

Spring Valley Presbyterian Church

What's Next?

September, 2013



Seeking God's plan: Renewing our commitment to our future

Spring Valley Presbyterian Church was founded in 1977 and for 36 years we have served the community and our members in a growing and changing northeast Columbia. Our membership has grown, our reach has extended many miles beyond our original scope and we have founded God's Storehouse and the Souper Bowl of Caring, organizations that continue to serve in our community and across our country. Yet, it is not in our faith to rest comfortably with these historical accomplishments. We must use them to inspire us to embrace the possibilities for service in this new millennium.

Since the fall of 2012, members of this congregation have been involved in this planning process. We researched methods, executed a survey; we spent six weeks in conversation with each other, seeking God's guidance and considering what we as a congregation are being called to do over the upcoming three to five years. Almost 300 members have been involved in some manner with this process. Approximately 135 youth and adults committed to meet weekly for six weeks to consider the possibilities!

This plan reflects the thoughts and ideas of this congregation. There is work to be done and we will each need to renew our commitment to the future of our church. We will be stretched as Christians serving together, but we are confident that this plan is achievable with God's help and everyone's engagement.

As we begin to implement the many projects of this plan, it is important that we constantly ask ourselves and God "why is this important and how can we work together to successfully achieve these objectives?" We must consider the needs of the church and work across our ministries to find solutions that transcend individual priorities and establish effective programs and events that help us exemplify the hands of Christ in our community and other places we serve.

Our Vision, our Mission, our Values

Based on the input of the congregation, we have established a Vision:

“To be a beacon of ministry, worship and fellowship within our congregation and in our community through spiritual and program growth; responding to God’s call with a commitment to excellence.”

In 1994, the Session developed a Mission Statement that continues to define this congregation. Our history and the work of those who have come before us are the foundation for our future. Our Mission Statement is the same:

“We are a community of sinners saved by the grace of God through Jesus Christ and inspired by the Holy Spirit. We seek to glorify God, nurture one another and express the love of God in word and deed.”

In order to emphasize the importance of the remainder of the original mission statement, we are listing these points as our **core values**. We believe that they are timeless and serve as a critical link to our past; grounding us, while catapulting us into a bright future.

As a congregation we:

- **Listen and respond to the word of God**
- **Listen and respond to those within the church and the community**
- **Are faithful stewards of God's creation and the gifts of time, talent and money**
- **Promote spiritual growth through education, worship, prayer and fellowship**
- **Care and provide for those in need**
- **Provide for the nurture and Christian development of children extending to each in the larger community the same dignity and worth we accord to those in our own community of faith**
- **Live our faith in such a way that others will want to unite with us in our worship and work**

At this point in time, we believe that Spring Valley Presbyterian is uniquely positioned to respond to God’s call and to impact the future of many. We have an exceptionally strong history of building relationships, of caring for our youth and children and of having a positive impact on our community and other places we serve. The strength of our history is the foundation on which we will accomplish the goals and objectives laid out in this plan.

Design and Intent of this Strategic Plan

Based on much input from the congregation and prayerful consideration of the needs of our members and the community, this plan is intended to give renewed spirit and direction to the members and leaders of Spring Valley Presbyterian Church. It is intentionally NOT divided into ministry sections as we need to be ever conscious of the needs and benefits of thinking and acting creatively across the defined organizations.

Each section and many of the points are headed by an action verb:

CONNECT (Foster, Target, Use, Understand, Implement, Document, Manage . . .)

ENGAGE (Promote, Leverage, Recruit, Train, Develop . . .)

CELEBRATE (Establish, Reduce, Build, Increase, Create . . .)

ENVISION (Identify, Apply, Design, Provide, Schedule . . .)

GROW (Expand, Evaluate, Publicize, Update, Initiate, Work . . .)

While each of these words can be used in many contexts, they are used in this document to call us to action in ways that will require a matrix of coordination within the church.

The Session ministries have worked in August and September to define tactical plans that address many of the strategic initiatives listed in this document. All of the ministry plans have interdependencies on other ministries, Deacons, Pastors and/or the congregation members. For the purposes of clearer communications, the details of the ministry plans are documented in the pages that follow the strategic plan.

The Session looks forward to working with all members to realize the possibilities of the exciting plans documented in this document!

Please note that throughout this document, for all objectives with measured growth targets, 2014 would be a year to establish a baseline and measure annual growth for 2015 and 2016 from that point, unless the item can effectively be measured in the fall of 2013

CONNECT

I pray that, according to the riches of his glory, he may grant that you be strengthened in your inner being with power through his Spirit, and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. Ephesians 3: 16-17

Communicate

1. Foster an environment of timely and effective communication across the congregation and the community.
 - a. Encourage members to introduce themselves when speaking. (ongoing)
 - b. Create an annual calendar that is visible/accessible in multiple places. (2013)
 - c. Ensure ministries, committees and other groups work with the church office to update calendar items including dates, times and locations. (ongoing)
2. Identify and implement technology solutions that:
 - a. Enhance the communications across groups and individuals to ensure engaged participation in mission, fellowship, education and worship offerings (2014)
 - b. Leverage available tools to ensure that each family's needs (care, food, visitation, etc.) are being met and no one is falling through the cracks. (2015)
3. Target 85% of congregation members who have attended within the previous 12 months to participate in the online directory and the ENGAGE volunteer opportunity matching data base.(2016)
4. Effectively use the automated tool connecting volunteer opportunities (committee roles, mission service, etc.) with those available and interested/able to volunteer. (2014)
 - a. Track participation in events, projects and missions and increase involvement by 20% in 2015 over 2014.

Care

1. Establish a ministry to focus on the needs of the congregation, caring for one another and ensuring effective processes are in place for welcoming visitors and shepherding new members. (2013)
2. Understand the interests and create classes and support groups that respond to the needs of the congregation. (2014)
3. Implement an accessible resource for members to identify and respond to the support needs (where appropriate) of the congregation. (2015)

Serve

1. Establish, document and manage a framework for local, national and international Missions across the church, including all involved groups, to ensure clear focus on key missions (2014) This should include:
 - a. A swift process for approval and communication of mission activities.
 - b. A plan for integration into church wide tools for volunteer/resource management.

2. Create innovative approaches to engage all ages in mission work.
 - a. Establish committees and an active calendar that involves more than 2 generations throughout the year annually. A suggested starting point is one national and one local hands on mission. This could also include establishing a relationship with a community/village where we can have an ongoing relationship/impact. (2014)
 - b. Develop a plan for a mission that involves church wide, cross functional participation. Families and individuals would be able to actively engage in a variety of ways that could include fundraising, food preparation, onsite physical contribution, prayer support, collecting materials needed, etc. (ex. Habitat, Mission trip, etc.)
3. Ensure that each "key" mission (as defined in the framework) has a "chair/cheerleader" assigned, responsible for promoting, communicating and enlisting volunteers to help with "their" mission.

ENGAGE

Let me give you a new command: love one another. In the same way I loved you, you love one another. This is how everyone will recognize that you are my disciples – when they see you have love for one another. John 13:34-35

Gather

1. Promote regular congregation-wide events. Increase attendance of existing events such as Founders Day, Montreat, Bazaar and Café by 10 percent annually. (2013/2014 baseline based on date of event, 2015, 2016)
2. Promote current and identify additional fellowship based interest groups and ensure that contact information for each group is available to the congregation. (2014)

Engage Current Members

1. Identify and leverage member passions and interests in mission, serving, worship, education and fellowship participation. (2014)
2. Understand members' experience level with mission work and understand what training or orientation might be necessary to encourage more people to engage. (2014)
3. Establish a congregation wide model (W2 initiative) where each member commits to come to worship and actively participate in at least 2 other 'engagements' (committee, mission, fellowship, education, etc.) Increase the number of members committed to and engaged in the activities outside of Sunday services by 10 percentage points. (2015, 2016)

Embrace Visitors and New Members

1. Recruit and train greeters for Sunday mornings. Ensure they wear name tags that identify them to all.
2. Recruit and train a team to rotate responsibilities covering the welcome desk in the Atrium. (2013)
3. Develop and document a church wide program that ensures that all visitors are welcomed and informed (2014)
4. Establish a new member committee (2014)
 - a. Create a mentor/shepherd program for new members to ensure that they are actively assimilated and connected with the right people to get involved. (2014)
 - b. Create and maintain a record of new members, assigned mentors, activities engaged, etc. (2014)

CELEBRATE

Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you. Do not quench the Spirit. 1st. Thessalonians 5:16-19

Congregate

1. Establish a Sunday morning schedule to serve the needs of the congregation, including time needed for a Contemporary Worship Service, Sunday School Classes, a Traditional Worship Service and time for fellowship. (2013)
2. Reduce lapsed membership by increasing the percent of current members that regularly attend services by 5 percentage points. (2015, 2016)
3. Understand interests and create a blended worship environment for multiple services (extra and/or regularly scheduled) annually. (2014)

Deepen Faith

1. Build a cohesive Adult Education program for Sunday mornings and Wednesday evenings that addresses stage specific interests and cross generational topics. Where feasible, offer topics at more than one time to allow for more participation. (2015)
 - a. Bible studies
 - b. Spiritual growth
 - c. Topics of social interest
 - d. Age/stage needs

2. Increase the percent of current members that participate in Sunday School by 5 percentage points annually. If the same topic is offered on Sunday and Wednesday, ensure both participation numbers are included. (2014, 2015, 2016)
3. Increase the percentage of US Congregational Life Survey respondents who feel that the church meets their spiritual needs to meet or exceed the national average for growing Presbyterian churches (88%). Currently we are at 77%. We should reduce the gap with growing Presbyterian churches to 0 or better. (2016)

Inspire

1. Maintain a worship environment that is conducive to spiritual growth (ensure equipment is functioning, distractions are minimized). (2013)
 - a. Identify and document the sound system, HVAC, video requirements for the sanctuary and Potts Hall, to ensure a more effective worship experience (configurations, costs for equipment and installation). (2014)
 - b. Prioritize and execute the plan based on Session direction. (2014, 2015, 2016)
1. Increase the percentage of US Congregational Life Survey respondents who have a sense of excitement about where the church is going to meet or exceed the national average for growing Presbyterian churches (80%). Currently we are at 67%. We should reduce the gap with growing Presbyterian churches to 0 or better. (2016)
2. Create an open and active environment for musicians (all ages) with vocal and instrumental skills and interests to engage in worship in either/both service(s). Ensure appropriate linkage with the Arts aspect of Worship planning (2014). (Instrumental, vocal and drama planning).
 - a. Identify and engage interested musicians
 - b. Ensure the plan addresses traditional and contemporary needs from the beginning.

ENVISION

I will make of you a great nation and I will bless you, and make your name great, so that you will be a blessing. Genesis 12: 2

Commitment to Operational Excellence

1. Identify a best in class local community event and understand how they have achieved operational excellence. Apply this approach to a church or community event. (2014)
2. Based on #1, establish a planning framework and standard documentation for events and programs at SVPC. Ensure continuity across SVPC events/programs. (2014)
3. Design and implement a staffing model that will grow with our church and meet our strategic goals and objectives. (2014)
4. Use member interests, skills and experience and encourage ownership of projects. (2015)

Leadership

1. Provide or update specific roles and responsibilities of each ministry and deacons. Document and provide training and resources for increased effectiveness and participation of elders and deacons. (2014)
2. Establish an active plan for engaging the non-serving leadership in programs annually (2014)
3. Ensure that updated job descriptions and evaluation processes are in place and followed for all pastors and members of staff. (2013). Evaluation should address each position being actively engaged in leading/supporting strategic directions. (2014)
4. Understand areas where the congregation wants to expand and ensure that Pastors and staff are actively engaged in leading/supporting these areas. (2014)
5. Identify and schedule leadership development offerings for Pastors and members of staff based on Congregation/Personnel feedback. (2014)
6. Establish a management committee (max 5-6 people, 2013) to:
 - a. Work with each ministry of Session to understand progress in the areas documented in this plan.
 - b. Identify needs to work across ministries in instances where a specific ministry might not recognize the need.
 - c. Host an annual event for the congregation where progress is reported and members have the opportunity to voice thoughts about progress.

Member Development

- 1.** Create a leadership institute that offers spiritual and leadership training for interested members. Include tracks of curricula (congregational care, Sunday School, etc.) as well as mechanics and exercises in teaching/engaging classes. Communicate/ Document a calendar of classes.(2015)

GROW

For where two or three are gathered in my name, I am there among them. Matthew 18:20

Internal Growth

1. Grow church membership by 5% annually. (2014, 2015, 2016)
2. Identify possible programs, interface points, costs and resource needs that engage non-member Spring Valley High School youth and nonmember Spring Valley Apartment residents. (2014)
3. Establish a new or expand an existing program that includes Spring Valley High School youth (nonmember) and Spring Valley Apartment residents (nonmember) at least twice/month. (2015)
4. Evaluate the cost and feasibility of expanding the Preschool program to address the changing needs of the community. (2015)

Community Presence

1. Publicize church events to the community with a goal of increasing community participation. (ongoing)
2. Develop and provide introduction materials about SVPC to visitors.
3. Update visitor and new member materials, both handouts and electronic versions regularly.
4. Ensure that all members have access to contact information for SVPC programs to facilitate involvement by visitors, new members and the community. (2013)
5. Initiate one program that actively includes the community in 2014. (ex. Grief group, financial planning seminar, Bible study, etc.) . Grow the number of programs annually. (2015, 2016)
6. Promote outside use of our facility with a focus on increasing community awareness of our church. Increase revenues by 10 percentage points. (2015, 2016)

Resource Expansion

1. Develop and document a plan for the facility that anticipates needs for updating large rooms, sanctuary, etc.
 - a. Document needs/plans (paint, carpet, construction, technology, furniture, etc.) and projected costs of resources and installation. (2014)
 - b. Document a prioritized plan for investing in these updates, ensuring that ministries impacted (Worship, Congregation, CE, Community, etc.) are in sync with the timelines. (2014)
 - c. Establish and document a long term capital improvement fund/plan in addition to the annual spending and the major repairs funds. (2014) This plan should be tied into the needs for facility updates.
2. Establish and document an orchestrated plan for fundraising that transcends specific campaigns, leading to a well-funded budget, endowment and continued retirement of the debt. Ensure continuity year to year. (2015)

3. Work across ministries to ensure that we are planning a budget to fulfill the strategic plan, not accepting status quo budgeting. Growth in the church will generate revenue and creative stewardship campaigns will generate more revenue as well. (2014, 2015, 2016)

Ministry Plans

Christian Education Ministry

- 1. Gather empty nesters and understand their needs and interests in terms of spiritual growth and church activities; implement a program in response to their suggestions. (2014)**
- 2. Continue and Expand**
 - a. "Sacred Spaces" – Lent (2014)
 - b. Advent observances – Sunday School lessons, special Bible studies and evening worship services (2014)
- 3. Identify at least 3 long term Bible Study programs**
 - a. Explore interest level through informational meetings (2014)
 - b. Recruit and train teachers (2015); Offer the study (2016)
- 4. Identify and participate in at least two mission opportunities per year as an opportunity to enhance our spiritual growth.**
- 5. Explore the feasibility of expanding the Preschool (2016)**
- 6. Hire a staff person focused on children, youth and their families (2013)**
- 7. Develop and implement**
 - a. Workshop on coping with grief (2014)
 - b. Workshop on caring for elderly family members (including dementia) (2014)
 - c. Curriculum resource center (2014)
 - d. Leadership Institute (instruction and skill enhancement programs for current and potential church leaders, including teachers, ministry members, deacons and elders.) (2014)
 - e. Ongoing program of activities and studies for children, youth and their families (2014-2015)
 - f. Chapel program for preschool chapel time (2014)

Community Ministry

1. Establish a 3, 5 and 10 year facility maintenance and enhancement plan

- a. HVAC, carpeting, pulpit remodel, interior painting planning, roofing, stucco repair/painting
- b. Evaluate library/room 103 configuration possibilities
- c. Landscape planning
- d. Assess funding requirements to support the plan

2. Explore additional outside facility use options

- a. Consider facility use committee
- b. Review history and trends and identify potential customers.

3. Review current technology offerings and reestablish a technology committee (2014)

- a. Review existing IT systems and programs; understand ministry needs for IT solutions
- b. Refine and standardize communications processes for all major events
- c. Work with deacons to support "touch count" process

4. Review online directory functionality and capability (2014)

- a. Update "non-deliverable" email addresses (2013) and establish church population baseline
- b. Support Congregation Ministry's plan to implement W2; build infrastructure to identify skills of the congregation

5. Review staffing (2014)

- a. Long term staffing model
- b. Job descriptions to fit model
- c. Market based compensation review
- d. Propose a process for pastor evaluations

Congregation Ministry

1. General membership support

- a. Working with Deacons, PW and Men of the Church, plan and promote church wide fellowship events several times each year. (ongoing)
- b. Create and maintain nametags for each member; encourage use on Sundays and at other large events to facilitate interaction. (2013)
- c. Create and maintain materials that are informative and accurate to ensure that all members are able to engage where their interests lie. (2013)
- d. Continue to encourage members to submit family pictures and promote access to the online photo directory and ChurchLife app. (ongoing)
- e. Work with the Deacons and Pastors, using appropriate technology to track care for members to ensure that no one's needs are 'falling through the cracks'. (2014)

2. Engage New Members (2013)

- a. Participate in the Inquirers Class to establish initial contact with new members
- b. Understand the interests, passions and experience of new members and ensure they are linked with areas of interest across the church
- c. Work with the assigned Deacon, PW and Men of the Church to ensure consistent communications to new members.

3. Connect with Visitors (2013)

- a. Continue the Greeter functions at the first service and engage a team of Greeters to cover both entrances at the second service.
- b. Establish a Welcome Center in the Atrium; ensure that an enthusiastic, informed member covers the center from 9:15 – 10:30 every Sunday morning.
- c. Work with the Pastors and Jamie to link with existing visitor follow-up processes to ensure we are welcoming them without smothering them.

4. Identify members who might be drifting away (2013-2014)

- a. Work with the Deacons to follow-up with them and understand if they have needs or concerns that we might address.
- b. Follow through with appropriate resources to help them feel engaged.

5. Focus on all members being engaged in at least 2 functions in addition to worship. (W2 – Worship plus 2!)

- a. Work with all ministries to develop a campaign to encourage all members to find places where they want to engage. The objective is to have everyone worshipping and participating in at least 2 other areas of the life of the church. (2014)

6. Implement a volunteer coordination/management tool

- a. Implement a system to effectively manage the volunteer needs of the congregation and work with the ministries to ensure it is timely. (2014-2015)
- b. Prior to implementing a new tool, created a centralized "Volunteers Needed" web-page. (2013)

7. Identify new groups, community offerings

- a. Work with CE to identify potential ongoing small groups that might grow out of short term class offerings. (2014)
- b. Work with CE to train leaders to establish a means to offer additional "Trust Connection" small groups, expanding on the "Just Guys Talking" and ChristCare Group offerings that we have now. (2014)

8. Plan and Promote a 'PraiseFest' Event (2013-2014)

- a. Identify a team to plan an event for April or May, 2014
- b. Invite Praise Bands and congregations from the area to join us for an afternoon of music, celebration, fun, family entertainment and fellowship
- c. Document the processes, assess the results and pursue the possibility of establishing an annual spring event.

9. Montreat

- a. Identify and try new ideas to encourage more participation in fellowship and worship events at Montreat. (2013)
- b. Consider possibilities for encouraging broader participation in the Montreat retreat. (2014)

Missions and Outreach Ministry

1. Extend relationship with Belize Church (2014)

- a. Raise funds to purchase Bibles for the church; work with Praying Pelicans to deliver
- b. Identify other needs and develop plans to address those on an ongoing basis
- c. Establish a regular schedule to return to Belize City for an international mission trip on an ongoing basis (2015) (perhaps not to the exclusion of other international mission opportunities, but on an ongoing basis)

2. Engage all ages in mission work; educate members about opportunities and increase participation (2013-2014)

- a. Work with CE to engage Sunday School teachers /classes of all ages (2013)
- b. Identify person to coordinate with committee chairs and Sunday school teachers to ensure active participation. (2013)
- c. Build cross congregation teams for each focus area, include a leader for each (2014)
- d. Identify M&O point person to lead an M&O project, including identifying/contacting volunteers, planning and executing a plan. (2013) Use of SVPC tools to facilitate when available.
- e. Propose to Session that Missions & Outreach be allowed to sell church-themed "gear" to raise funds for international missions projects (done)
- f. Develop a line item in the church budget for the Thornwell "Building Families" project anchored at our church, funded from increased pledges received (2014)

3. Hands-on Mission opportunity – Habitat (2014)

- a. Contact Habitat, understand upcoming plans and best way for us to engage
- b. Assign an SVPC focal point to lead the project

4. Annual Bazaar (2013)

- a. Continue active planning and promotion for 2013 Bazaar (November 9)
- b. Attend BlytheFest; Bring observations back to Bazaar committee for incorporation in evaluation of our Bazaar and possible adaptation to our Bazaar next year (2013)
- c. Include recommended processes into Bazaar planning and implementation

5. Spring Valley High School, Spring Valley Apartments Youth Outreach (2014)

- a. Identify/Engage contact points (key persons) with SVHS & SV Apartments
- b. Identify possible programs, interface points, costs and resource needs that engage nonmember Spring Valley High School youth and nonmember Spring Valley Apartment residents.
- c. Select one or a few projects to implement as a pilot
- d. Develop and execute plans for that / those project(s)

6. Document/Implement a procedure to support new missions and promote all mission service opportunities (2014)

- a. Document and publish a procedure that concludes with Session approval for new mission

Spotlight on Missions Calendar - 2014		
Month	Focus	Responsible Member
January/February	Souper Bowl of Caring – work day	Stevie Johnson and Meredith McDowell
February	Scout Sunday	Ron Kuebler
March	Upcoming Mission Trips	Youth Director
April	Environmental Stewardship (Earth Day)	Environmental Ministry – Carol Collins
April/May	PraiseFest / Founders' Day	Congregation Ministry
May	God's Storehouse – Mother's Day collection (diapers, wipes, etc)	Ray McDowell
May	Columbia Pastoral Counseling Center – Mental Health Month	Beth Benggio and Linda Olson from CPCC
May	Memorial Day	Military Committee – Nelson Lacy
Summer	Youth Mission Trips - TBD	Youth Director
June	Migrant Ministry Dinner – work day	Stevie Johnson and Joanne Caviness
July	Thornwell Home	Ti Smith and Sarah St. Onge
August	God's Storehouse – Back to School drive – work day	Ray McDowell
October	SisterCare (Domestic Violence Awareness Month)	Kathy Bradley
October/November	Bazaar – work day	Julia Leonelli
November	Road Race – work day	LIFE Sunday School Class
November/December	God's Storehouse – Angel Tree	Kristen Groseclose, LIFE Sunday School Class, Youth

Other hands-on focus areas	<ul style="list-style-type: none"> • Belize • Habitat for Humanity • Spring Valley Apartments - investigate homework, hunger, relationship-building • Blood Drives 	<p>Lead – TBD</p> <p>Lead – TBD</p> <p>Lead – TBD</p> <p>Lang Kohel</p>
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Stewardship Ministry

1. Plan and execute a grass roots annual stewardship campaign (2013)

- a. Assign Session members to engage small groups across the congregation to communicate the vision and plans for the future
- b. Ensure personal contact is made with large donors
- c. Identify and contact disenfranchised members/givers to understand concerns and communicate future plans and opportunities to participate
- d. Follow-up with all member households to ensure effective communication of the vision and plans

2. Individual Financial Planning Workshops (2014)

- a. Work with financial professionals in the congregation to offer workshops to discuss personal financial planning ideas for various life stages

3. Naming rights program (2014)

- a. Consider possibility of allowing financial gifts in honor / memoriam that can lead to naming rights within the facility.

4. Plan/Execute next Debt campaign

- a. Assess options for executing the next Debt Campaign (2013-1014)
- b. Execute the campaign (2014-2015)

Worship Ministry

1. Arts in Worship

- a. Identify types of artistic expression that would be welcomed and supported in Revelations, Traditional, and special worship services. Assess level of interest within the congregation. (-2014)
- b. Identify and invite guest artists and performers to participate in worship services and special events. (ongoing)
- c. Identify (and recruit) leaders for specific artistic ministries. Ex. Adult Choir , Hand bells, Joyful Noise Praise Band, Praise Dance, Children’s Choir, and Drama.
- d. Coordinate with Christian Ed about possible exposure to or training for different forms of artistic expression. May include opportunities within the Presbytery or region. (ex. Hand bell festival) (2014)
- e. Coordinate scheduling of artistic performances through the Worship Ministry committee and Pastors. (ongoing)

2. Audio-Visual Update for Potts Hall and Sanctuary

- a. Contact ACS or other vendors to conduct an assessment of the audio-visual system in Potts Hall and the Sanctuary. Investigate possible projector and screen set-up for Sanctuary. (2013)
- b. Gather information on how to set up video streaming of worship services and other events. (2013)
- c. Identify equipment needs and prices. (2014)
- d. Meet with Community (Building and Grounds) to coordinate plans. (2014)
- e. Prioritize equipment purchases and develop phased plan for purchase and installation. (2014)
- f. Present plan to Session for approval, schedule purchase and installation. (2014)
- g. Identify and train audio-visual “tech team.” (2014)

3. Blended worship plan

- a. Schedule monthly Sunday evening worship services for fall 2013.
- b. Communication plan for promoting Vespers. (2013)
- c. Purchase a banner to place in front of the church to invite people to evening service. “Everyone welcome” (2013)

- d. Schedule Hymn Singing with Congregation as a Café (2014)
- e. Adjust Christmas Eve schedule to include early “family friendly” service. (2013)

Cross Ministry Planning

1. Ongoing leadership and participation opportunities

- a. Document the key roles/ responsibilities for ministry and project committees, and the Board of Deacons.
- b. Use member database to identify non-serving leadership interested in specific programs and projects.
- c. Work with Personnel to ensure that the Pastors and staff job descriptions align with the needs of the ministries.

2. Identify a 'best in class' community event in the Midlands and understand their planning model, volunteer recruiting approach, etc. (2014)

- a. Adapt and document for SVPC and work to standardize planning for major community events across the church

3. Convene a team to monitor progress in achieving the strategic and tactical objectives of the Strategic plan. This team will:

- a. Work with each ministry of Session to understand progress in the areas documented in this plan.
 - b. Identify needs to work across ministries in instances where a specific ministry might not recognize the need.
 - c. Host an annual event for the congregation where progress is reported and members have the opportunity to voice thoughts about progress.
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Some opportunities for leadership to consider

Technology Planning

- IT
- Sound / Audio Visual

Membership support and integration

PraiseFest Leadership (spring 2014)

Bazaar – November 9, 2013 – volunteer needs online

Men of the Church – volunteer needs online

Belize relationship

Missions – several leadership roles open

Financial workshop leadership

Arts in worship