

## **Our Strategic Goals**

The fifteen Strategic Goals presented in this document were distilled from several dozen Tactical Goals that grew out of a weekend planning retreat led by the Rt. Rev. Dr. D. Wayne Burkette September of 2013.

The work of defining these Strategic Goals was done by a Visioning-After-Action Committee appointed during the retreat. The Joint Board approved the Strategic Goals in December of 2013. They are reproduced here, and presented to the congregation with updates as of March 24, 2015. The congregation has seen these goals on several prior occasions.

*Strategic Goals 1 and 2 are interconnected and must be considered as together.*

**1. Strategic Goal:** We will endeavor to look for the full seat, identifying and reaching out to visitors with intentionality, so that we might respond to their presence among us with hospitality.

**2. Strategic Goal:** We will endeavor to look for the empty seat, noting the sudden and continual absence of individual church members from worship and/or from Sunday school. Where members have hitherto belonged and “dropped-out,” we will seek to restore them to their place. Where visitors and members have yet to find a place in a Sunday school class or BAG (Basic Accountability Group) we will seek to help them find it.

*Update: Through the work of the Hospitality and Evangelism Committee, led by Tara Pitts, an in-depth hospitality audit has been conducted by a team of church members. This audit takes a critical look at our facility and many of our systems, and identifies all of the ways that we can become more “visitor-friendly” and improve our overall congregational care. The committee’s work has also led to the development of the Connections Ministry. Start looking for Clyde Manning and her clip board each Sunday before and after worship. She will be connecting with visitors and members, looking for the “full seat,” and the “empty seat.” Bring her - and her volunteer team (TBA) - the news you want to communicate about your friends and fellow church members.*

**3. Strategic Goal:** We will evaluate the way we elect our boards to insure that all our constituencies are properly represented. *Timeline: Accomplished! We decided that the current process was providing excellent representation of the various groups within the church. The ages of our board members represent 6 decades!*

*In addition, we are delighted to report 10 out of 11 Elders and 9 out of 12 Trustees are currently serving on the Boards for their first time.*

**4. Strategic Goal:** We will encourage all our members to advance God's ministry to God's people through their gifts of gratitude for God's goodness, love and blessings by creating 1) a culture within the church that empowers members to serve Christ using their God-given talents and blessings and 2) the necessary structure to support good stewardship of these God-given talents and blessings. *Timeline: In Process. Each year the Stewardship Committee endeavors to involve new people, both on the committee, and in interviews before the congregation. We will continue to consider ways to identify the gifts of our members and how they might most effectively be used. Much work remains to be done here, but we recently identified Cynthia Fearington as particularly suited to our caregiving ministry. Cynthia will be taking Stephen Leader Training this summer, and teaching a class for potential caregivers during the Sunday school hour this fall.*

**5. Strategic Goal:** We will begin a recycle program that will contribute to the welfare of environment. *Timeline: In process.*

**6. Strategic Goal:** We will endeavor to conduct a more reverent Easter Morning Service. *Timeline: Accomplished in 2014, approved by all who attended, and working for 2015!*

**7. Strategic Goal:** We will use all appropriate means to inform the congregation of mission opportunities and concerns. *Timeline: Working! When in doubt, check our website or our newsletter. Both are loaded with information. Want to post something to the web or get it in the Newsletter or Bulletin? Email [rachel@newphilly.org](mailto:rachel@newphilly.org).*

**8. Strategic Goal:** In the next calendar year the Mission Committee will plan and execute one family oriented mission project that will include participants from multiple Sunday school classes and other BAG's (Basic Accountability Group). *Timeline: The Board of Elders adopted "City with Dwellings," an overflow homeless shelter as our project for the past two winters. Dozens of volunteers have become involved. The shelter closes at the end of March 2015, but will reopen next winter. This project is ongoing. If you wish to know more, contact Tiffany Wood.*

**9. Strategic Goal:** The full Christian Education Committee will meet with representatives from all the adult Sunday school classes at least twice each year. *Timeline: The Christian Education Committee continues to work to make this a reality. Input from these class representatives provided feedback that impacted planning for the 2015 Lenten Program. The first full meeting of the "council," scheduled for April 2015.*

**10. Strategic Goal:** We will embrace children and adults with disabilities/special needs and offer additional classes and programing, or, where appropriate, a shadowing program.

*Timeline: We have started a weekly shadowing program for special needs children during the Sunday school hour. For the past two Christmases we have made a special effort to welcome people in wheel chairs to the Lovefeasts. Reservations are made, and a place reserved for the individual and their caregivers and/or guests. As a result of this program several of our members have been able to attend the Lovefeasts for the first time in years!*

**11. Strategic Goal:** New Philadelphia will work to improve the sense of belonging, common purpose, and fellowship between those who attend the 9:00 a.m. service and the 11:10 a.m. service in order to enhance our ability to share our faith in Christ that we might equip more and more disciples to serve the cause of Christ. *Timeline: Working! For the past two years we have combined the following services: 1) Pre-Christmas Musical Program 2) The Easter Morning Service 3) Church Day at Laurel Ridge, on which Sunday we have one service here, and make a special effort to welcome people who cannot go to Laurel Ridge.*

**12. Strategic Goal:** We will seek to create an inviting and informative worship space so that our children can engage in Godly Play. *Timeline: Accomplished! The Godly Play Room on the first floor of the Education Building is in use 6 days a week!*

**13. Additional Strategic Goal Not Yet Approved:** Continuously evaluate our worship services to better understand and serve our present and future constituencies. *Timeline: Working! Br. Joel Long worked on this goal during his time among us. The worship survey he devised will be available at both worship services several times in the weeks between Easter (April 5) and Pentecost (May 24). Everyone is encouraged to fill in **one** (and only one) survey.*

**14. Strategic Goal:** We will make our church more visitor friendly by making appropriate use of new technologies in our church's ministry and outreach. Our program of high tech must compliment and continue to facilitate a program of high touch. *Timeline: The new church sign is but the first phase of this program. Four areas within the church have been designated as high traffic areas which make natural gathering places: 1) The Entrance by the Office, 2) The Vestibule, 3) The Entrance of the New Fellowship Hall, 4) The Commons Area / Women's Parlor. New signage, directional guides, and other aids are being prepared for these areas. The Connections Ministry will immediately be using the Commons Area as a gathering place.*

***Strategic Goals 15 and 16 are interconnected and must be considered as together.***

**15. Strategic Goal:** We will designate and develop an inviting and informative space near the sanctuary that can be used for multiple ministry, educational, and fellowship activities. It will be a place where members can connect/meet/fellowship, etc., especially with those who attend different services.

**16. Strategic Goal:** We will re-purpose our church library (or other appropriate) space as a “bookstore,” meeting place, and information center that will be open during times of high traffic.

*Timeline: A committee led by Mike and Kathy Johnson has polled all the organizations that regularly use these two spaces, and submitted ideas gleaned from these polls to the Boards for consideration. The next phase of the project is to secure architectural drawings of the areas in question so that they can be publicized within the congregation, funded and executed.*

Respectfully submitted,

Worth Green

Pastor