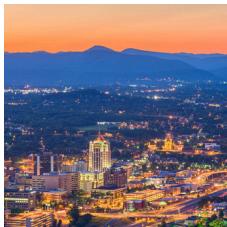


VISION 25

PARKWAY
CHURCH ON THE MOUNTAIN

Know God. Find Freedom.
Discover your Purpose. Discover your People.





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Vision 25 Booklet

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Our **VISION**



Parkway Church on the Mountain's Vision is to see every person and every generation become devoted followers of Jesus Christ, starting in our local community and extending to all nations.

"And Jesus came up and spoke to them, saying, 'All authority in heaven and on earth has been given to Me. Go, therefore, and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to follow all that I commanded you; and behold, I am with you always, to the end of the age.'"

Matthew 28:18-20 (NASB)

THE MISSION

**TO SEE LOST PEOPLE SAVED, SAVED PEOPLE FREED,
FREE PEOPLE DISCIPLED, DISCIPLED PEOPLE MOBILIZED.**

Know God. Find Freedom. Discover your Purpose.
Discover your People.

Our spiritual journey consists of four steps:

1. Know God.

"Some of these people have missed the most important thing in life—they don't know God..."

1 Timothy 6:21 TLB

"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but only the one who does the will of my Father who is in heaven." Matthew 7:21 NIV

"[I pray]...that you may know Him better [personally]." Ephesians 1:17-18 NIV

At Parkway, we help people **know God** through worship services and personal relationship with Christ.

2. Find Freedom.

"[I pray]...that the eyes of your heart may be enlightened [focused and clear]."

Ephesians 1:17-18 NIV

"Therefore confess your sins to each other and pray for each other so that you may be healed." James 5:16 NIV

At Parkway, we help people **find freedom** through discipleship and intentional study of God's truth (scripture).

3. Discover your Purpose.

"[I pray]...that you may grasp the immensity of this glorious way of life He has for His followers [in His holy people]." Ephesians 1:17-18 MSG

"All of you together are Christ's body, and each of you is a part of it." 1 Corinthians 12:27 NLT

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples...I have told you this so that my joy may be in you and that your joy may be complete." John 15:8, 11 NIV

"God has given gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another." 1 Peter 4:10 NLT

At Parkway, we help people use their gifts to fulfill their **purpose** by joining the Dream Team and by mobilizing them to make disciples of all nations.

4. Discover your People.

"[I pray]...that you may know the hope to which He has called you." Ephesians 1:17-18 NIV

"All the days ordained for me were written in Your book before one of them came to be." Psalm 139:16 NIV

"We have different gifts, according to the grace given us." Romans 12:6 NIV

At Parkway, we help people **discover their people** through the community that Groups provide.



CORE STRATEGIES TO COMPLETE THE MISSION

Teach His Word

We accomplish this through Sunday Worship, Wednesday Night learning, Groups, and Education support.

Provide Next Steps.

Some next steps people can take (in no particular order) include: Salvation, Baptism, New Friends Party, Equip, Membership, Dream Team, Groups, Freedom Group, One on One Discipleship, Leadership, and Mobilization.

Invite and Grow.

Inviting should always be easy and natural. All of us should feel comfortable inviting others to Parkway. We will equip every person with what they need in order to invite guests. People in our world want to come to church. And people will come to church if we invite them.

Not only do we want to invite new people to our church, we also want to invite our people into leadership. The goal is to develop a culture of "Come with me, learn from me, do with me, let me watch you do, go and invite someone to do it with you."

Invest Our Resources.

God honors what we plant. We will continually ask 'what is the best way to use this for the kingdom?' It is important to understand that we want our church environment to be welcoming and excellent, but it is not here just to be looked at.

We bless our people, but we don't waste God's money. We forecast, we report, we audit, and we are accountable. Most importantly, we pray for more resources so that we can expand our kingdom work.

FOUNDATIONS



FOUNDATIONS

CORE VALUES

TRUTH- we aren't afraid of the truth, we will proclaim the truth, and the truth will set us free.

COMPASSION- we empathize with others when they hurt, when we see a need we will do our best to meet it, and we PRAY for those around us.

COMMITMENT- we will remain faithful to the calling, to the mission, to the vision, and to Christ our King. We will fight the good fight to the end.

GROWTH- we believe God responds to investment. We believe God will bless us with growth if we pray for it and work toward it. God fills our cup to overflowing so that we can be a blessing to all nations.

CULTURE STATEMENTS

We speak truth in love.
(1 Peter 3:15-16)
(truth and compassion)

We encourage one another daily.
(Hebrews 10:24)
(compassion and growth)

We celebrate victories! (Philippians 4)
(growth and commitment)

We hold each other accountable.
(commitment and truth)



Accomplishing the

MISSION

FROM PASTOR DUSTIN, LEAD PASTOR

<u>CATEGORY/METRIC</u>	<u>2024/25 YEAR</u>	<u>2024/2025 ACTUALS</u>
Life Change		
Decision for Christ	350	443
First time Commitment	125	100
Water Baptism	125	116
Finding Freedom*	75	68
Called to ministry (vocationally)	1	2
<u>Called to ministry (locally)</u>		
Team Lead (per year)	10	
Team Director	1	
Next Gen Call to ministry	5	7
<u>CATEGORY/METRIC</u>	<u>2024/25 YEAR</u>	<u>2024/2025 ACTUALS</u>
Congregation		
Attendance (people)		
<u>Sunday Morning</u>		
On Site	1100	1205
Adult service	750	830
Sunday kids min	280	289
Sunday Middle and HS	80	86
Online	550	596
Total Sunday Morning	1650	1802
<u>Connections</u>		
New Friends Party	170	179
Identifiable Guests (by name)	400	434
<u>CATEGORY/METRIC</u>	<u>2024/25 YEAR</u>	<u>2024/2025 ACTUALS</u>
Engagement		
Dream Team	540	553
Equip (completions)	125	158
Groups*	400	406
Memberships (new)	110	139
Financial		
Tithes and Offering increase (per year)	10%	3%
Education		
Preschool new church families	3	9
Grade school new church families	3	15

Accomplishing the **MISSION**

FROM PASTOR DUSTIN, LEAD PASTOR

A PLAN FOR 2025 AND THE NEXT 5 YEARS

God is leading us to advance his Kingdom here in the Roanoke Valley and beyond – all the way to the ends of the earth. In the past 5 years, 35 years, and 100 years, God has given us a foundation to build on. I believe that foundation is a launching pad. The numeric and metric goals discussed below are a representation of reasonable expectations so that we can be held accountable to the growth principles we believe in as a church. However, our God is a God of increase and multiplication. These numbers represent our efforts but do not limit the power of God to pour out 'exceedingly and abundantly above all that we ask or think...' (Eph. 3:20) on our church as we seek him wholeheartedly with our 'cups up'.

We desire to invest all that he is asking us to do so that we may see these things take place. Our desires prompted by our faith (2 Thess. 1:11) exist (not exclusively) in six categories: Life Change, Congregation, Engagement, Finances, Education, and Kingdom Building. Here are some metrics as we look ahead to the next year and five years as we seek God's blessing on our efforts.

LIFE CHANGE

We expect God to move in the hearts of people, saving them, freeing them from addiction and habitual sin, giving them a purpose in life, and empowering them by the Holy Spirit to produce fruit. Here is what we are praying for:

<u>CATEGORY/METRIC</u>	<u>2025/26 YEAR</u>	<u>BY THE YEAR 2030</u>
Life Change		
Decision for Christ	550	1000
First time Commitment	125	250
Water Baptism	140	225
Finding Freedom*	100	300
Called to ministry (vocationally)	1	5
Called to ministry (locally)		
Team Lead (per year)	20	40
Team Director	3	3
Next Gen Call to ministry	3	25

*Finding Freedom specifically refers to individuals who can/will claim victory over a habitual sin or addiction they were once held captive to.

Accomplishing the **MISSION**

FROM PASTOR DUSTIN, LEAD PASTOR

CONGREGATION

Every single human being is important to God. He loves His children. He is calling those who are lost to come back home and he is actively pursuing them (through the work of the church). We expect to see more people drawn to our 'city on a hill' and to our community because God expects us to grow (Genesis 1:26, Matthew 25:14-30, Acts 1:8) and will empower us corporately and individually to do so. So long as God cares about lost people coming into his family, we will care about identifying them and trying to reach them.

<u>CATEGORY/METRIC</u>	<u>2025/26 YEAR</u>	<u>BY THE YEAR 2030</u>
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Congregation

Attendance (people)

Sunday Morning

On Site	1500	2000
Adult service	1020	1300
Sunday kids min	360	550
Sunday Middle and HS	120	150
Online	750	800
Total Sunday Morning	2250	2800

Connections

New Friends Party	200	300
Identifiable Guests (by name)	500	1000

Accomplishing the **MISSION**

FROM PASTOR DUSTIN, LEAD PASTOR

ENGAGEMENT

The church is at its best when we are connected to a body of like minded believers, encouraging one another and teaching one another (Hebrews 10:24-25, Ephesians 4:11-20, Acts 2:42-47). We want to be doing these things in increasing measure in the coming years to grow our body of believers up until we have all reached maturity in the faith.

<u>CATEGORY/METRIC</u>	<u>2025/26 YEAR</u>	<u>BY THE YEAR 2030</u>
Engagement		
Dream Team	650	900
Equip (completions)	180	250
Groups*	500	1350
Memberships (new)	140	200
Financial		
Tithes and Offering increase (per year)	10%	10%
Education		
Preschool new church families	4	8
Grade school new church families	2	5
Kingdom Building		
Campus Launched	2	4

*Groups numbers are measured by the average monthly attendance.



DUSTIN SPENCER

Lead Pastor



CARLEY MOORE

Associate Lead Pastor
Senior Team Lead



ANDY HARDY

Next Generation Pastor
Senior Team Lead



MIKE LAURIDSEN

Care, Connection, and
Next Steps Pastor
Senior Team Lead

WORSHIP AND FACILITIES TEAM

MARSHALL MILLER

Worship Team Director

MORGAN SHORT

Worship Assistant & Dance Team Director

DARREN CHILSON

Online & Creative Director

HANNAH MOORE

Executive Assistant, Marketing Director &
Next Gen Worship

DARRELL SPENCER

Maintenance

JOHN BRUNK

Maintenance

MATTIE BRAFORD

Admin Assistant

TREVOR WERLE

Database Manager

NEXT GENERATION TEAM

JOHN SPENCER

Students and College Pastor

BRENTLEY RING

Middle School Director

CHRISTINE PHILLIPS

Early Childhood Director & Next Gen Admin

LINDSEY HOLZAPFEL

K-3 Director

ABBY COLLINS

Nursery Director

LINDSEY MILLER

PreTeen Director

NIKKI WEDDLE

Parkway Preschool Director

CINDY SPENCER

Parkway Preschool Assistant Director

COURTNEY CHILSON

Kindergarten Director & Groups Assistant

CARE, CONNECTIONS, AND NEXT STEPS TEAM

STEPHIE CLEMENT

Groups, Cafe, & Women's Director

MAEGAN GAHIMA

Neighbors and Nations Director

KASSIDY SPENCER

Next Steps Director

JEANETTE LEONARD

Guest Services & Special Days Director

GLEN ARGABRIGHT

Staff Counselor

OUR
TEAM



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