

# CITY PRESBYTERIAN CHURCH STRATEGIC PLANNING

## Leadership



We are committed to **developing leaders**

## Spiritual Formation



We are committed to **spiritual formation**

## Children's Ministry



We are committed to **children's ministry**

## Organization



We are committed to **organizational excellence**

## Communication



We are committed to **communicating clearly**

## Congregational Care



We are committed to **congregational care**

### 2010 Top Priority Goals

Grow and replenish consistory by holding elections

Develop a coaching model and plan for replication-minded discipleship

Establish a service for elementary school aged children for 1st-4th grade children

Develop a job description for an assistant minister and hire new staff member for that position

Revolutionize the web site so it is an effective hub for internal and external communication and community

Develop a resource list in the community for counseling, special needs, etc. and a plan for maintaining and updating

### Strategic Goals (By 2012)

Publish calendar for leadership training plan

Develop mentoring program to pair new Christians with mature Christians

Ensure the church meeting place is safe for families.

Clarify job descriptions for existing staff and create organizational chart for current and future staff

Financial information and consistory meeting minutes posted publically

Develop premarital counseling network for engaged couples and hold training session for mentors

Train 50 new leaders through the MLT course

Increase activities to provide assimilation into church body, establishing a program to make newcomers feel welcome.

Develop plan for involving children in community groups and Sunday worship services

Create staffing plan for future hires in alignment with church values and priorities

Hold mid-year vision dinner to review core values, ministries and strategic plan progress

Conduct quarterly communication to church regarding availability of benevolence funds for congregants

Explore further leadership opportunities through meetings with each graduate of MLT

Develop document which outlines City Pres approach to outline spiritual formation

Develop parents' focus group which meets quarterly to provide opportunity for parents to express needs and concerns

Develop 3-year calendar with dates defined for leadership training and consistory elections

Conduct audit to ensure that web site and other communications materials are accessible and are reflective of church's core values

Establish sustainable plan for prayer ministry

Develop process for vetting and commissioning new ministries to serve the church and the City

Make spiritual gift assessment available to all attendees and members

Conduct informal family summertime events like camping or sending a group of children to a kids camp.

Form team to lead organizational identity and rebranding process

Develop a list of rituals, procedures, and processes (e.g., baptism, leadership training, and elections)

Establish appropriate staff member to oversee congregational care efforts and write into job description

Create ministry incubator/advisory board for any new ventures and ministries to provide expertise, leadership support and commissioning

Develop a new believers class

Grow the children's ministry program to a point where it could attract new families

Finalize formal MOU with First Reformed Church and develop contingency plan for future office and meeting space

Post developed list of rituals, procedures, and processes within web site

Establish appropriate staff member to check in with volunteer leaders quarterly (meal brigade, premarital counseling network, prayer team, community group leaders)

Develop advanced leadership training process for community group leaders

Hold forums on key theological hot-button issues

Create a teacher training program for children's ministry leaders

Hire a full-time administrative assistant for tasks such as monthly newsletter, church database maintenance, and staff schedules

Consider launch of new intranet and/or database which will facilitate stronger community and cross-church pollination

Through external partner or consultant, strengthen consistory by conducting board development and leadership training

70% of members involved with urban or global ministries.

Partner with local churches to develop vacation bible school or midweek children's programs

Form and commission team to develop 2013-2015 strategic plan

Create a healthy means for attendees and members to provide meaningful and constructive feedback

Complete a children's ministry roadmap which outlines values and strategies for spiritual formation for children (birth – high school)

Execute organizational identity and rebranding process