

Bilingual Church		Community EFC / Bilingual Church Plant
New identity: Community and Vida Nueva merge into a new church	Identity	Identities remain: Community returns to the process of a bilingual church plant known as Vida Nueva
Fully integrated: every aspect of church life would be able to accommodate bilingual needs – however not every subset of ministry would be bilingual (e.g. Small groups – some bilingual, some English-only; Services – one bilingual, one English-only; etc.)	Integration	Shared ministries: all ministries of Community would be available to Vida Nueva and all ministries of Vida Nueva would be available to Community
When two cultures merge, one will take precedence, meaning it will dictate direction, style, and feel of ministry – in order for the bilingual ministry to function well, the Latino culture must take precedence.	Culture	Cultures remain: Community and Vida Nueva would operate as separate but cooperating churches, as such their respective cultures would dictate their respective styles of ministry.
Combined leadership team: both ministries will be represented on the leadership team along with Christian coming on staff through the regular bi-law process.	Leadership	Separate leadership teams: Community and Vida Nueva would have their own separate leadership teams.
Single budget: Vida Nueva's expenses and Christian's salary would become part of the church's budget.	Budget	Separate budgets: At first Community would provide Vida Nueva with the necessary resources and Vida Nueva would budget from that to cover Christian's salary and Vida Nueva's expenses.
The bilingual fund would be dissolved and offerings would go to support the new combined ministry.	Offerings	At first all offerings would go to Community; Vida Nueva would receive its support from Community's budget along with any support from outside Community through the bilingual fund. As Vida Nueva becomes viable as an actual church plant (target: early 2014), Community's financial support would lessen and Vida Nueva would receive its own offerings along with support received through the bilingual fund.
The preaching would be done by a pool of preachers with the English-only service mainly led by the Senior Pastor and the bilingual service mainly led by Christian with aligning topics.	Preaching	Community would be mainly led by the Senior Pastor and Vida Nueva would be mainly led by Christian and additional speakers.
We would offer an English-only service and a bilingual service – the bilingual service would involve upfront, consecutive translation from Spanish to English and from English to Spanish.	Translation	Community's service would be English-only. Vida Nueva's service would involve upfront, consecutive translation from Spanish to English and from English to Spanish.
Both services would be held in the worship center but at different times with the bilingual service scheduled in the most accessible time slot.	Location	Both Community and Vida Nueva's services would be held in the worship center but at different times with Community's service scheduled in the most accessible time slot. Eventually Vida Nueva would be completely autonomous.

Community EFC and Vida Nueva Plan Proposals – Congregational Vote on 1/8

Proposal 1: *Community EFC and Vida Nueva merge, creating one fully bilingual church.*

Description: Community EFC's vision and identity would shift to a focus on primarily seeking to reach bilingual families in Harrisburg, and through that conduit, Harrisburg as a whole. This would involve an upfront, consecutively translated service during the most accessible timeslot for Vida Nueva (with another English-only service during an alternate timeslot), as well as consecutively translated small groups and Sunday schools (with some English-only as well). Major events and holidays for the church would involve upfront, consecutive translation as well, and Community would effectively be a "bilingual church". Christian Aguilar would come on as paid staff with Community, sit on the elder board, and would preach regularly. Latino culture and worship style would take precedence over Community EFC's former worship style.

Opportunities:

- Potential for reaching un-churched bilingual families in Harrisburg.
- Potential for getting a "foot-in-the-door" for ministry in urban Harrisburg
- Potential for showing a clear picture of racial unity and diversity in worship.
- Allows Community to reach a growing segment of Harrisburg's population in the language that speaks to their heart more clearly.
- There are already many families at Community with this vision that are deeply integrated with Vida Nueva and have already taken steps toward this goal.

Challenges:

- As a result of specifically targeting ministry to the Latino Culture/Bilingual Families, ministry to others may be limited.
- As a result of upfront, consecutive translation, some may find the sermon message less clear, more easily distracting, and greater in length.
- Community may be limiting its ability to reach non-Latino non-Christians. This may come as a result of the upfront, consecutive translation or as a result of the emphasis toward Latino families. Furthermore, some in the Congregation may feel their ministry to their local non-Latino communities (i.e. co-workers, neighbors, etc.) hindered.
- The merging of two philosophies of ministry will result in changes in leadership at Community EFC.
- Latino styles of worship taking precedence over Community's former style of worship.

Proposal 2: *Vida Nueva becomes a church plant, sent from Community EFC, with an interim period where the two congregations work together toward that end; Community EFC re-orientes and re-focuses around reaching its broader community with the gospel.*

Description: Community EFC would re-orient and re-focus itself around the broader vision that it has always had – to be the body of Christ in the local communities where we live, work and play (called here – the “missional” mindset). Service formats and the norm for ministries in Community EFC would not involve upfront, consecutive translation (though, there could be something based on need, in any language). Community and Vida Nueva would remain separate entities and Community would partner with Vida Nueva in planting a bilingual church with the mission of reaching bilingual families in Harrisburg. This would involve resources and families from Community. Vida Nueva would meet during an alternate time slot in Community’s worship center until the time came to plant the church. Community would transition to one worship service to re-focus around its renewed vision. Community and Vida Nueva would have separate leadership teams with Christian Aguilar preaching regularly in Vida Nueva’s services and the Senior Pastor preaching regularly in Community’s services.

Opportunities:

- A broader vision oriented around reaching a wider cross-section of Harrisburg with the gospel from any race, nationality, or culture.
- Allows different callings to interface with the worship style and format of Community’s services and ministries.
- Allows the specific callings, ministry methodology, and cultural distinctiveness of both Community EFC and Vida Nueva to remain in-tact.
- Opportunity to re-focus and re-center all of Community EFC’s ministries on the gospel and in terms of their effectiveness in ministry – move to one service for the sake of unity and coming together as a body.

Challenges:

- Realistically, the Vida Nueva church plant would be a long-term plan (target: early 2014) given the financial and pastoral situation that Community EFC is currently in – the church needs to be healthy first.
- Difficulty around the logistics of a church plant and sadness over an eventual parting of ways with close friends.
- Less immediate opportunity to display a specific focus on bilingual Spanish and English speaking families.
- Self-sustainability of Vida Nueva – will it reach a stage where it can be planted?