



# 3-YEAR STRATEGIC PLAN



*From Worship  
Flows Parish Life*



*Psalm 127:1*

Unless the Lord builds the house,  
the builders labor in vain. Unless the  
Lord watches over the city, the guards  
stand watch in vain.

**THE  
EXECUTIVE  
SUMMARY**



**Parish Presbyterian Church (PPC) enjoys a vibrant ministry and a congregation that continues to grow in numbers and, more importantly, in depth.**



**FROM** its inception in 2006 and continuing into 2019, Parish Presbyterian Church has a history of rapid growth that has been the impetus for many exciting developments over the years. These include:

The church started as a small group of 55 people as a plant from Christ Community Church. Over the years attendance has grown to an average of over 350 worshippers and Sunday school attendees on a weekly basis.

Growth in the original downtown Franklin, Tennessee location provided the opportunity to plant Cornerstone Presbyterian Church in the existing building and for Parish Presbyterian Church to purchase and move to the current location on Clovercroft Road

Growth in worshippers at the Clovercroft location quickly outpaced the building and staff resources. It was determined that there was need for some cohesive planning to accommodate the growth and retain our church values.

In 2013 the church created a Strategic Plan to better communicate the Vision and Mission of the Church and to plan for rapid growth that had been a reality since the very beginning. While the Vision and Mission of the church has not changed, demands for space, additional pastoral care and ministries had stretched the church's resources and responsiveness.



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# THE 2013

Strategic Plan anticipated the need for increased physical space, additional pastoral, administrative and ministry related staff. It also made some projections about the financial resources required to sustain a church of over 400 worshippers. Amazingly enough, by God's grace, we realized at the end of 2018 that many of our projections had become reality. Now in 2019 it is time to revise the original plan to reflect the current situation in the church while remaining true to our values, vision and mission. The Strategic Planning Committee has begun its work to revise this plan to reflect the changing demographic and needs of the Church body. We will leave much about our Vision and Mission statements untouched but will with God's help; attempt to plan for the short and long term for Parish Presbyterian Church.

I invite you to read the 2019 plan and help us pray and consider what the Lord will do in our midst in the coming years. Pray that God would use this revised strategic plan for his glory and in the establishment of his kingdom.





# FINDINGS

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**I**N attempting to make revisions of the plan to better reflect our congregation and the current situation in the church and within the community, the SPC found that minimal or no changes are necessary to the foundational value statements already found in the original strategic plan. These documents were intended to support statements found in the Westminster Confession of Faith, Book of Church Order along with a variety of parish distinctives such as covenant community, missional multiplication, covenantal succession and reliance on the “ordinary means of grace”. Our original plan revealed a number of animating values (below) that draw people to the church and make us want to be part of the ministry.

- Solid worship and Biblical teaching
- Sense of community and belonging
- Faithfulness to Biblical disciplines
- Commitment to spreading the Gospel, impacting culture and being light in this world

The original analysis led us to a recognition and analysis of the fact that the body is made up of segments with differing abilities, needs and desires for service in the PPC community and ministry. These segments add to the vitality and diversity of our congregation and remind us to recognize the value of each member of the body:

- Single/Widowed/Divorced
- Married with young children
- Married with older children
- Empty nesters

In the revised plan it is the intent of the SPC that we retain a focus on meeting the needs of these individuals and families.

## PROCESS

As part of the strategic planning process, the SPC determined to better understand the needs and desires of PPC while also benefitting from the efforts of other churches and available resources that facilitated the process. The committee surveyed the congregation and hosted a brainstorming session of church leaders and spouses to identify strengths, weaknesses and challenges.



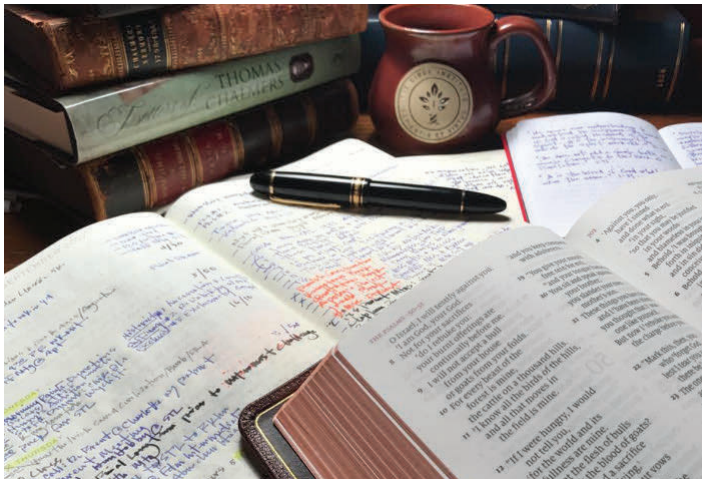
# ACTION PLANNING

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The revised strategic plan seeks to refocus our attention to developing goals, strategies and tactics designed, in part, to move people from loose affiliation and non-member status into deeper connections and levels of commitment for the benefit of the body and the for the glory of God.

**Giving structure to these actions plans was a list of questions the SPC sought to address which drove toward the following twelve goals:**

Implementation of these action plans would be taken up by the appropriate Parish Life Groups and committees.



Assimilate visitors and new members  
Implemented by Visitor and New Member  
Welcome Teams

Take the Gospel beyond the doors of our  
church

Educate and Disciple the children and  
adults of our church

Identify and Disciple future church leaders

Multiply through church planting

Communicate with the Members

Establish the right size church and staff to  
fulfill our calling expected of them

Provide the facilities needed to fulfill our  
calling

Conduct a follow up capital campaign to  
complete construction phases and to pay  
down church debt.

Create healthy partnership with Christian  
School

Discipleship and fellowship for young  
adults

Call Congregation to Action and Revival

# STRATEGIC PRIORITIES

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While the opportunities to take action are immense, it is important to consider which priorities have the most impact on our mission.

The Strategic Planning Committee identified the following ranking of priorities:

- Worship/Prayer
- Discipleship
- Teaching Ministries
- Leadership
- Community/Fellowship
- Mission/Service
- Stewardship
- Relationships beyond church
- Communications

## SUMMARY

It is the aim of the SPC that the strategic plan provides up-to-date guidance to the church leadership as well as a sense of direction to the congregation and attendees regarding the nature of this ministry over the next 3-5 years. Many in our community have also eagerly been seeking answers from the church on use of our current facility and plans for others, and this plan offers a recommendation in this regard.

The SPC encourages members and non-members to spend time reading the plan and discussing it among families, small groups, and among the body at large. Above all, we should commit the elements of the plan to careful prayer and consideration.<sup>6</sup>

### Strategic Planning Committee



George Grant



Tom Goddard



Karen Grant



Jimmy Allen



Brian Phillips



Michael Miserocchi



Heather Easterday



# From worship flows discipleship, fellowship, service and mission



These truths are reflected in the version of our logo you see on this page.

Worship is the center and fountainhead of all other gospel activity. Our fervent prayer is that Parish Presbyterian

Church will grow in grace and skill in this calling.

This calling is central to everything we do here at Parish. It expresses our commitment to a ministry marked by the primacy of Scripture in life and worship, dependence upon the ordinary means of grace, a focus on Gospel holiness, and multi-generational discipleship.

This 3-Year Strategic Plan is our prayerful and intentional commitment to live out our Calling in very tangible, orchestrated steps over the next three years.

This is an ambitious vision for our future as a church body, and we know that elements of it will change and grow as God leads our steps. But, God is not alarmed by a great endeavor. As Thomas Chalmers said, “No matter how large, your vision is too small.”



# CURRENT SITUATION

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**I**n order to assess our current situation, the committee decided it was important to hear from the Leadership, including Elders, Deacons, Service Group Leaders, Home Fellowship Leaders, Staff and the congregation as to what were the issues and priorities for the church's future. A Leadership Session was held that garnered input on ideas that could help the church attain its goals and on decisions that might hinder it. The committee wanted to have as much data and information as possible before striking out to craft any recommendations.

A summary of the results of the Leadership meeting are shown in the SWOT analysis shown on page 24. Many of

Many of the same opportunities for improvement that existed 2013 are present today.



the same opportunities for improvement that existed 2013 are present today: more formalized leadership development, enhanced communication from leadership to the congregation, improved educational opportunities and organization, and more rapid assimilation of visitors and new members into the life of the church.

However, Parish is a larger church than it was in 2013, so the context and means of addressing some issues should change in this 2019 plan.

It should be noted that some ministry initiatives have stalled out waiting

for a building. That, however, does not change the calling of Parish. It does mean that the members and leaders of Parish must prayerfully consider how to be active in serving during this time of waiting.

# SURVEY SUMMARY

**I**n order to get input from the congregation, the committee administered a survey that asked respondents to rank and comment on a series of questions related to priorities for the church. (A copy of the survey tool and results is attached.) With 159 respondents, the survey

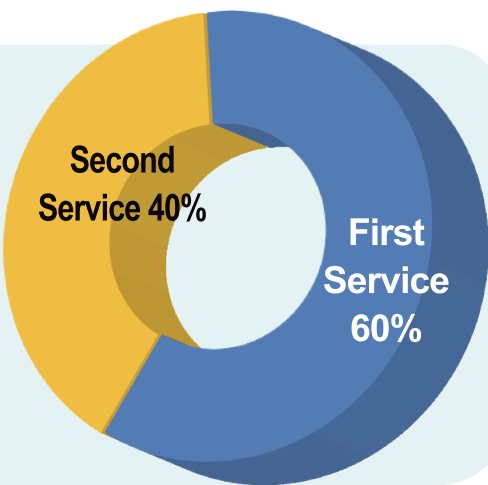
provides valuable information on the demographic mix of the congregation and its positions on a host of issues. There was strong consensus on most of the major issues in the survey. Some highlights of the results how described below. Pleases note, that this only represents the 159 who responded to the survey.

## CONNECTED AND DISCONNECTED

While those who responded that they are active at Parish were part of 2.8 ministries each, only 36% of respondents are part of a home fellowship group.

Additionally, 16% were not involved in any ministry.

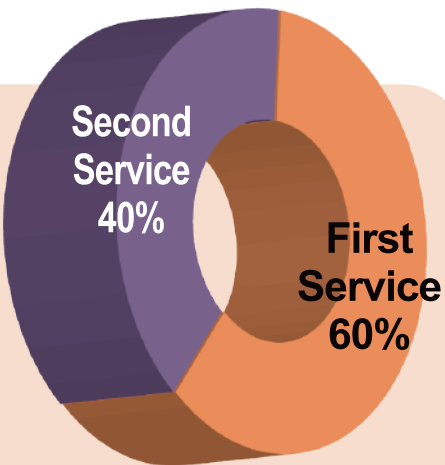
People who have attended Parish for a short amount of time seem to be less involved in ministry groups.



## EARLY RISERS

60% of respondents attend the first service while 40% attend the second service.

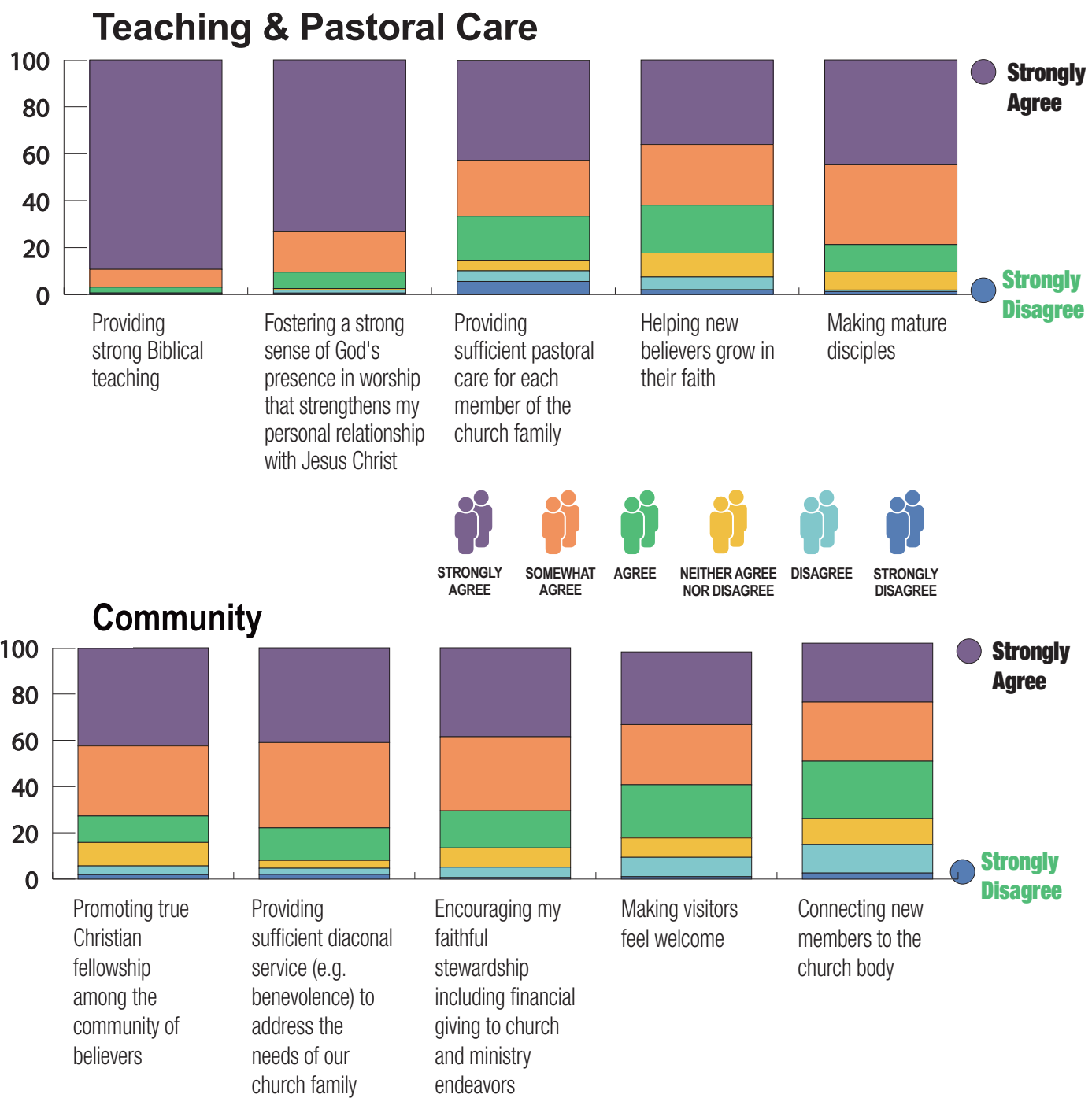
These two services do result in Parish operating like two churches, with respondents expressing a difficulty in feeling connected to the larger church body.





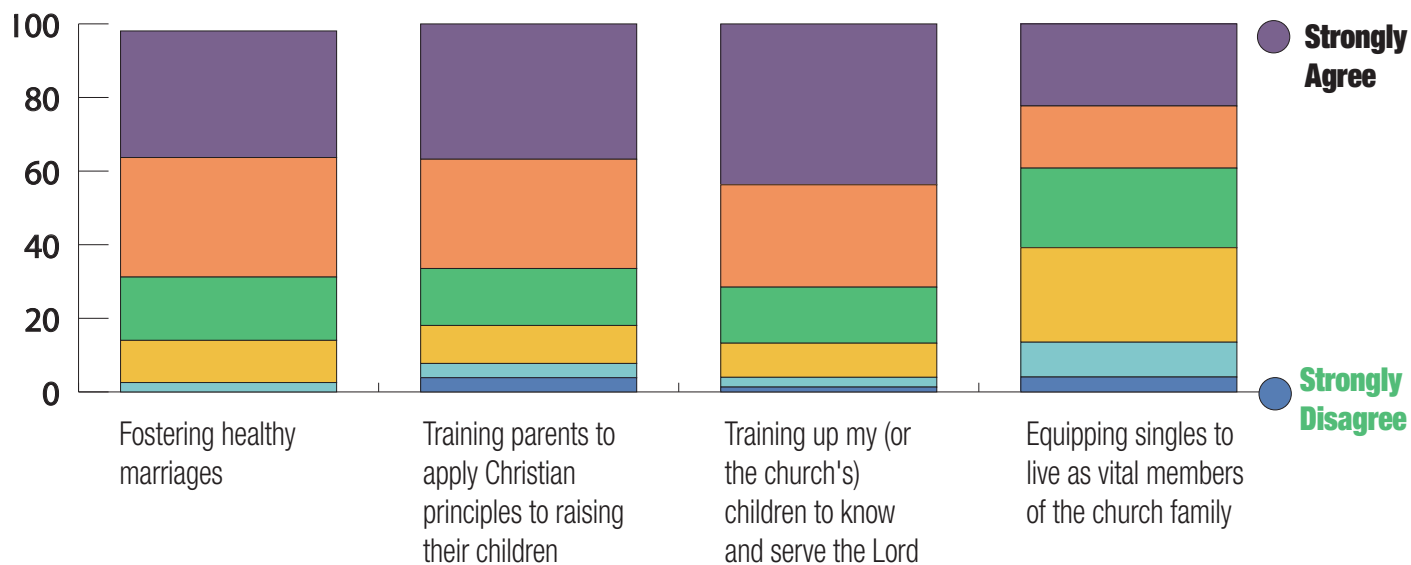
# PARISH DOES A GOOD JOB OF . . .

90% of respondents strongly agreed that Parish provides strong biblical teaching...this outpaced all other measures.

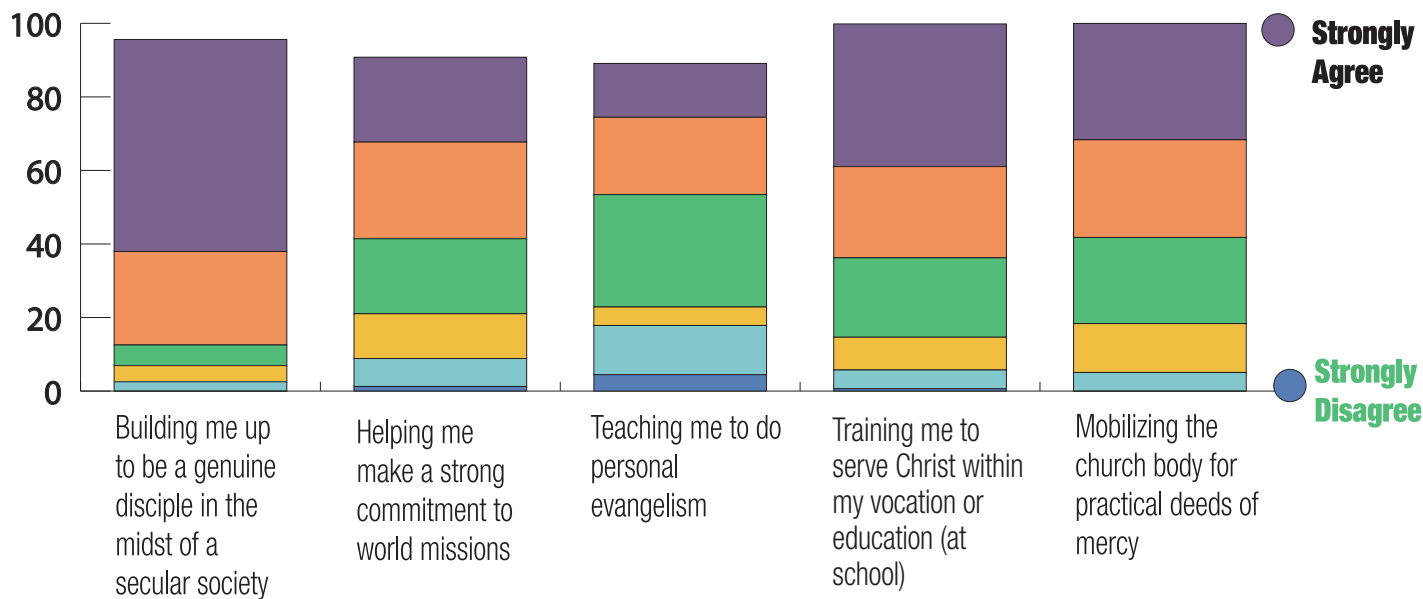


# PARISH DOES A GOOD JOB OF ...

## Home & Family



## The World



# YOUNG ADULTS

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**Diverse ages**

**A significant single population**

**Not sufficiently equipping singles**

**A need for options for young adults**

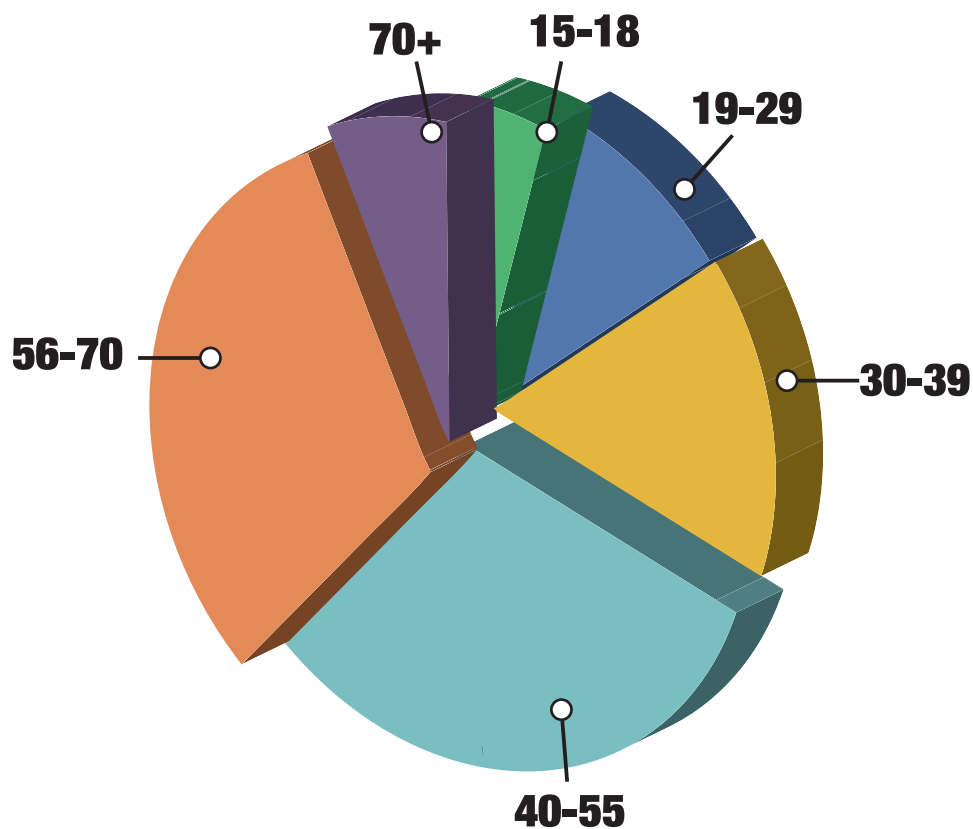
While 65% of respondents were over age 40, 20% of respondents were aged 15-30 with 15% 30-39.

People who had attended for a short amount of time were disproportionately young relative to the rest of the congregation.

21% of respondents are single, divorced or widowed—an increase of 5% from our 2013 survey.

While Parish has a significant single population, 36% of respondents do not agree that Parish is equipping singles to live as vital members of the church.

Respondents expressed need for more opportunities for young adults for community, discipleship, and service.





# OPPORTUNITIES

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**Need for improved  
means to greet  
and welcome**

**Need for expanded  
options for men**

**Need to be  
reminded of rest**

The respondents highlighted the need for proactive welcoming of visitors with well-defined follow-up.

The respondents highlighted a need for more intentional ministries for the men of the church.

As we grow, it is easy to forget principles that helped defined our ministries—revisiting the importance of seasons of rest.



# FORMAL VALUES

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**THE** values that frame our mission are both formal and animating. The formal values are located in the standards approved by the Session from the very founding of PPC. These documents interpret the church's understanding of its Scriptural obligations and have varying levels of authority. Together these documents serve to identify the values that the church has officially agreed will guide its beliefs and practices.

- A. The Westminster Confession of Faith (with Larger and Shorter Catechisms)
- B. The Book of Church Order
- C. Parish Distinctives — Along with all the other marks of a Biblical church, the parish model calls for at least four distinctive elements:

A reliance upon the “ordinary means of grace.” A parish church is one in which the preaching and teaching of the Bible, the celebration of the sacraments, prayer, the fellowship of the saints, and regular, Lord’s Day worship take absolute precedence over any and all other ministry forms.

A structural commitment to “covenant community.” A parish church is one in which efforts to know and be known, to have genuine accountability, and to engage in lively community are practically pursued.

A strategic initiative in “missional multiplication.” A parish church is a Kingdom-oriented church; it is a church where building bridges of outreach and reconciliation to the world are an essential aspects of everyday ministry.

A deep desire to realize “covenantal succession.” A parish church is engaged in a wide array of educational enterprises and discipling efforts; it is a church committed to raising up the next generation of faithful men and women.

*A parish  
church is a  
Kingdom-  
oriented  
church*

# ANIMATING VALUES

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**THE** formal documents of PPC are a broad expression of the missions and values of the church. These formal values inspire animating values that stimulate the daily activities of the individuals within the church. The animating values of PPC can also be identified as what we see as the marks of great ministry. Based on survey results and internal discussions, the following have been identified as key animating values at PPC:

## **SOLID BIBLICAL WORSHIP**

Worship is the fountainhead of all other activity of the church—central feature

## **SENSE OF COMMUNITY/BELONGING. . .**

A place for every person to be invested/involved in the Kingdom

Being in each others' lives—beyond “hello”

Personal relevance—using individual gifts

## **FAITHFULNESS TO. . .**

Scripture

Discipline

Whole-life ministry—Church is not just a piece of our lives

The exercise of gifts

Individual participation/membership

Being doers of the Word and not just hearers

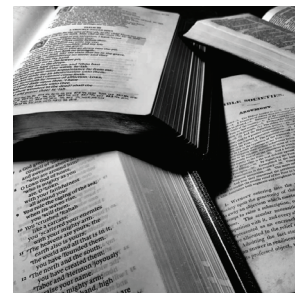
Communication of expectations

## **COMMITMENT TO. . .**

The Gospel going forward

Cultural impact

Covenantal Succession—passing faith to the generations





# CONGREGATION SEGMENTS

PPC is made up of individuals and families. Strategies must consider the unique needs of the individual members. The following tables provide a look at general segments served by PPC. These segments are not as accurate as

knowing the real individuals served, but they help provide guidance in how to provide for unique needs. These specific needs were taken into account in forming this Strategic Plan.






## SEGMENT: Single/Divorced/Widowed

Issue of Concern	Influences	Challenges of Ministry	Hope to Gain From Parish	How Parish Can Serve
<ul style="list-style-type: none"> <li>Inclusion</li> <li>Viable member of community</li> <li>Understanding that they care for families in the church</li> <li>Recovery/healing from loss</li> <li>Companionship</li> <li>Socialization – plugged into something</li> <li>Acceptance</li> </ul>	<ul style="list-style-type: none"> <li>Work</li> <li>Spiritual comfort</li> <li>Other singles</li> <li>Workplace</li> <li>Groups outside singles</li> </ul>	<ul style="list-style-type: none"> <li>Varies greatly</li> <li>Self-sufficiency</li> <li>Moderately paced life</li> <li>Financial assistance</li> <li>Changes going on in their environment</li> <li>High degree of personal organization</li> <li>Lonely</li> <li>Purpose-oriented</li> </ul>	<ul style="list-style-type: none"> <li>Community that views them as a vital member – not a project</li> <li>Ways in which to serve</li> <li>Fellowship</li> <li>Financial Assistance</li> <li>Opportunity to serve</li> <li>Healthy relationships and friendships</li> <li>Acceptance</li> <li>Financial coaching/ advice</li> </ul>	<ul style="list-style-type: none"> <li>Get to know them – don't assume you know them because you knew someone else in their situation once</li> <li>Personal visits</li> <li>Home Fellowship Group – other opportunities</li> <li>Place of belonging and service</li> <li>Rapid inclusion into activities</li> </ul>



# CONGREGATION SEGMENTS (CONT'D)






## SEGMENT: Married with Young Children

Important 	Influences 	Challenges 	Hope to Gain From Parish 	How Parish Can Serve 
<ul style="list-style-type: none"><li>• Get to know them – don't assume you know them because you knew someone else in their situation once</li><li>• Personal visits</li><li>• Home Fellowship Group – other opportunities</li><li>• Place of belonging and service</li><li>• Rapid inclusion into activities</li></ul>	<ul style="list-style-type: none"><li>• Other families</li><li>• Older role models</li><li>• Influenced by all kinds of media</li><li>• Peer contacts</li><li>• Work contacts</li><li>• School/Play contacts</li></ul>	<ul style="list-style-type: none"><li>• Culture is against way they are raising children</li><li>• Sleep deprivation</li><li>• Child care</li><li>• Financial pressures</li><li>• General child-rearing challenges</li><li>• Is mom at home, at work, or split between the two?</li><li>• Moms don't get much adult interaction</li><li>• Pressure-filled – including pressure on the marriage</li><li>• Time to manage everything</li><li>• Affairs of home</li><li>• Health issues</li><li>• Older parents</li></ul>	<ul style="list-style-type: none"><li>• Solid worship and teaching</li><li>• Connect with other families</li><li>• Emphasis on different educational choices</li><li>• Guidance on discipling children</li><li>• Looking for healthy/real relationships</li><li>• Looking for those same kinds of relationships for kids.</li><li>• Belonging to a group of Christians that are a safe place.</li></ul>	<ul style="list-style-type: none"><li>• Get to know them – don't assume you know them because you knew someone else in their situation once</li><li>• Personal visits</li><li>• Home Fellowship Group – other opportunities</li><li>• Place of belonging and service</li><li>• Rapid inclusion into activities</li></ul>



# CONGREGATION SEGMENTS (CONT'D)

## SEGMENT: Married with Young Children (Cont'd)






Important 	Influences 	Challenges 	Hope to Gain From Parish 	How Parish Can Serve 
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<ul style="list-style-type: none"> <li>• Raising Godly adults</li> <li>• Becoming very self-reliant</li> <li>• Saving for college</li> <li>• Retirement</li> <li>• Career advancement</li> <li>• Seeing faith take hold in the next generation</li> <li>• Desire to see children become independent and grow spiritually</li> <li>• Spiritual development as parents</li> <li>• Activities of children and grandchildren</li> </ul>	<ul style="list-style-type: none"> <li>• Other families</li> <li>• Work</li> <li>• Status/ Success/ failure</li> <li>• Leadership of church</li> <li>• Need for recognition</li> <li>• Ages of the kids – their lives and relationships – their lives impact yours different than did when younger</li> <li>• Friends – have seen marriages come and go</li> </ul>	<ul style="list-style-type: none"> <li>• Culture is against way they are raising children</li> <li>• Sleep deprivation</li> <li>• Child care</li> <li>• Financial pressures</li> <li>• General child-rearing challenges</li> <li>• Is mom at home, at work, or split between the two?</li> <li>• Moms don't get much adult interaction</li> <li>• Pressure-filled – including pressure on the marriage</li> <li>• Time to manage everything</li> <li>• Affairs of home</li> <li>• Health issues</li> <li>• Older parents</li> </ul>	<ul style="list-style-type: none"> <li>• Busy kids—time focused on activities of children</li> <li>• Finance – paying for college</li> <li>• Both parents may work</li> <li>• Increasing levels of independence for kids</li> <li>• Health issues</li> <li>• Fear about the future</li> <li>• Planning for retirement</li> <li>• Marriage problems</li> <li>• Difficulty of communication - couples estranged – questions about lifestyle issues (drugs, sexuality, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Let them know they are not alone</li> <li>• Focus on Christ for security</li> <li>• Having the church love my family – people that are close enough to know what you are going through and share burdens</li> <li>• Being included – beyond home fellowship – in teaching and service</li> <li>• Encouraging them to become champions of sort to come and worship with us</li> </ul>
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# CONGREGATION SEGMENTS (CONT'D)

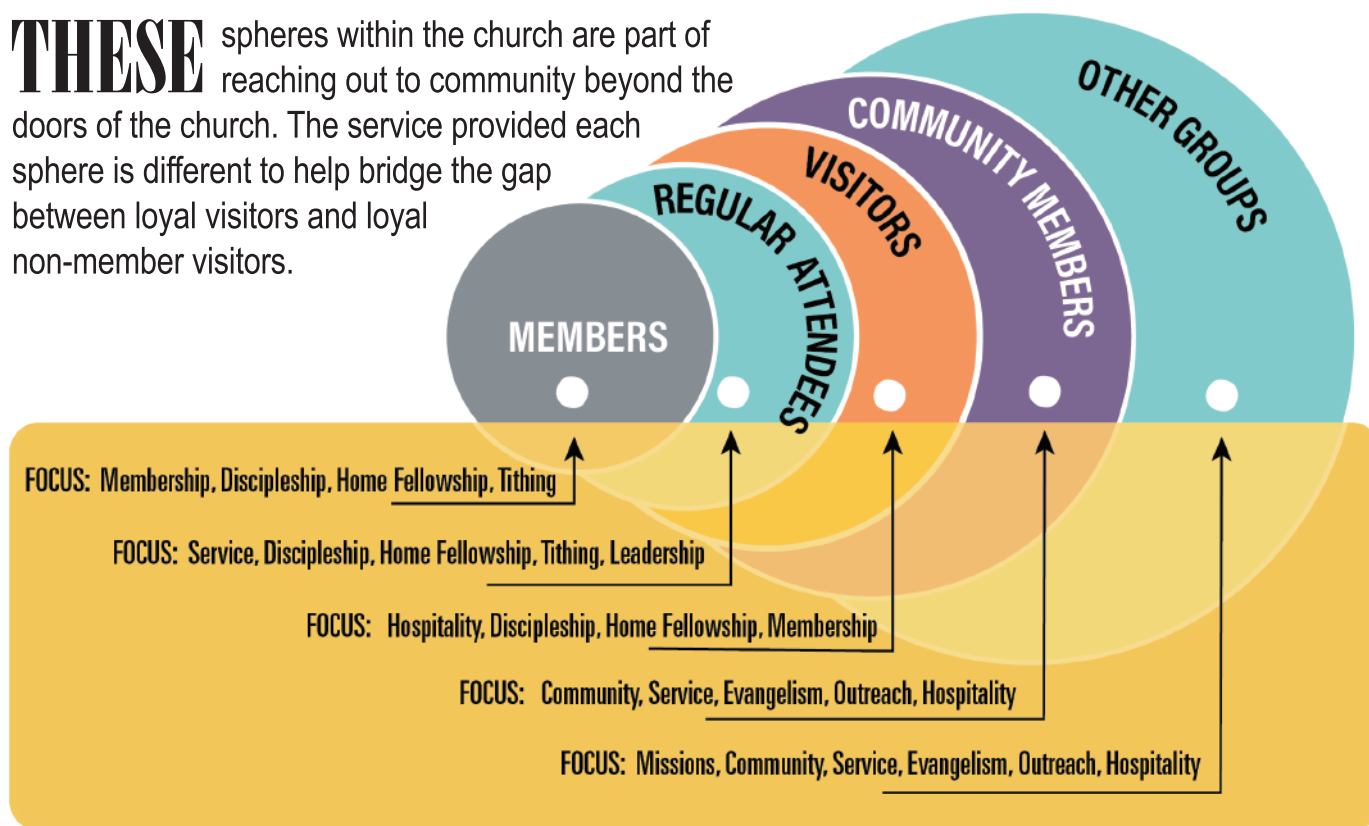
## SEGMENT: Empty Nesters

Important 	Influences 	Challenges 	Hope to Gain From Parish 	How Parish Can Serve 
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<ul style="list-style-type: none"> <li>• Rebuilding own life while supporting the independent lives of children</li> <li>• Seeing children carrying on faith to the next generation</li> <li>• Alternative hobbies</li> <li>• Wedding plans</li> <li>• Moving into a new stage</li> <li>• Retirement planning</li> <li>• Progressive loss in importance in community and church</li> <li>• Feeling isolated or unproductive in family environment</li> <li>• Desire for spiritual maturity</li> </ul>	<ul style="list-style-type: none"> <li>• Their children and their families</li> <li>• The church environment</li> </ul>	<ul style="list-style-type: none"> <li>• Health/Advancing Age</li> <li>• Continuing to work</li> <li>• Unemployed or under-employed</li> <li>• Retirement</li> <li>• Financial issues</li> <li>• Political/Social Environment and involvement</li> <li>• Torn between here and where their children are</li> <li>• Getting reacquainted with their spouse</li> <li>• Distribution of what they will leave to others</li> <li>• Pain or sadness for the failures in life – bucket list not fulfilled</li> <li>• Lost opportunities</li> <li>• Lost relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Vital engagement with the body – a chance to reengage and use their skills</li> <li>• Engagement in service opportunities</li> <li>• A different list of priorities than safety, peace, security, status – need something beyond self</li> <li>• Deepened spiritual growth as they see their time coming to go to the Lord</li> <li>• More involvement in prayer</li> </ul>	<ul style="list-style-type: none"> <li>• Involve them in serving</li> <li>• Equip them for a new season of growth</li> <li>• Connect them to others</li> </ul>
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**THESE** spheres within the church are part of reaching out to community beyond the doors of the church. The service provided each sphere is different to help bridge the gap between loyal visitors and loyal non-member visitors.



How do we move people from one group to the next? The strategies and tactics within this document provide guidance for reaching the margins (within our church and outside our church) and in moving those on the margins to the center of Parish life and fellowship.

As mentioned above, PPC has experienced rapid growth and along with that comes organizational challenges. As attendance in worship and membership grows, it becomes nearly impossible for staff to minister directly to every member of the congregation. Moving to two services essentially created two separate groups or “a church within a church”. Thus it is important for us to understand these challenges and to plan specific steps to adapt church organizational structure to meet our ministry objectives.

Some theories of church organizational development, or dynamics, show a

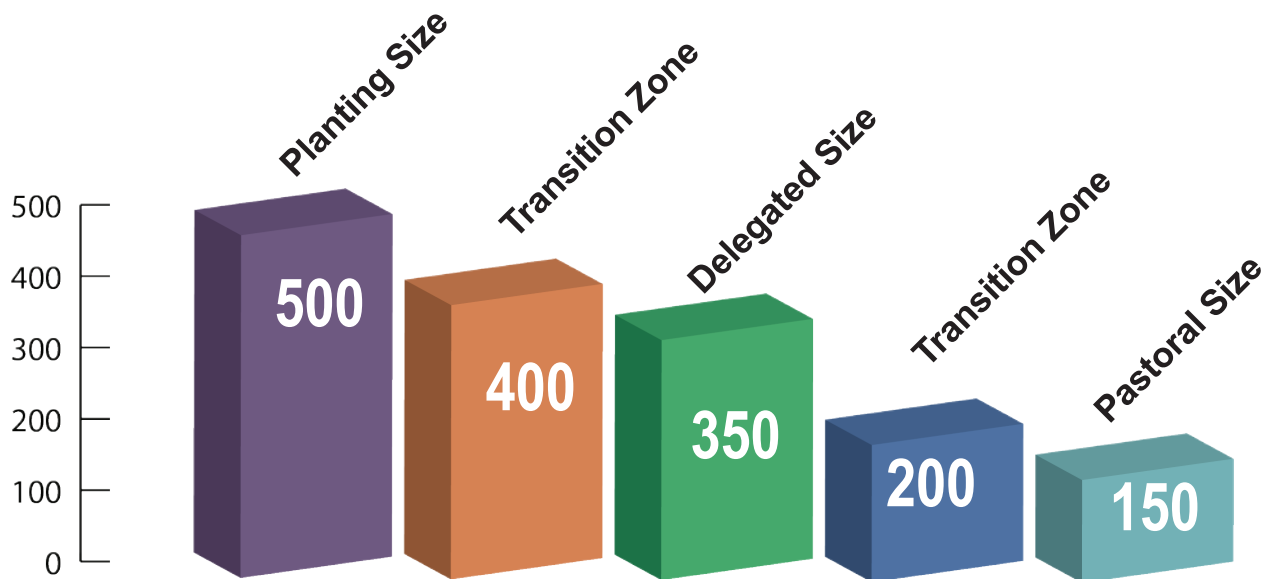
progression from one stage to another as the church increases in size and the roles and responsibilities of pastors and other leaders change. The expectations of the congregation toward leadership are important in how a church can progress in ministering to a growing church body. At PPC, we have made an intentional decision to not grow too large.

Our strategy instead is to plant a church every time we reach a certain level of attendance and membership growth. A balance must be achieved between financial stability (meaning the ability to fund important ministry objectives) and the need to not grow so large that the church becomes fragmented thus becoming many churches in one building. This situation is exacerbated when through the addition of multiple worship services, the church experiences waning outreach, discipleship and increasingly superficial relationships between leaders and congregants.



# STAGES OF CHURCH GROWTH

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## PASTORAL SIZE CHURCH (50 – 200)

Lay persons have spiritual needs met by a pastor.

Everyone knows everyone else, strong sense of family

Pastors can become overwhelmed with maintaining personal contacts with individual congregants once the number reaches 150-200.

Two main barriers to growth are pastors who are determined to have direct contact with all individual members and laypersons who insist that spiritual needs be met by the pastor.

## DELEGATED SIZE CHURCH (200 – 400)

Out of necessity, cells of members are overseen and led by a wider leadership instead of the pastor.

Pastor's role switches to that of recruiter and enabler of gifted members to lead many of the ministries. Pastor must disciple leaders so they can disciple others.

The pastor's role becomes increasingly one of administration, consensus building, and motivating leadership to realize church's mission.

## PLANTING SIZE CHURCH (400 – 800)

The leadership of the church becomes more top-down, organized by staff than in the smaller church.

The larger the church, the more the senior pastor must specialize in preaching, vision keeping and vision casting, and identifying problems before they become disasters.

Ministry staff members move from being generalists to specialists.

# SWOT ANALYSIS:

## Strengths, Weaknesses, Opportunities, Threats

On February 20, 2019 our leadership team including Elders, Deacons, and Service Group Leaders met to discuss two questions to elicit ideas for the Strategic Plan.

They were:

*It's five years from now, and the decisions and plans we made in 2013 have not resulted in a substantive achievement of our vision(s). Why did we not reach our 5-year vision(s)?*

*It's five years from now, and the decisions and plans we made in 2013 have resulted in remarkable levels of achievement of our vision(s). What were the key enablers for how we had such remarkable "success" in reaching our 5-year vision(s)?*

The input from that meeting has been captured in the accompanying SWOT analysis

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> <li>• Teaching</li> <li>• Worship</li> <li>• Music</li> <li>• Unified Leadership</li> <li>• Strategic Vision</li> <li>• Church Planting Orientation</li> <li>• Frugal Budgetary Practices</li> <li>• Raising up young men for ministry</li> </ul>	<ul style="list-style-type: none"> <li>• Use of multiple communication channels</li> <li>• Greeting/Assimilating Visitors</li> <li>• Lack of Classroom Space</li> <li>• Lack of Appropriate Counseling Space</li> <li>• Lack of office and meeting space for staff</li> <li>• lack of involvement in Home fellowship groups</li> <li>• Disconnected attenders</li> <li>• Need more members involved in the ministry life of the church</li> </ul>	<ul style="list-style-type: none"> <li>• Creating a L'Abri-type atmosphere</li> <li>• Substantive discussion in hospitable environment</li> <li>• Wrestling with cultural questions</li> <li>• Church events aimed at creating stronger relationships while promoting the arts and positive cultural discussions</li> <li>• Partnership with Schools: FCS, NCF, Coops</li> <li>• Partnership with Arts Ministries</li> <li>• Concert Series</li> <li>• Seminary Extension</li> <li>• More intentional fellowship time on Sunday mornings</li> <li>• Return to one service and one community</li> <li>• More home fellowship groups to connect members</li> <li>• Drawing on the diverse gifts of the body to enrich the ministry</li> <li>• Space allocated for:</li> <li>• Better children's play area on new property (inclusive)</li> </ul>	<ul style="list-style-type: none"> <li>• Not connecting 20-somethings to the rest of the body</li> <li>• Assimilation of Visitors</li> <li>• Pastoral Succession</li> <li>• Lack of communication during building leading to confusion on purpose</li> </ul>

# STRATEGIC PLAN

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**THE** questions below identify key issues that should be addressed by a Strategic Plan for PPC in light of the preceding analysis. The Strategic Plan that follows is an attempt to answer these questions not only with strategic recommendations but with specific actions that should be taken to fully implement this plan.

How to assimilate visitors and new members

How to take the Gospel beyond the doors of our church through evangelism

How to educate the children and adults of our church

How to disciple future church leaders

How to grow through church planting

How to communicate with the members

How to establish the right size church and staff to fulfill our calling

How to provide the facilities needed to fulfill our calling

How to raise funds to finance the building and ministry plan.

How to create a healthy partnership with a Christian school.

How to provide discipleship and fellowship for young adults.

How to call the congregation to action and revival

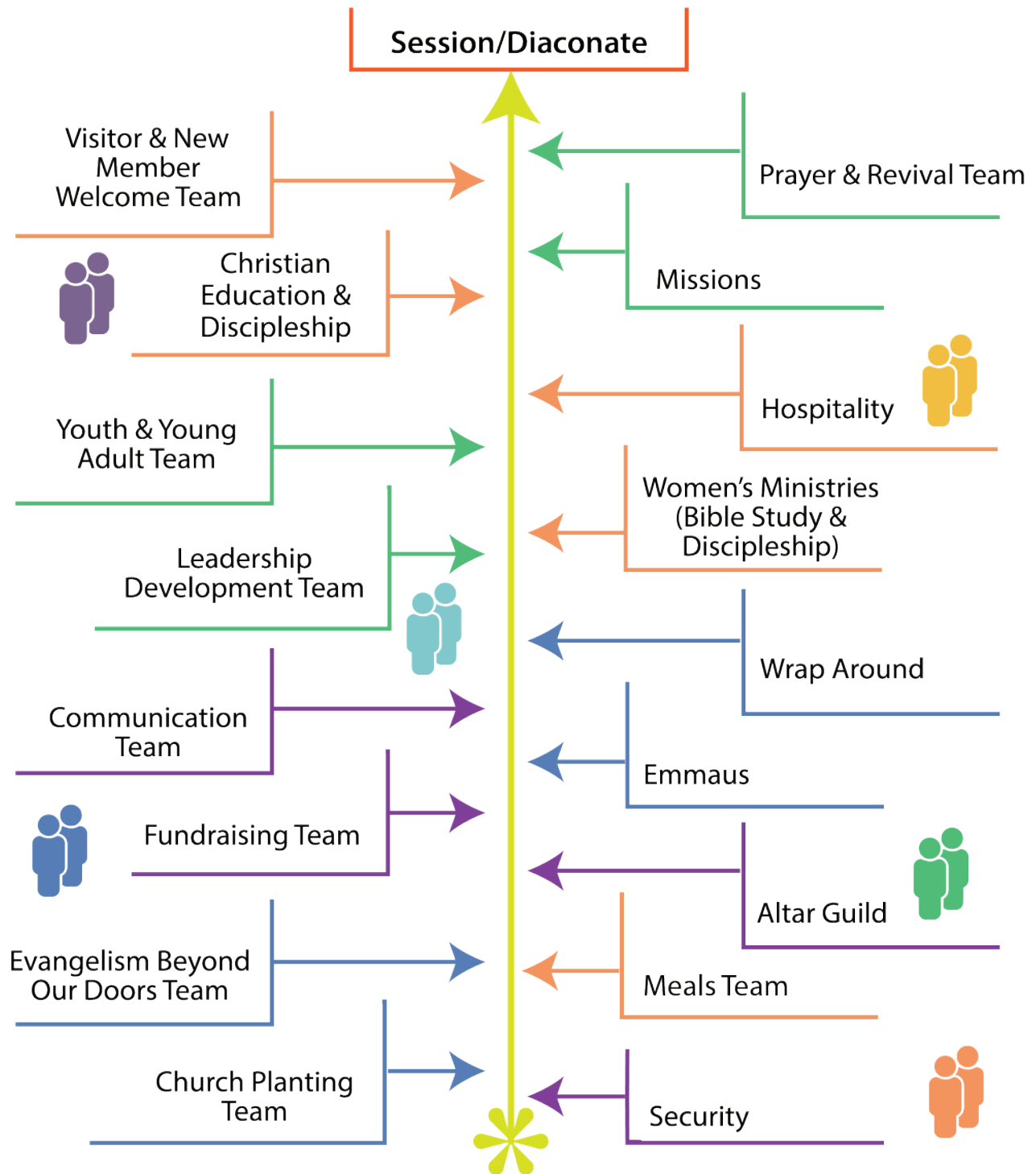


## TAKING ACTION

It is not the scope of the Strategic Planning Committee to implement all the recommendations. This Strategic Plan will be handed off to the appropriate committee for further development and implementation. These committees will report to the Session their progress in attaining the goals set forth in this plan. Where needed, new Parish Life groups will be created to address the strategy. See the following page outlines the structure of these groups

# 2019 PARISH LIFE GROUPS

## Every Member Ministry Team





# GOAL 1:

## Assimilate visitors and new members Implemented by Visitor and New Member Welcome Teams

### STRATEGY

Educate our congregation on how we reach out—led by Deacons, Elders and Home Fellowship Groups.



### TACTIC 1

Create a standard process for welcoming visitors and assimilating interested worshippers into church life.

Create tracking methodology for visitors. Assign volunteer responsible for gathering visitor information.

Create and implement a process for welcoming visitors

Visitor and New Member Welcome Team provides a guide for the congregation on how to invite visitors and how to get them involved.

The Welcome Team implements a weekly process for meeting and informing visitors.

Create a welcome packet to distribute to visitors that includes items such as a listing of Home Fellowship Groups, Bible Studies, who to call with specific questions, and ways to get involved.

Assimilate visitors and new members through Parish Life Groups.

Equip Parish Life Groups to receive and include visitors and new members.

The Visitor and New Member Welcome Team will be responsible for gathering visitor information and distributing to responsible Parish Life Group.

Elders or Deacons reach out to visitors each week.

At the beginning of each year Home Fellowship Groups agree to

host meals for visitors so that one house a week is welcoming visitors

New members class so visitors are clearly informed on how membership happens.

Equip Elders to teach New Member Class so it is not always pastor leading class.

All new members visited by Elder/Deacon.

Elders and Deacons pray over list of visitors and new members every month at Leadership Meeting.

Provide education and read books together as a congregation on hospitality and outreach.

### TACTIC 2

Recruit group of volunteers to champion, implement and sustain this process on an ongoing basis.

Provide questions to ask visitors to encourage conversation.

Suggest recipes for feeding large groups on a budget.

Offer book excerpts and other learning about hospitality.

Connect new men and women with members to help them assimilate during the for the first few weeks of a family visiting or attending PPC .

Maintain list of groups of activities for men and women to reference to help them get involved.

### TACTIC 3

Use newsletter each week to highlight a new member (single or family).

## GOAL 2:

**Take the Gospel  
beyond the doors  
of our church**

### STRATEGY

Equipping the members for organic ministry to bring their Christian example and faith into the lives of their neighbors, friends, colleagues and community.

### TACTIC 1

Session to provide training to Home Fellowship Groups on personal evangelism and relational ministry.

Pray within Home Fellowship Groups about how to reach out.

Session challenges the Home Fellowship Groups each month with certain items.

Take prayer walks in neighborhood (Home Fellowship Groups and church as a whole).

Guide for Home Fellowship Groups from elders/deacons.

### TACTIC 2

Dedicate educational resources to training in evangelism.

Provide books to educate on evangelism.

Conduct Sunday School series on evangelism.

Encourage local missions—Put a face on need in our local community—communicate regularly and instrumentally the needs through bringing in speakers, items in newsletter, discussion in Bible studies, Home Fellowship Groups and Sunday school.

Promote global missions – communicate to connect these stories from our missionaries to our church body.

### TACTIC 3

Provide community support activities that foster relationships and evangelism.

Continue outreach to refugees.

Continue support and outreach to ministries supporting the life of the unborn child.

Continue support for orphans.

Consider ESL Camp or VBS – can bridge the circles (from our church body to beyond).

Volunteer alongside others at area nonprofits.



# GOAL 3:

## Educate and Disciple the children and adults of our church

### STRATEGY

Create a Master Plan for Christian Education and Discipleship for the next two years that encompasses all age groups. Plan should include specific content and recommendations for teachers if known.

The educational vision of Parish is that discipleship of every age happens whenever we are gathered—in worship, Sunday school classes, Bible Studies, discipleship groups, Sabbath suppers, Kingdomtide and Lententide dinners, and home fellowship groups. It is the call of every member of Parish to care for the spiritual growth of our covenant children.

When we have a new facility, our vision is to expand the ministry for children. The Education Committee will make specific plans.

#### TACTIC 1

Session should give specific charge to Education Committee to create a two year plan for Christian Education.

Leadership and staff should have input into plan.

Suggestions from present or past teachers.

Consideration for class space should be part of the final plan.

#### TACTIC 2

Recruit additional leaders for Education Committee

A workgroup should immediately be formed including teachers from each age group to assist Education Committee to formulate plan.

#### TACTIC 3

Christian Education Committee should present plan to combined leadership no later than December 1, 2019.





# GOAL 4/1:

## Identify and Disciple future church leaders

### STRATEGY 1

Target Parish Life Groups and other Parish ministries for source of future leaders. This is in keeping with our tradition of preparing men for vocational ministry.



#### TACTIC 1

Adopt a set of study materials that cover Biblical disciplines, the Westminster Confession of Faith, and the PCA Book of Church Order.

#### TACTIC 2

Review seminary class offerings to see if any leadership training courses would benefit existing and nominated leaders. This would be a source of continuing education and leadership training.

#### TACTIC 3

Identify a list of actions to complete during training. Ideas include:

Pastoral visit with Staff or other Leaders.

Involvement in a service-related program or activity.

Teach a Sunday School class or lead a discussion in a Home Fellowship Group.

#### TACTIC 4

Identify and support young men for seminary training and preparation for vocational ministry.





# GOAL 4/2:

## Identify and Disciple future church leaders

### STRATEGY 2

Create a Master Plan for Christian Education for the next two years that encompasses all age groups. Plan should include specific content and recommendations for teachers if known.

#### TACTIC 1

Adopt a set of study materials that cover Biblical disciplines, the Westminster Confession of Faith, and the PCA Book of Church Order.

#### TACTIC 2

Review seminary class offerings to see if any leadership training courses would benefit existing and nominated leaders. This would be a source of continuing education and leadership training.

#### TACTIC 3

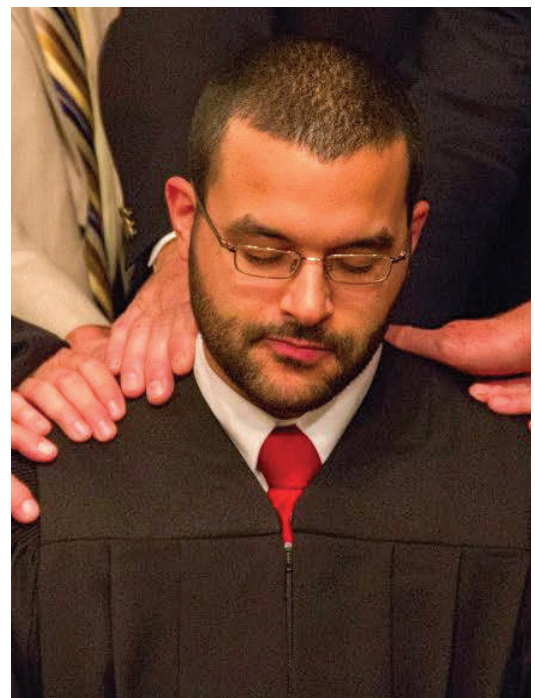
Identify a list of actions to complete during training. Ideas include: Pastoral visit with Staff or other Leaders.

Involvement in a service-related program or activity.

Teach a Sunday School class or lead a discussion in a Home Fellowship Group.

#### TACTIC 4

Set guidelines for rotating leadership among Session, Diaconate and Parish Life Groups. These should be guidelines only and not mandatory policies.



# GOAL 5:

## Multiply through church planting

### STRATEGY

Because there has been an expressed desire to change the way PPC plants churches, it is recommended that we create a Church Planting Team to begin the planting assessment and process.



### TACTIC 1

Recruit, equip, and train a Church Planting Committee.

### TACTIC 2

The committee should adopt specific guidelines that could trigger church planting activity. Example guidelines are as follows:

Size of church membership/attendance.

Approximately 400 members should trigger discussion of church plant.

Financial ability to hire full time and part time staff.

Planting should not be attempted during the process of building or significant remodeling.

An identifiable sub-group within the congregation, probably geographically oriented to potential sites.

A strong desire of a healthy group of people to begin a plant. Some leadership from PPC must be willing to engage in planting efforts.

### TACTIC 3

In conjunction with the church planting committee of presbytery, identify key target areas.

### TACTIC 4

The blessing and aide of the Presbytery regarding the call of a planting pastor. The potential planting pastor would be evaluated by presbytery and our local committee and session, as well as the leadership and congregants that may join the church plant.

### TACTIC 5

The planting committee should review the PCA's Mission to North America (MNA) church planting guidelines and materials.



# GOAL 6:

## Communicate with the Members

### STRATEGY

Create new communication strategies along with better coordinating existing communication tools.

Implement consistency of communication to equip people to better minister and share the load. Continuity of communication from the Elders/Deacons helps the members know what is expected of them.



### TACTIC 1

Form a Communications Team to lead a communications planning initiative to outline the key principles of communication at Parish.

Appoint a Communication Director (volunteer) to oversee and coordinate church-wide communications and carry out the communications plan.

### TACTIC 2

Use Home Fellowship Groups, Parish Life Groups, and Bible Studies as a tangible way for Elders to disseminate information to the body.

Create a recommendations for how groups share information so it is understood how to pass along invitations to get involved.

Challenge members to have a sense of grace to each other and to our staff—knowing that we cannot expect communication to be perfect—always assume the best.

### TACTIC 3

Drive real communication that extends beyond media channels.

In a world filled with an overwhelming amount of electronic communication and “friendship,” people long for real connection. We should make sure our

communications prioritize face-to-face welcome, invitation, and sharing.

The Communications Team should consider how to create “communication circles” where volunteers take responsibility for making sure their assigned “circle” has the information they need to be actively involved in the life of the church. This increases the likelihood that people will understand how to take part and have connection to a real person.

Have a master list at the church of activities (even non church sponsored) that people of the church are involved in—able to answer questions when asked about how to get involved.

### TACTIC 4

Innovate beyond existing communications and organize communications more effectively by asking the Communications Team to drive consistency across all media.

Website.

Email Newsletter/  
Newsletter in Bulletin.

Newsletter articles with educational (rather than announcement) focus.



## GOAL 6: Cont'd

### Communicate with the Members

Communication outlets for specific groups (youth, young adults, men, women).

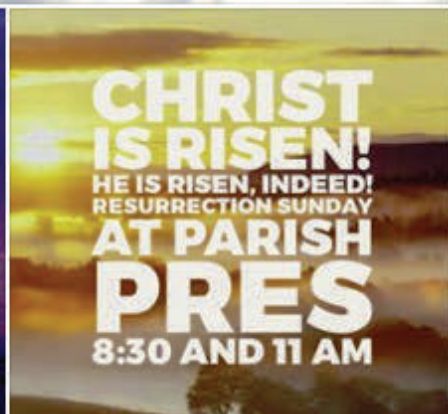
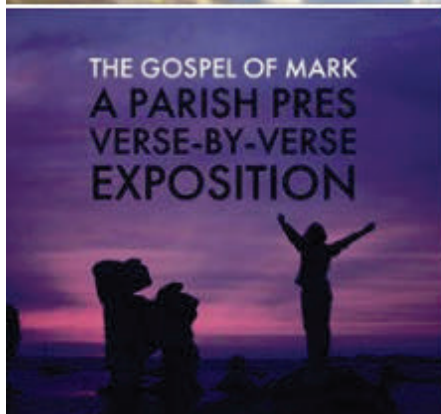
Home Fellowship Groups and Service Groups Communication – how to get involved.

Service Groups Communication – how to get involved.

Tabletop displays after church. Feature on service or Home Fellowship Group per month/week.

Frequent updates to Photo Directory (community-building tool – good for assimilating new people).

Elders - Make announcement times at end of service action-focused. Highlight each week what young people can do, what women can do, what men can do, what families can do—challenging the members to take action.





# GOAL 7:

**Establish the right size church staff to fulfill our calling expected of them**

## STRATEGY

Estimate ideal size and composition of staff to fulfill the strategy of the church.



### TACTIC 1

Review the strategic plan to determine additional staff needed to support the activities of the church.

Identify what additional staff needs arise to continue the Parish call to plant churches.

### TACTIC 2

Estimate size and cost of additional staff in order to sustain ministry of existing church and church plants.

### TACTIC 2

Church should begin planning for church plant once attendance or membership reaches goals set by leadership.



<b>Current Situation</b> <b>Transition Zone</b> <b>400-450 members</b>	Senior Pastor, Assistant Pastor, Church Office Manager, Music Director, Staff Accompanist, Audio Coordinator, Technology Manager, Nursery Coordinator, Facility Maintenance
<b>Next Level</b> <b>450+</b>	Senior Pastor, Assistant Pastor, Church Office Manager, Music Director, Staff Accompanist, Audio Coordinator, Technology Manager, Nursery Coordinator, Facility Maintenance, Administrative, Communications, Counseling, pastoral interns (youth and other ministries)
<b>Church Plant</b>	Church Plant Pastor, Elders, Deacons

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## GOAL 8:

**Provide the facilities needed to fulfill our calling**

### **STRATEGY**

Continue existing building project to accomplish goals of an improved entrance and driveway, more room for worshippers, a Christian school and eventually a new sanctuary

#### **TACTIC 1**

Complete improved entrance with divided driveway to improve ingress and egress.

#### **TACTIC 2**

Build facility for Christian School partner and Christian Education..

#### **TACTIC 3**

Build a suitable worship center for at least 400 people.

#### **TACTIC 4**

As funding becomes available, build new chapel.

## GOAL 9:

**Raise funds to finance and building and ministry plan**

### **STRATEGY**

Conduct a follow up capital campaign to complete construction phases and to pay down church debt.

#### **TACTIC 1**

Recruit capital campaign committee.

#### **TACTIC 2**

Hire consultant for fund raising efforts similar to previous campaign.

#### **TACTIC 3**

Plan capital campaign to commence in late 2019 or early 2020.

#### **TACTIC 4**

Communicate and model financial giving—including the needs of the church – teaching and education around why we give in the fashion we do.

A report on the finances each month in the newsletter.

# GOAL 10:

## Create healthy partnership with Christian School

### STRATEGY

Partner with FCS to create and implement a plan for a healthy partnership.

#### TACTIC 1

Outline the joint needs of the church and school to feed into the building plans.

Identify how each entity will take responsibility in the development and building process.

#### TACTIC 2

Define responsibilities for the upkeep and maintenance of the facilities.

#### TACTIC 3

Communicate to the Parish congregation and FCS families the joint responsibilities for the facilities.





# GOAL 11:

## Discipleship and fellowship for young adults

### STRATEGY

Develop a robust approach to ministering to and involving young adults in the life of the church. We will prayerfully address the trend that only 2 in 10 Americans under 30 believe that attending church is important or worthwhile. As well as the alarming statistic that 59 percent of young adults raised in the American church eventually drop out.

#### TACTIC 1

Recruit a Youth and Young Adults Team to outline the needs and plan for how to address these ministries.

Plans should focus on creating activities uniquely for young adults AND for including them in the life of the church.

#### TACTIC 2

Create a set of recurring activities for high school aged members of the church.

These activities should focus on both the discipleship of this group and how to involve them in serving.

Consideration should be made for how to prepare them for living out their faith outside their family.

#### TACTIC 3

Create a set of recurring activities for college and career-aged members of the church.

These activities should focus on both the discipleship of this group and how to involve them in serving.

Consideration should be made for living out their faith in their career and in relationships.

#### TACTIC 4

Create a set of recurring activities for young married members of the church.

These activities should focus on both the discipleship of this group and how to involve them in serving.

Consideration should be made for living out their faith in their marriage.





# GOAL 12:

## Call Congregation to Action and Revival

### STRATEGY

The approval and distribution of the Strategic Plan should accompany a call to the congregation for fasting, prayer, corporate worship, and reading of the Word in order to seek God's guidance for the future of PPC.

#### TACTIC 1

Senior Pastor to issue a call to prayer and fasting for God's direction and blessing on strategic plan.

Home Fellowship Groups should gather to pray over Strategic Plan and to discuss a role it could take in its implementation.

Parish Life Groups should set a special meeting to discuss and pray over the Strategic Plan.

One Wednesday night prayer meeting should be devoted to prayer over Strategic Plan with all Leadership invited.

Combined leadership should gather together to pray for God's direction.

#### TACTIC 2

A service of remembrance should be planned for a Sunday or Wednesday night to remember together the history of God's grace toward PPC. Scripture readings and selected music could be included.

*A call to  
action  
and  
revival.*





# OUR MISSION & VALUES

**OUR** sovereign God has called Parish Presbyterian Church to be a vibrant covenant community of Christian faithfulness, holiness, discipleship, and evangelism bearing all the Biblical marks of a true Church. Gospel Word and deed ministry in our midst inevitably serves as a fountainhead of reformational nurturing, teaching, training, equipping, and sending.



# THE PLAN

*“No matter how large, your vision is too small.”*

— THOMAS CHALMERS

