

# STRATEGIC PLAN HANDBOOK

2025 - 2026



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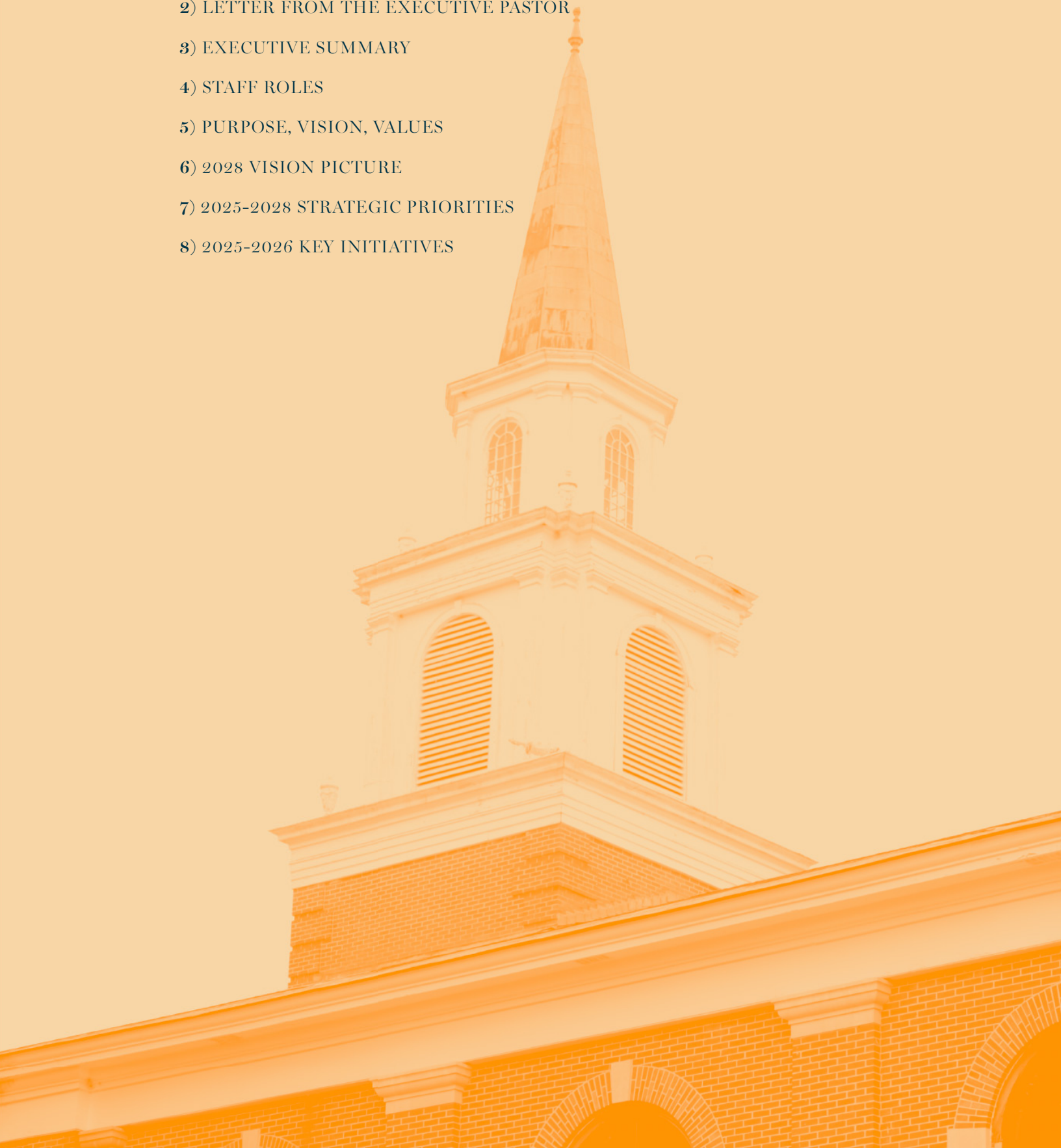
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# 1

LETTER FROM THE  
SENIOR PASTOR

# BPC FAMILY,

As BPC has matured and its organization has become more complex, centralized pastoral management has become more and more of a clear need. To that end, one of the most exciting developments at our church in the past year is that our Session has made the decision to transition Evan Lowell, who has been serving as our Associate Pastor and Director of Leadership, to serving as our Executive Pastor. Evan has been serving in this role since February, and has done a fantastic job. One of the fruits of this change has been his excellent direction of our annual strategic planning this year, which he is here presenting to our church as a whole. Please join me in congratulating Evan, and please enjoy his presentation of our strategic plan here.

Love  
Zach Bradley





# LETTER FROM THE EXECUTIVE PASTOR

# BPC FAMILY,

What you have before you is the product of much prayer, time, focus and hard work by our staff. It is the Strategic Plan Handbook for our 2025-26 ministry year that lays out where we believe God is taking BPC and how we plan to move in that direction.

Included in this handbook, you will see very clearly who we are (Staff Roles & BPC Purpose, Vision, Values), where we are going (Vision Picture), and how we plan to move in that direction (2025-2028 Strategic Priorities and 2025-26 Key Initiatives). As you read through the plan, I would encourage you towards two things: 1) Pray over these plans, which ultimately are held in submission to and reliance upon God and 2) Keep in mind the context shared in my thoughts below, that you may see God's hand clearly at work in and through our community.

As I think about how to best articulate the experience of our staff and church over the last year, a single word continually comes to mind...Change. Change is both hard and good. It's hard because the invitation of growth into something new, and hopefully better, inherently comes with painful adjustment. Change is also good, however, because it allows us the opportunity to discern with greater clarity who we want to be and how we want to pursue that. Both the product and process of change invite us to become more like Christ, which is the very purpose of our lives. This change at BPC has been marked by people rolling off our staff, adding new staff, changing staff positions, reorganizing how our staff operates, creating new and different ministry categories and programs to meet the shifting needs of our church, and more. It's been a lot for all of us, but we've all been in it together in commitment and love. There are few things better in life than being together in commitment and love.

My closing hope for you in reading this plan is that you would join our staff in having "clear eyes and full hearts" (yes, that's a Friday Night Lights reference). Clear eyes to see who we are, where we're going and how we plan to get there. Full hearts with the inspiration and hope that clear vision brings towards something new, and hopefully better. May God, in his unending mercy and grace, lead our church into that which is renewed and definitely better, namely the Kingdom of God.

With Love and Commitment,  
Evan Lowell





## EXECUTIVE SUMMARY

# PURPOSE

Glorify God & Enjoy Him Forever

# VISION

*CONFSSIONAL* and *ECUMENICAL* community committed to building  
God's kingdom through both *WORD* and *DEED*.

# VALUES

Incarnation, Prayer, Generosity, & Renewal.

## 2028 VISION PICTURE STATEMENT:

“Over the next three years, we are putting vision into action by working together to become a church of people who are connected in community, equipped for personal ministry, actively serving others, and sharing Jesus with our neighbors.

We aim to see the majority of our adults engage in a developed catechism process, our families supported through every stage of life, our community influence grow through initiatives like the BPC Housing expansion and the launch of our BPC Foster Home, and an awakening of faith in our neighbors through evangelistic courses and intentional prayer practices.



# STRATEGIC PRIORITIES & KEY INITIATIVES

## 1. ADULT CATECHISM/FORMATION

- Create Assimilation Leadership Team
- Develop Adult Education Curriculum
- Develop a Strategic Philosophy Concerning Diversity
- Strategy & Function of Leadership through Organizational Transition

## 2. EVANGELISM

- Create & Initiate an Alpha Program
- Develop a Clear Philosophy and Strategy for Evangelism
- Train Discipleship Groups in VIP Prayer Practice

## 3. EXTERNAL MINISTRIES

- Planning for Increasing External Ministry Budget % Allocation
- Develop & Initiate BPC Housing Expansion Plan
- Develop a Philosophy for Church Planting
- Develop a Ministry Philosophy Around Caring for the Poor
- Launch BPC Foster Home

## 4. FAMILIES

- Hire, Onboard and Support a New Director of Children's Ministry
- Implement a Weekly Sunday Night Youth Group
- Develop and Implement a Parent Equipping Class Series
- Develop & Implement a Redefined Confirmation Process

## 5. ORGANIZATIONAL PROCESS & COMMUNICATION

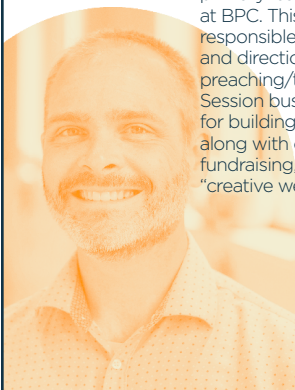
- Develop & Implement Collaborative Workflow between Staff
- Develop & Implement a Comprehensive Communication Plan that includes Sunday Announcements, Bulletin, Wednesday Update, Web/App, Social Media, and Facilities
- Explore Internship/Residency Program Possibilities
- Integrate Planning Center Throughout the Organization

# 4

## STAFF ROLES

## ***Zach Bradley***

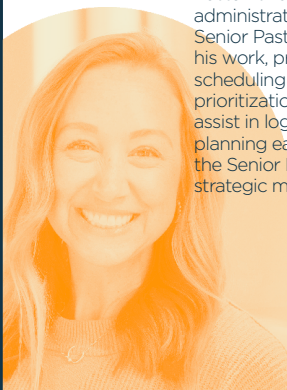
*Senior Pastor*



The Senior Pastor is the primary leader of the church at BPC. This position is responsible for the vision and direction of the church, preaching/teaching, leading Session business, vision for building/property use along with capital campaign fundraising, and selective "creative weed" projects.

## ***Laurel Chason***

*Assistant to the Senior Pastor*



The Assistant to the Senior Pastor is responsible for administratively assisting the Senior Pastor in fulfillment of his work, primarily through scheduling and workload prioritization. This role will also assist in logistics for strategic planning each year and join the Senior Pastor at monthly strategic meetings.

## ***Evan Lowell***

*Executive Pastor*



The Executive Pastor leads in the execution and oversight of all ministry and staff operations. This position is responsible for turning vision into reality, leading/managing the staff, organizational operations, ministry processes, and targeted pastoral ministry to achieve the purpose and vision of BPC.

## ***Beth Goss***

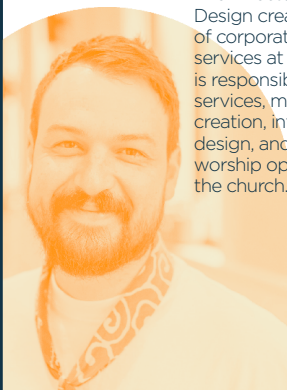
*Director of Shepherdung & Formation*



The Director of Shepherdung & Formation is responsible for leading the care of the congregation through pastoral care and development of spiritual formation rhythms. This position is also responsible for assimilation processes that get new people connected, along with communication strategies across all levels of the organization.

## ***Stefan Cashwell***

*Director of Worship & Design*



The Director of Worship and Design creates the experience of corporate worship in all services at BPC. This position is responsible for worship services, music & song creation, interior & graphic design, and alternative worship options in the life of the church.

## ***Mallory Chow***

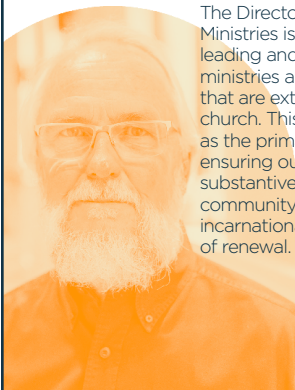
*Director of Business Operations*



The Director of Business Operations is responsible for the areas of Finance, Business, HR, and Facilities. This position provides day-to-day financial oversight, manages business relationships/transactions, gives direction and oversight for church facilities, and collaborates with the Executive Pastor to establish needed policies and procedures.

## ***Ken Matlack***

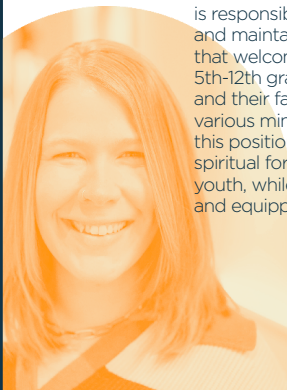
*Assistant Pastor & Director of External Ministries*



The Director of External Ministries is responsible for leading and maintaining all ministries and partnerships that are external from the church. This position serves as the primary driver for ensuring our church remains substantively involved in community-oriented and incarnational ministry works of renewal.

## ***Blythe Coker***

*Director of Youth Ministry*



The Director of Youth Ministry is responsible for creating and maintaining a ministry that welcomes and engages 5th-12th grade students and their families. Through various ministry programs, this position will nurture the spiritual formation of our youth, while also caring for and equipping their parents.

## ***Dana Simpson***

*Director of Children's Ministry*



The Director of Children's Ministry is responsible for creating and maintaining a ministry that welcomes and engages children ranging from newborn to 4th grade, along with their families. Through various ministry programs, this position will nurture the spiritual formation of children, while also caring for and equipping their parents.

## *Macy Starkes*

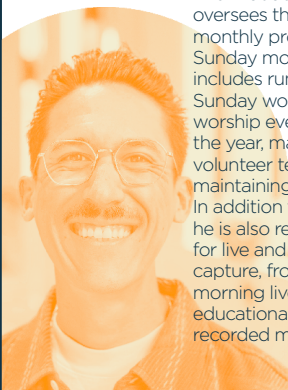
### *Leadership Coordinator*



The Leadership Coordinator is responsible for coordinating all of the processes and people involved with making Leadership work. This position will heavily collaborate with pastoral staff in coordinating for vision, teaching and equipping needs for Leadership.

## *Taylor Chow*

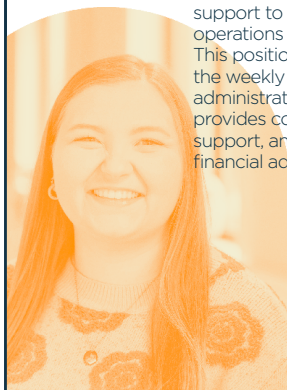
### *Production Manager*



The Production Manager oversees the weekly and monthly production of Sunday morning service. This includes running sound for Sunday worship and other worship events throughout the year, managing tech volunteer teams, and maintaining our AVL System. In addition to these services, he is also responsible for live and recorded content capture, from Sunday morning live stream to educational content and recorded music.

## *Allie London*

### *Administrator*



The Administrator provides support to the ongoing operations of the church. This position executes the weekly office and administrative needs, provides communications support, and assists with financial administration.

## *Julie Tuttle*

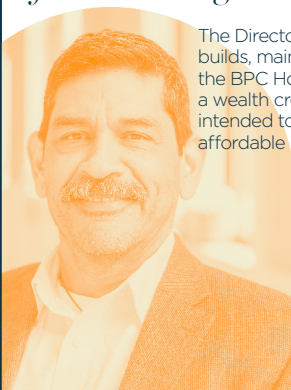
### *Events Coordinator*



The Event Coordinator provides administrative support to the various events of BPC, with Sunday being the main event. This position is responsible for both administrative duties and hands-on preparations, ensuring events are set up for success.

## *Alex Villasana*

### *Assistant Pastor and Director of BPC Housing*



The Director of BPC Housing builds, maintains and drives the BPC Housing Program, a wealth creation program intended to address the affordable housing gap.



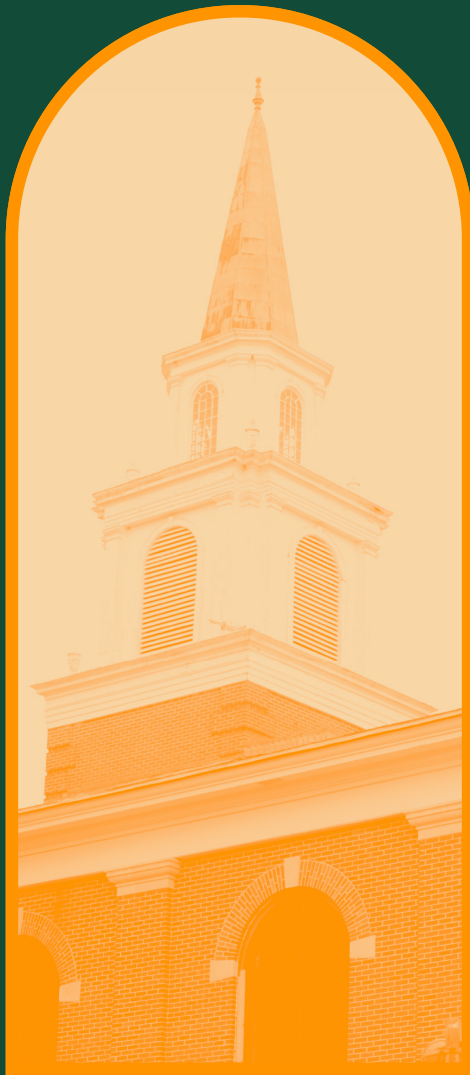
PURPOSE, VISION,  
VALUES

# *PURPOSE*



Glorify God and Enjoy Him Forever

# *VISION*



A *Confessional* and *Ecumenical* community  
committed to building God's Kingdom  
through both *Word* and *Deed*.



# Incarnation

In a world where the general assumption is that the other would cater to me, the fact that the God of the universe did not wait for us to seek him but came to us means that we, too, can lovingly meet others where they are.



# Prayer

In a self-reliant society where the presence of God is ignored, we are given the opportunity of prayer in order to rely on his grace for every aspect of our lives.

# Generosity

Jesus, though he was rich, became poor for our sake so that we through his poverty might become spiritually rich. Though the dominant idol of our lives is money and all that it suggests, it is our joy to give sacrificially as a response to the generosity of God.



# Renewal

When we are discouraged by our sin and we come to the end of ourselves, it is at that point that God shows us that our salvation is sheerly by grace. At that point, we seek not perfection but renewal, which is offered by a loving and good God who is making all things new through Jesus Christ.)





# 2028 VISION PICTURE

Envisioning the Church We're becoming

# *PEOPLE*

Fully equipped families for all stages of family development  
People generally feel connected and cared for in community  
10% of new members have joined by profession of faith  
50% of adult members have entered a developed BPC catechism process  
A renewed critical-mass young adult community  
10% of new members are ethnically diverse

# *ORGANIZATION*

We have maintained a 55% budget allocation towards staffing  
We have successfully allocated 25% of our annual operating budget towards external ministries  
We have proper systems of collaboration and communication in place for a church our size to sustain growth  
Effective communication methods have been developed for high congregational awareness surrounding budget, external and internal ministries  
We have clear pathways to people engagement with information being streamlined and easy to access  
Continued strength of lay leadership  
Physical plant facilities are suitable to our ministry needs

# *INFLUENCE*

We have a more engaged and collaborative presence in the foster care community  
We have a more proactive and robust support of the local working poor and/or under-housed community  
We have developed and are executing a channel for church planting  
We have made key decisions to increase our denominational influence  
We have internally marketed BPC Housing, increased its capacity to 5 units, and exported its model to 1 other church.



# 2025-2028 STRATEGIC PRIORITIES

Turning Vision Into Action

- A. ADULT CATECHISM/  
FORMATION***
- B. EVANGELISM***
- C. EXTERNAL MINISTRIES***
- D. FAMILIES***
- E. ORGANIZATIONAL PROCESS  
& COMMUNICATION***



*2025- 2026*  
**KEY INITITATIVES**

**Our Roadmap to Becoming**



***ADULT CATECHISM/  
FORMATION INITIATIVES***

## ***Initiative: Create Assimilation Leadership Team***

- Responsible Person: Beth
  - Team: Leadership team of 10 to be recruited
- Approximate Date/Time:
  - Leadership team job description created by June 1 and team recruited by August 2025
  - 3 Newcomers lunches (November, February and May)
- Physical Space Needs:
  - Room 204 for Newcomers
- Proposed Budget:
  - Newcomers lunch 3x per year: \$750 (\$250 per lunch)
  - Budget to supplement leadership team for meetings with new people: \$200
- Core Value(s): Incarnation, Renewal
- Strategic Priority: Adult Catechism/Formation
- Activities:
  - *Create (including job description) and recruit an assimilation leadership team for the 2025-2026 ministry year*
  - *Develop rhythms for assimilating new people including the following:*
    - *New people welcomed on Sunday morning*
    - *New people followed-up with by assimilation leadership team and staff*
    - *Newcomers lunch*
    - *Possible cohort for new people*
    - *Work in collaboration with Nights of the Roundtable and Ladies events to intentionally connect newcomers*
  - *Organizational processes developed for effectively capturing information for new newcomers*
- Why Are We Doing This?:
  - *So that new people connect to the life of our church and begin to thrive spiritually through both community and serving. We want to see people move from attending to being actively engaged and growing spiritually.*

## ***Initiative: Develop Adult Education Curriculum***

- Responsible Person: Beth
  - *Team: Zach and Ken*
- Approximate Date/Time: January 2026
- Physical Space Needs: Classrooms for various Sunday school class offerings
- Proposed Budget: \$250 (possible books and materials)
- Core Value(s): Incarnation, prayer, renewal and generosity
- Strategic Priority: Adult Catechism and Formation
- Activities:
  - *Create visible tracks for growth*
    - *Identify equipping needs*
    - *Develop and implement rhythms for growth including classes, groups and programs offered, and a written inhouse devotional for congregational use*
  - *Equip congregation to develop their own intentional spiritual development plan*
    - *Develop a self-diagnostic tool to help people identify what their current needs are*
    - *Create a menu of offerings for the upcoming year (in the form of a chart/table based on life stage and Christian experience)*
- Why Are We Doing This?:
  - *So that our congregation has clear visible tracks that equip them to participate in a personal spiritual growth plan each year.*

## ***Initiative: Develop a Strategic Philosophy Concerning Diversity***

- Responsible Person: Ken
  - *Team: Ken, Zach, Alex, Barbara Jones, Evan*
- Approximate Date/Time: Start meeting over the summer and have initial conclusions by end of August 2025
- Physical Space Needs: Meeting room
- Proposed Budget: \$900 for consulting fee for Barbara Jones

- Core Value(s): Incarnation & Renewal
- Christ's church is multi-cultural, multi-ethnic, multi-socio-economic, multi-generational
- A local congregation should reflect the diversity of the kingdom represented in its community
- We want to be a community of believers in which all who come are received as and for who they are.
- Strategic Priority: External Ministries
- Activities:
- Meet with the team:
- Discern the reality of where we are concerning diversity
- Discern what would need to change in order to embrace diversity
- Develop a road map towards diversity
- Ken writes position paper
- Pastoral staff edit paper
  - Session approve and publish paper

**-Why Are We Doing This?:**

*- So that our congregation can move towards reflecting the kingdom of God in its diversity, growing in spiritual maturity as it adopts a more wholistic perspective on God's working in our community.*

- Leadership Coordinator position is developed and approved
- Macy Starkes as Leadership Coordinator is discussed and approved
- Macy is onboarded to this position and begins interacting with pastoral staff to execute vision/strategy
- Beth supports and coaches Macy moving forward as her new supervisor for this role

**-Why Are We Doing This?:**

*- So that Leadership remains well supported and therefore effective at keeping members/attendees engaged in the sacrificial service portion of their Christian catechism/formation process.*

## ***Initiative: Strategy & Function of Leadership through Organizational Transition***

- Responsible Person: Evan Lowell
  - Team: Zach Bradley, Beth Goss, Ken Matlack, Macy Starkes*
- Approximate Date/Time: Fall 2025
- Physical Space Needs: N/A
- Proposed Budget: N/A
- Core Value(s): Renewal & Incarnation
- Strategic Priority: Adult Catechism/Formation
- Activities:
  - Evan does a strategic assessment of Leadership's effectiveness
  - Evan meets with Zach, Beth and Ken to brainstorm staffing, organizational, and strategic solutions for Leadership



# B

***EVANGELISM INITIATIVES***

## ***Initiative: Create & Initiate an Alpha Program***

Description: A course for seekers to learn more about Jesus

- Responsible Person: Ken

Team: Will recruit over the summer

- Approximate Date/Time: January 2026: 7 consecutive Thursdays starting January 8, 2026 plus one "Day Away" on Saturday February 28, 2026

- Physical Space Needs: Tables in the Gathering Area with TVs. Day Away: Large home, or retreat center.

- Proposed Budget: Total \$1000: \$300 for promotional materials, \$700 for supplies for meals

- Core Value(s): Prayer, Incarnation, Renewal

- The Great Commandment

- Providing a safe space for seekers to explore Christianity

- Getting the congregation involved in reaching "not-yet-Christians".

- Strategic Priority: Evangelism

- Activities

- Launch VIP prayer initiative

- Attend Alpha training in August

- Attend an Alpha course at Trinity

- Meet with Stefan and Beth on communications

- Recruit Table Hosts and train them

- Recruit Table Volunteers

- Recruit Meal Coordinator

-Why Are We Doing This?:

- So that the members of our congregation are supported in their efforts to love those who are not yet followers of Jesus, committing themselves to seeing the people of our community experience the abundant life in Christ.

## ***Initiative: Develop a Clear Philosophy and Strategy for Evangelism***

- Responsible Person: Ken

- Team: Zach

- Approximate Date/Time: Philosophy and ministry strategy completed by 9/1/25

- Physical Space Needs: Class room space for teaching on apologetics/gospel. Alpha - see Alpha sheet

- Proposed Budget: N/A

- Core Value(s): Incarnation

- Strategic Priority: Evangelism

- Activities:

- Zach and Ken meet as needed to develop thoughts

- Ken writes position paper

- Pastoral staff edit paper

- Session approve and publish paper

-Why Are We Doing This?:

- So that we gain clarity regarding what it means to share Christ in our present time and community, developing a well-rounded approach to effectively bearing witness to the kingdom of God.

## ***Initiative: Train Discipleship Groups in VIP Prayer Practice***

Description: A course for seekers to learn more about Jesus

- Responsible Person: Ken

- Approximate Date/Time: Fall D-Group Leadership team meeting.

- Proposed Budget: \$200 for promotional materials.

- Core Value(s): Prayer, Incarnation, Renewal

- Concern for those who are not yet followers of Jesus is a normal and healthy response of every Christian.

- Prayer is essential to God's plan for bringing people to himself

- Evangelism is best done in community

- Strategic Priority: Evangelism

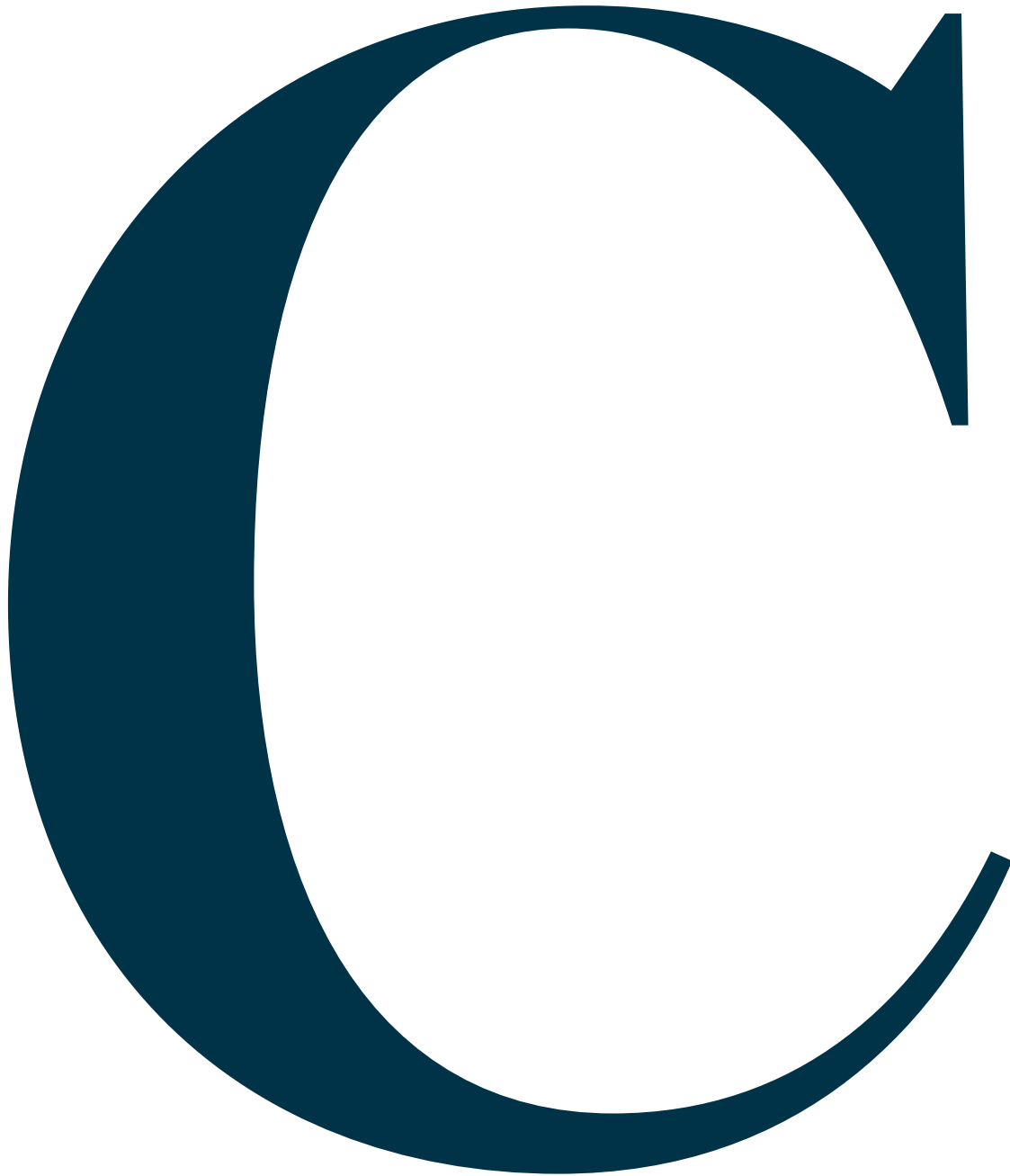
- Activities:

- Talk to Stefan about "producing" a card for Prayer

- Talk to d-group leaders about building in more evangelistic prayer in the Fall

-Why Are We Doing This?:

- So that the members of our congregation grow in love for their friends who are not yet followers of Jesus, seeing God answer prayer by beginning to draw those friends to himself.



***EXTERNAL MINISTRIES***  
***INITIATIVES***

## ***Initiative: Planning for Increasing External Ministry Budget % Allocation***

- Responsible Person: Mallory
  - Team: Mallory, Zach, Finance Committee*
- Approximate Date/Time: Winter 2025/26
- Physical Space Needs: N/A
- Proposed Budget:
  - \$1-1.5M to pay off mortgage as part of next capital campaign*
  - Maintenance of minimum 8% to external ministries at the beginning of the fiscal year, which requires Ministry, Staffing, and Facilities to stay at appropriate % levels*
- Core Value(s): Generosity
- Strategic Priority: External Ministries
- Activities:
  - Sept 2025: start the 25/26 budget with at least a 1% increase to external ministries by cutting other budget areas (8% in FY24/25, so minimum of 9% for FY25/26)*
  - Nov 2025: Investigate how much paying off \$1-1.5M of mortgage would save us annually and as a percentage of the budget. The entire mortgage of \$3M currently represents about 13% of the budget.*
  - Nov 2025: Updated 3-5 year hiring plan from Evan/Personnel Committee to build into rough plan*
  - Dec 2025: Lay out a very rough 5-10 year plan for budget percentage categories, assuming income growth, hiring plan, opex increases, and 2 capital campaigns that have mortgage paydown included*
  - Jan 2026: Incorporate first round of debt paydown implications into capital campaign plan (with Generis)*
- Why Are We Doing This?:
  - So that we realize our vision for influence in the community through Deed ministry by returning our annual operating budget allocation for external ministries to 25%.*

## ***Initiative: Develop & Initiate BPC Housing Expansion Plan***

- Responsible Person: Zach

*- Team: BPC Expansion Team (Art Brannan, Andrew Thornton)*

- Approximate Date/Time: Spring 2026
- Physical Space Needs: Back lot of church behind the gym
- Proposed Budget: Around \$850k (to be fundraised)
- Core Value(s): Generosity & Incarnation
- Strategic Priority: External Ministries
- Activities:
  - Collaborate with BPC Housing expansion team to develop our strategic proposal*
    - As part of this plan, determine building and operating costs*
    - Determine fundraising strategy and goal*
  - Propose plan to the following groups in sequence for approval:*
    - Executive Staff*
    - Deacons*
    - Building Committee*
    - Session*
  - Begin executing fundraising strategy*
  - As fundraising comes in, hire project manager in contract position to execute expansion plan in 2026-27*
- Why Are We Doing This?:
  - So that we expand opportunities for BPC to bring hope and transformation through its resources to families in the community who have limited capital by expanding BPC Housing.*

## ***Initiative: Develop a Philosophy & Strategy for Church Planting***

- Responsible Person: Ken
  - Team: Zach*
- Approximate Date/Time: Develop by May 2026
- Physical Space Needs: None
- Proposed Budget: None for this year
- Core Value(s): Incarnation & Renewal
- Strategic Priority: External Ministries
- Activities:
  - Ken and Zach meet as needed to develop thoughts*
  - Ken writes position and strategic plan paper*

- Pastoral staff edit paper
- Session approve and publish paper

**-Why Are We Doing This?:**

*- So that BPC can effectively participate in seeing more communities in Atlanta exposed to the good news of the kingdom through church planting.*

## ***Initiative: Develop a Ministry Philosophy Around Caring for the Poor***

**- Responsible Person: Ken**

*- Team: Zach, Ken, David Rines, Alex, Laura Martino*

**- Approximate Date/Time: Completed by 12/31/25**

**- Physical Space Needs: Meeting room**

**- Proposed Budget: N/A**

**- Core Value(s): Incarnation, Generosity, Renewal**

*- Christ calls us to care for the poor*

**- Strategic Priority: External Ministries**

**- Activities:**

- Have the team meet and talk as needed to develop thoughts*
- Ken writes position paper*
- Pastoral staff edit paper*
- Session approve and publish paper*

**-Why Are We Doing This?:**

*-So that we can channel our human and financial resources most effectively in response to Christ's call to love and care for the poor of our community.*

## ***Initiative: Launch BPC Foster Home***

**- Responsible Person: Evan Lowell**

*- Team: Allie London, Brad Wilkerson, Jessica Rines, Chris White, Hannah Gray*

**- Approximate Date/Time: Fall 2025**

**- Physical Space Needs: Parsonage House**

**- Proposed Budget: \$175k externally raised (renovation + 1st year's operating budget)**

**- Core Value(s): Renewal, Incarnation**

**- Strategic Priority: External Ministries**

**- Activities:**

- Acquire remaining balance on fundraising goal of \$225k*
- Recruit foster parent(s)*
- Renovate parsonage house*
- Pursue state licensing for foster parent(s) and respite families*

**-Why Are We Doing This?:**

*-So that we might have a more engaged and collaborative presence in foster care as we answer the call from God to care for the vulnerable orphans in our community.*

D

*FAMILIES INITIATIVES*

## Initiative: Hire, Onboard and Support a New Director of Children's Ministry

- Responsible Person: Evan Lowell
  - Team: Caroline Antonio, Mallory Chow, Bradley Kidd, Christy Wilkerson
- Approximate Date/Time: Fall 2025
- Physical Space Needs: N/A
- Proposed Budget: Full-Time Salary + Benefits
- Core Value(s): N/A
- Strategic Priority: Families
- Activities:
  - Develop Job Description for Director of Children's Ministry position
  - Pursue approval from Personnel and Finance committee on position and compensation band
  - Assemble Hiring Committee consisting of 2 executive staff members and 3 parents with kids in Children's Ministry
  - Have administrator post the job publicly and extend personal invitations to targeted people
  - Conduct interview process and select the hire with start date of 7/1/25
  - Staff team helps to onboard this position and support in connecting with people in the church
  - Hiring Committee also serves as onboarding support team during transition
  - Introduce new hire to the church through all communication channels
  - Create a place & time for families to get to know the new hire
- Why are we doing this?
  - So that we have a Director of Children's Ministry who is excited and able to equip our families [children and parents alike] for all stages of family development that is rooted in the grace of Jesus.

## Initiative: Implement a Weekly Sunday Night Youth Group

- Responsible Person: Blythe
  - Team:
    - 1. Small Group Leaders - GraceAnne Glenn, Anna Stuart, Paul Glenn, Harrison Stuart, Jessica Castillo, James Mackes, Jacob Castillo, NEED: 4 more leaders for rising 5th graders

- 2. Student Ministry Committee - Jenny Melton, Will Portera, Josiah Martin, GraceAnne Glenn

- Approximate Date/Time: Fall 2025
- Weekly beginning in August, Sunday nights from 6-8PM
- Proposed Schedule:
  - Aug 20 - student min. kick off
  - Sept. 7, 14, 21
  - Oct. 5, 19, 26
  - Nov. 2, 9, 16, 30
  - Dec. 7, 14
  - Jan. 11, 25
  - Feb. 1, 8, 22
  - March. 1, 8, 22, 29
  - April. 12, 19, 26
  - May. 3 - end of year celebration
- Physical Space Needs: The gym and 4-6 rooms for small groups to meet in the main building.
- Proposed Budget: Included in Student Ministry Plan budget
- Core Value(s): Incarnation & Renewal
- Strategic Priority: Families
- Activities:
  - Recruit four more small group leaders
  - Purchase equipment for play in the gym
  - Establish written calendar of all youth group meetings
  - Train small group leaders prior to Aug. 20
  - Execute student ministry vision meeting for parents prior to Aug. 20
  - Organize a dinner plan for each week
- Why are we doing this?
  - So that students may have a place to wrestle with their faith, making it their own, while building community with their peers.

## ***Initiative: Develop and Implement a Parent Equipping Class Series***

- Responsible Person: Blythe & Zachl
  - *Team: Dana*
- Approximate Date/Time: Winter 2026
- Physical Space Needs: Classroom 204 or other class space on Sunday mornings and maybe week day evening use of classroom
- Proposed Budget: \$200 - books for study & resources for parents
- Core Value(s): Incarnation, Renewal
- Strategic Priority: Families
- Activities:
  - *Begin developing catechism of church educational program*
  - *Create plan for first class*
- *Develop strategy for what topics are offered and when this occurs*
- Why are we doing this?
  - *So that parents feel supported and empowered to live out the Gospel as they love and lead their families.*

## ***Initiative: Develop & Implement a Redefined Confirmation Process***

- Responsible Person: Blythe
  - *Team: Ken, Beth, Zach*
- Approximate Date/Time: Spring 2026
- Physical Space Needs: Room 204 on Sunday morning
- Proposed Budget: \$250
- Core Value(s): Prayer, Incarnation, Renewal
- Strategic Priority: Families
- Activities:
  - *Gather data on other confirmation processes*
  - *Write/determine class curriculum*
  - *Create reading schedule for families*
  - *Introduce new process to the church*
  - *Execute first session of classes in the Spring*
- Why are we doing this?
  - *So that we may creatively engage our students in their personal faith journey and equip them to be lifelong followers of Jesus and active members of the church.*





***ORGANIZATIONAL PROCESS &  
COMMUNICATION INITIATIVES***

## ***Initiative: Develop & Implement Collaborative Workflows between Staff***

- Responsible Person: Evan Lowell
  - Team: Staff
- Approximate Date/Time: Winter 2025
- Physical Space Needs: Continued use of existing staff office spaces
- Proposed Budget: N/A
- Activities:
  - Develop and implement an operational plan that creates staff culture and workflow rhythms conducive to collaboration
    - Collaborative office hours
    - Regularly scheduled tactical meetings that include more staff
    - Focused monthly strategic meetings
    - Bi-weekly staff prayer
  - Develop and implement an organizational plan that clarifies people's role responsibilities
    - New staff organizational chart
    - Refine staff's existing job descriptions with 3-5 main areas of responsibility
    - Communicate and collaborate with staff on these updates for alignment
  - Use clarified role responsibilities to empower people to be vulnerable (not feel threatened and ask for help/input) and collaborate with team members
  - Implement Planning Center migrations to create more effective and efficient workflows between staff/congregants in services/events
- Why are we doing this?

*So that we have a healthy, supported, engaged and inspired staff team who are strategically positioned to work together in realizing God's vision for our church.*

## ***Initiative: Develop & Implement a Comprehensive Communication Plan that includes Sunday Announcements, Bulletin, Wednesday Update, Web/App, Social Media, and Facilities***

- Responsible Person: Beth
  - Team: Stefan, Allie, Mallory, Jacob, Zach (back of bulletin input)
- Approximate Date/Time:
  - Overall plan in place by Mid Summer 2025 with implementation throughout the ministry year
- Physical Space Needs: N/A
- Proposed Budget: n/a
- Core Value(s): Renewal, Incarnation
- Strategic Priority: Organizational Processes and Communication
- Activities:
  - Identify overall communications needs to the church and develop criteria for the mechanism for when and how often information is communicated. Not limited to but including the following:
    - General Announcements and upcoming events
    - Important congregation communications (finance updates, building updates, congregational meetings, etc)
    - Ministry team updates
    - Staff updates
  - Develop overall social media strategy
  - Monthly Communications meetings to plan the upcoming month.
  - Develop plan for back of weekly back of bulletin rhythms with monthly planning day to sketch out plan for upcoming month.
- Why are we doing this?

*So that information is communicated to our community in a clear, concise and timely manner, allowing people to be more active and engaged.*

## ***Initiative: Explore Internship/ Residency Program Possibilities***

- Responsible Person: Evan Lowell
  - Team: Steve McGuire, Hace Cargo
- Approximate Date/Time: Spring 2026
- Physical Space Needs: None
- Proposed Budget: None
- Core Value(s): Generosity and Renewal
- Strategic Priority: Organizational Processes & Communication
- Activities:
  - Meet with Hace Cargo to talk about their partnership with Made to Flourish for pastoral intern/resident
  - Interact with Made to Flourish to explore possibilities in partnership
  - Report to executive staff and collaborate on what areas are most strategic for interns/residents
  - Make program proposal to personnel committee, finance committee, and Session
  - Plan for execution starting in 2026-27 ministry year
- Why are we doing this?

*So that we participate in the development of future gospel ministers and pursue long-term organizational health by creating an internal recruiting pipeline for potential staff hires.*

## ***Initiative: Integrate Planning Center Throughout the Organization***

- Responsible Person: Mallory
  - Team: Stefan, Beth, Macy, Dana
- Approximate Date/Time: Fall 2025
- Physical Space Needs: None
- Proposed Budget: \$3,000 for annual subscription
- Core Value(s): Incarnation
- Strategic Priority: Organizational Processes & Communication
- Activities:
  - March 2025: introduce to staff, start using Calendar, start using Services (more), start using People, set up Giving
  - April 27th: Launch of Planning Center to congregation, specifically: access to profile, giving, directory, and calendar/event signups through the app
  - Summer 2025: Connect to broader volunteer groups and start scheduling through PC (intercessory prayer team, congregational prayers, Children's ministry volunteers, etc)
  - Fall 2025: Start using PC for Children's Ministry check-in
- Why are we doing this?

*So that the work of our staff and ministries of our church function more effectively through better information, clearer communication and more efficient processes.*