simply be nominated at random, nor chosen simply because they would like to join. There would be a need for 8 roles to be filled at all times and each role should be filled by qualified individuals. Qualifications would entail a calling/desire to want to serve in a particular area and the nominal requisite skills to fulfill that role. These roles will be:

- Sunday Service
- Affiliate Organizations (ACLIC, WFWP, UPF, etc)
- Tribal Messiahship
- Finance
- Ministries
- Blessing
- Communications & Marketing
- Programs

These areas will be defined later in this document.

The role of the council team will then be to collect weekly information from the leaders of their designated area, validate and pray with/for those leaders, and to report this information to the pastor. We will adopt a system for acquiring information from a program which is for organizations to collect data. The software is very user friendly and extremely easy to collect vital information from each area of the ministry. The Pastor team would connect with each council team member once a week, and the council team would meet as a whole once a month to share how their area of the ministry is doing. Their information would be supported by both solid data and personal give and take with group/team leaders. The data collecting and checking up with leaders should take no more than 2-3 hours per week. Meetings will be 2 hours once per month. Of course people can spend more time investing into a particular area if they feel called, but to start out I believe we can accomplish a whole lot in a condensed amount of time.

The real benefit to this system is that the Pastor team will get a much more thorough and realistic impression of how the ministry is doing and what needs improvement by working through a committed team of individuals. This council team would truly represent the community because they would be very focused on one area of the community and when we pool our resources at the monthly meetings, we could get a very deep sense of what is occurring. The other main benefit is that we can start creating and achieving goals on a Quarterly basis, maintained on a weekly basis. Presently the pastor just has to check up randomly to see if people are achieving their goals or just hope that everyone is doing alright.

This system isn't meant to be a dry, pragmatic methodology, which is why there are clear paths for internal and external communications to become a part of the New Hope Family Church's DNA.

Externally we can see hard data through the Weekdone software. Internally the goal is that the Pastor would become very connected in heart and purpose with the council team who would then serve their area of focus with the same heart and clarity, thus creating the Shimjung Culture that True Mother is calling for. In short, the Pastors need to be connected to the community and the community needs to feel connected to the Pastor. On a 1 to 1 basis that would be impossible, but with this system I feel the Pastor team could get the pulse of the community and the community could feel more deeply connected to the Providence.

## **Finance**

This new system that I am proposing is largely thanks to the efforts of the Financial team that Miken helped to create. Through his efforts, he was able to get Eric Ruschini involved in Marketing, which led to many new ideas as to how we can better perform as a ministry. Though the financial team has just started it has made a big impact on my approach to Pastorship. Here is what I really need the Financial council team member to help facilitate:

- Tithing (raising our numbers)
- 
- Relations/clarity with Accountant
- 
- Generating new streams of income for church
- 
- Awareness/Management of budget
- 
- Producing monthly financial reports for community
- 

This is an integral part of our ministry/family's ability to function. As we know, tithing has been lackluster as of late and there are many reasons for that. I need people with business acumen to help with generating more money, budgeting with the money we already have, and communicating with our community as to how their hard earned money is contributing to something meaningful. These people exist and Miken has already found a good group. The council member's responsibility would be to help keep everyone on the team on track, so that they can reach their goals and so that we can start to have a very healthy relationship with money as a ministry!!!

## **Ministries**

Here at New Hope, we have many ministries which are serving particular needs for specific demographics. There are quite a few already in existence, but there are many more to come down the road. Here are some ministries that presently exist:

- Youth Ministry
- Young Adult Ministry
- Lay Ministry
- Blessed Family Ministry
- Ocean Church
- Prayer/condition team
- Music Ministry
- Pastor Home visits

There are surely more that I can't think of right now. These ministries (except Pastor Home visits) have a clear leader that would be contacted weekly by the council team member who checks up on them.

## **Programs**

Programs as defined by this chart entails any ongoing programming that we have scheduled in our local Melford center. There is a large need to have a consistent way of checking to see which programs are occurring, to find out if our members are attending, to find out if they are effective, how best to communicate this program to our membership and to the community at large. The programming person would be collecting information about our local programming and also checking to see if the leaders of our programs are feeling supported. Often times what happens is people give up on putting on programs due to lack of attendance, lack of support, etc. We also seem to have a culture whereby we put on programs without finding out whether there is even a demand for said program. I want to know what the community needs in terms of programming and I want anyone who puts on a program to feel supported so that they have a positive experience. The council team member who is looking after this area will also need to check the website to see which programs are booked.

Programs include:



- Life Map (Saturdays)
- Life Tree Café (Tuesdays)
- The Marriage Course
- DP Study (Thursdays)
- Band Rehearsal (Saturday)
- Passion Speaks (1 Sat per month)
- Blessing Ceremony (every 3 months)
- Sing a long (First Monday of each month)
- Tribal Messiahship meetings (Wednesday nights- starting this quarter)

I also believe that occasional events should go through a filtration rather than just someone asking the pastor if they can put on an event. That is where this council team member could help as well.

### **Sunday Service**

Our weekly Sunday service has many moving parts to it. Because we have been putting on this weekly service for many years, many components are fairly routine- for better or for worse. I believe that our service could be far more enriching, spiritual, lively, and meaningful if there was more oversight by a council team member who really cared. Here are the elements that make up our Sunday Service experience:

- Korean Class
- Sunday School
- Set up (snacks/chairs, etc.)
- Speaker selection
- Band
- Announcements (\*work with Communications person)
- Tithing
- Food service afterwards
- Socializing post service
- Guest care
- Clean up afterwards

\*\*To be created this quarter

- Action Step sheets
- Pastor Team listening time (listening 1 on 1 with members)

It would be great to have someone that really cares about the Sunday Service experience being as amazing as it possibly could. As the pastor I haven't even seen Sunday School in action once! I need eyes and ears to help me figure out how to make our service more effective and phenomenal.

### **Tribal Messiahship**

This area will be developed in the weeks and months ahead. As we all know, it is the commission that was on True Father's heart and mind in his last moments on earth. Though this is a common fact, there has remained a lack of momentum in this area. This is exactly why we need to establish a strong system- so that I can focus more of my attention on empowering our community to build tribes in a way that is rewarding and empowering. I am starting a weekly Tribal Messiah night at the Melford Center for all who want to set goals and support one another during this journey. The council team member in charge of this area would be asked to:

- Find out who is actively building tribes (survey)
- Tracking progress
- Making information available (dplife.info, pamphlets\*\*marketing)
- Organize testimonies about Tribal Messiahship for Sunday Service
- Get testimonies for Newsletter
- Create email list for people interested in Tribal Messiahship

This is the beginning of a specific Tribal Messiahship group effort, so I'm sure it will evolve over time. For now I just want those who truly feel called to action RIGHT NOW to be supported in their efforts so that they don't feel as though they are doing it alone. Our best resource as a community is the fact that we are a community!! We are our own best resource (try saying that fast...)