

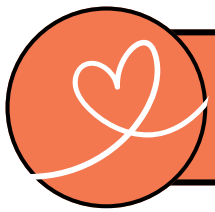
# LEAD WITH LOVE

*Our Next Step in Faith*



**FLORIS**

UNITED METHODIST CHURCH

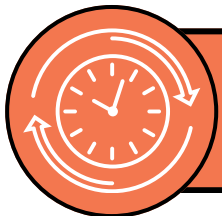


## Building A Future That *Shows Up*

**We believe God is calling us to be a church that leads outward with the love of God by freeing Floris from \$2,900,000 in debt so that every dollar of the \$377,000 we currently spend on debt each year can go directly into ministry—helping people grow in faith, strengthening outreach, and shaping a vital future that embodies the love of Christ.**

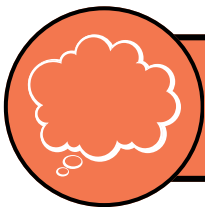
For 130 years, Floris UMC has been the kind of church that shows up—when neighbors need neighbors, when the community faces challenges, and when God calls us to love boldly.

Today, we are at a defining moment. The world feels more divided, complex, and overwhelming than ever. This is our chance to **lead with love**—putting people first, choosing courage over fear, and trusting God’s call to a vital future. People are searching for hope, belonging, and purpose and our church is positioned well to meet these needs.



## Why This Matters Now

- **The Need is Urgent:** Our annual \$377,000 debt payment strains our ministry budget and limits what we can do to love our neighbors well.
- **The Timing is Right:** Paying off our \$2,900,000 balance now saves more than \$1,500,000 in future interest.
- **The Opportunity is Here:** God is already stirring within our congregation a desire to step boldly into the future and show what love can do.



## Imagine the Impact of \$377,000 Every Year

Freeing \$377,000 from our budget allows us to:

### Expand Our Front Door

Invest in new avenues that grow our faith community, assist in healing the world, as well as deepen relationship with Christ.

- **Grow Worship and Visitor Connections:** Increase worship attendance by 15%, engaging nearly 850 people weekly by 2028 through the utilization of a full-time staff member dedicated to community outreach and engagement.
- **Reach the Unchurched:** Launch at least two new “Fresh Expressions” or outreach ministries each year, creating space for at least 50 new people annually to explore faith and follow Jesus.
- **Address Food Insecurity:** Upgrade kitchen refrigeration equipment to store more fresh produce for expansion of current and new pop-up food distribution programs, with a target to incrementally grow the number of people we serve who are food insecure by at least 20% annually. Install a new exhaust system to allow for a normal level of conversation to expand our cooking programs (such as life skill training) in the Access Ministry community.
- **Engage in Social Justice:** Create seven targeted social justice initiatives with the goal of coming alongside at least five local organizations and supporting the identified needs of the community. Through these initiatives, create five educational workshops, classes, and events annually that empower 1,000 residents in the greater Herndon community to grow, engage, and take action in social justice efforts.
- **Enhance Online Worship:** Upgrade sound, visual, and broadcast technology in the Sanctuary to qualitatively increase online engagement for online worshipers with an additional goal to grow our reach in this area annually by at least 10%, particularly since online is a first exposure for many current newcomers to our worship.

- **Revitalize Fellowship Hall Technology:** Modernize the sound system and add live-streaming capabilities to strengthen and broaden spiritual and communal impact of our social justice ministries, educational opportunities, community engagement, and outreach/connection events.

## Equip People

Invest in discipleship opportunities that inspire courage, compassion, and integrity in every generation.

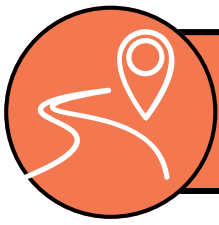
- **Small Group Formation:** Increase small group engagement to 70% by 2028, connecting 595 people in meaningful community that combats loneliness and fosters spiritual growth and deeper faith in Christ.
- **Young Adult Ministry:** Create at least three outreach opportunities per year geared toward energizing and connecting with young adults in our community, with a goal of increasing our Young Adult participation in worship, spiritual formation, and serve ministries by 50% each year.
- **Next Generation Ministry:** Invest \$25,000 to provide for the formation of the next generation, our students, through mission scholarships and other costs involved with serving in mission – with a new focus on expansion for international opportunities. Purchase and maintain two safety-approved vans to support the growing transportation needs of Spiritual Formation, including local mission projects, retreats, and other ministry activities.

## Tell Our Story Boldly

Share the good news of Jesus in ways that resonate with a changing world.

- **Engage our community** in ways that clearly communicate Floris's mission and vitality.
- **Extend our presence to social media, podcasts, and other platforms** where the next generations reside and seek content.

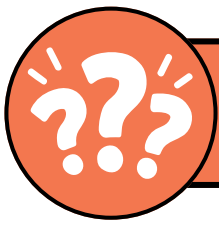
Becoming debt-free frees our church and ministry leaders from resource scarcity and enables us to live into our renewed vision of vital mission and ministry, and provides a margin to respond to new opportunities as God leads us to love boldly.



## Our Journey

As we have for 130 years, the people of Floris continue to rise to meet challenges we face with resilience and courageous leadership. Our response to this season of unprecedented adversity has been to transform ourselves once again, emerging stronger with greater clarity and focus to meet the evolving needs of our community and the world.

- We reorganized our staff to better align with our mission and ministry goals.
- We made difficult but necessary reductions to our budget to ensure long-term sustainability.
- We weathered the disruption of a global pandemic and found new ways to stay connected, worship together, and serve our neighbors.
- We walked through a major change in pastoral leadership and emerged with renewed clarity about our calling.
- We have launched a strategic ministry plan that aligns with the current needs of our community, to focus on outreach, discipling all generations and boldly sharing the love of Jesus.
- We are navigating the impact of an unstable political climate, which is affecting families and conversations within our congregation.
- Through all of this, we have chosen again and again to lead with love, showing up for one another, holding space for hard conversations and responding to the needs of our world, all while trusting that our future with God is filled with hope.
- This initiative is the next chapter in that journey: freeing ourselves from the weight of debt so that we can respond with faith and courage to whatever challenges and opportunities come next.



## Frequently Asked Questions

### **Where did this debt come from?**

The debt originated from the relocation of Floris UMC to Frying Pan Road and the construction of our campus, which is now valued at over \$31,000,000.

### **How much do we still owe?**

\$2,900,000, with annual payments of \$377,000. Since we began conversation on this initiative to pay down debt in June this year, we have received lead donor gifts toward this Vision totaling \$195,000, as well as a Northern Virginia District debt retirement infrastructure grant moving the dial on our debt from \$3,291,720 to the current level.

### **Why is now the time to act?**

The interest rate on our loan (currently at 2.99%) will reprice to market rates in 2027. If the rate rises to 6%, our annual payment will increase by an additional \$90,000. Paying the debt now eliminates that risk and allows us to invest those funds in ministry instead.

### **What is the Lead With Love Commitment Fulfillment Period?**

2026-2028 (36 months). You may make a gift in 2025 toward your Lead with Love commitment, if desired. During the 36 months of the campaign, new commitments will be joyfully received, and existing commitments can be raised or lowered in response to God's leading.

## **What happens when we are debt-free?**

We redirect \$377,000 in debt service into ministry and outreach. Initially, the focus is on accomplishing the three essential ministry priorities as detailed earlier in this Vision Case Statement document, which are: **to expand our front door, equip people, and tell our story boldly** – all focused on making disciples of Jesus Christ for the transformation of the world.

## **Is now the right time to take the bold step of investing in God's mission?** We are still fully discerning this question.

- Our church leadership feels strongly that now is the right time to grow and strengthen our mission impact, especially in the three ministry priorities identified as essential in our strategic ministry planning.
- In June, a gathering of our ministry and financial leaders overwhelmingly supported exploring debt elimination so that our annual debt service can be redirected toward our ministry priorities.
- These same ministry and financial leaders (households that provide over 60% of Floris' annual ministry funding) were invited to participate in an online survey to help determine our readiness to conduct a successful debt elimination effort. As of 11/17/25, 63 households have already completed the survey, with 94% being supportive.
- Encouraged by the response from ministry and financial leaders, we are inviting all who call Floris home to participate in the same online survey.

## What if I'm struggling to know how I can faithfully participate?

We understand that some in our church family are facing unexpected financial challenges due to change and uncertainty in the federal workforce and the rising cost of living related to a changing economic environment. You may be someone who believes deeply in this vision but are unsure of your ability to give at this time. We want you to know that this opportunity is not meant to stretch those who are struggling.

However, others may be in a season of financial stability and blessing, able to stand in the gap for those whose financial circumstances are more limited. Remember, this is a three-year campaign (2026–2028) which leaves space for responding later. Faithfulness does not look the same for everyone. It simply means seeking God's guidance for your household and responding as you are able, in trust and grace. As you pray about this, it may be helpful to appreciate that you may adjust your commitment, raising or lowering it, as you discern God's leading.

## Our Invitation

**Each person who calls Floris home will be invited to prayerfully consider making a commitment over and above their regular giving.** This is not just about paying off debt, it's about leading with love, freeing our church to do what God has called us to do.

Let's step forward together, trusting that the future we are building is worth every investment of time, resources, and care—**believing that the impact of our generosity will ripple through lives for years to come.**

