

Community Church : 2009-2011 Strategic Plan

Mission and Vision	Strategic Objectives	Church Goals	Performance Measures and Targets	Team Member Goals	Performance Measures and Targets	Team Member Action Items	
<p>Mission Statement: The mission of Community Church is to present authentic Christianity to our families, community, country and the world.</p> <p>Vision Statement: To be the premier charismatic, seeker driven, community church in the state.</p> <p>Values:</p> <ul style="list-style-type: none"> Family - We believe there is nothing more important than strong united families. Excellence - We believe excellence honors God and inspires greatness. Relationships - We believe that loving relationships should permeate every aspect of church life. Equipping - We believe in equipping the saints for ministry and life by helping them to operate in their spiritual gifts. Devotion - We believe that full devotion to Christ and His cause are normal for every believer. Sound Doctrine - We believe that teaching and doctrine should be balanced on the historical roots of Christianity that shaped the theology and orthodoxy of faith. Sound doctrine is held in high esteem. Prayer - We believe in the power of prayer, and that makes a critical difference in all we attempt to achieve. Character - We believe that character is more important than talent. Evangelism - We believe that an effective church services its community and treats everyone with love, respect, and dignity. Worship - We believe that full devotion to Christ and His cause are normal for every believer. 	1. Financial Stewardship: To be financially responsible.	1.1. To develop an accurate 2010/2011 budget that we follow and monitor. (Elders -) (12-31-2009)	M: Budget completed T: 100%	1.1.1. Update and analyze 2008/2009 budget for benchmarks. (Administrative Assistant) (11-1-2009)	M: % complete T: 100%		
		1.2. Increase church savings by \$25K each year. (Elders -) (12-31-2011)	M: increase in \$ in savings account T: \$25,000	1.2.1. Develop plan for how the church can cut costs. (Elders -) (11-1-2009)	M: % complete T: 100%		
		1.3. To make weekly church payments in order to cut interest and add to the principle. (Office Manager)	M: # of weekly church payments T: 50	1.3.1. Determine which payments would save on interest in paid monthly. (Office Manager) (4-1-2009)	M: % complete T: 100%		
		1.4. To spend 10% of our budget on evangelism by the end of the year. (Senior Pastor) (12-30-2011)	M: % for evangelism T: 10%	1.4.1. Use monthly Elder meetings to determine what evangelistic ministries to support for the next month. (Elders -) (12-31-2011)	M: % complete T: 100%		
		2. Revenue Generation: Increase funds from giving.	2.1. To raise \$300,000 in tithes and offerings monthly. (Senior Pastor) (12-31-2011)	M: \$ per month T: \$300,000	2.1.1. Introduce short teachings each week on the benefits of tithing and giving. (Senior Pastor) (12-31-2011)	M: # of teachings each month T: 4	
		3. Childrens' Ministry: To teach more children about God's love.	3.1. Provide excellence in childrens' ministry education classes. (Sunday School Director) (5-15-2009)	M: Satisfaction survey rating T: 75%	3.1.1. Survey parents to determine their satisfaction with the current Childrens' Ministry programs. (Sunday School Director) (5-1-2009)	M: Survey given out T: 100%	
	3.1.2. Survey children to determine what activities they might like added to the Childrens' Ministry programs. (Sunday School Director) (5-1-2009)				M: Survey sent out T: 100%		
	3.1.3. Add or update at least 2 features in the Childrens' Ministry programs annually. (Sunday School Director) (12-31-2011)				M: # of features T: 2		
		4. Adult Education Programs: To grow more understanding in God and His Word.	4.1. Provide excellence in family ministry education classes. (Sunday School Director) (5-15-2009)	M: Satisfaction rating from survey T: 80%	4.1.1. Survey members as to the classes they would like offered. (Sunday School Director) (9-30-2009)	M: Survey given out T: 100%	
	4.1.2. Survey members to determine their satisfaction with the current Adult Education programs. (Sunday School Director) (5-1-2009)				M: Survey sent out T: 100%		
	4.2. Add more small groups annually. (Small Groups Director) (12-31-2011)		M: # of new small groups T: 10	4.2.1. Place those in training as an assistant in a small group. (Small Groups Director) (12-31-2011)	M: % of trainees placed T: 100%		
				4.2.2. Determine areas of town that need more Small Groups. (Small Groups Director) (6-1-2009)	M: % complete T: 100%		
	4.3. Increase participation in church-wide social activities each year. (Volunteers -) (12-31-2011)		M: % of increase in attendance each year T: 15%	4.3.1. Create calendar of events for each month. (Volunteers -) (12-31-2011)	M: % complete T: 100%		
				4.3.2. Place calendar in bulletin 2 weeks before the month starts. (Office Manager) (12-31-2011)	M: % complete T: 100%		
			4.3.3. Keep updated calendar of events on church website. (Office Manager) (12-31-2011)	M: % complete T: 100%			
		5. Prayer Ministry: To bring healing to the people of our area.	5.1. Develop an intercessory team of lay persons within the church. (Pastor of Ministry Development) (9-30-2009)	M: % complete T: 100%	5.1.1. Provide training for the new team. (Pastor of Ministry Development) (9-30-2009)	M: % complete T: 100%	
			5.2. Establish a monthly Prayer Night at the church. (Pastor of Ministry Development) (12-31-2011)	M: # of months with prayer night			
		6. Missions Programs: To equip and send out people to take God's Word around the world.	6.1. Implement our missions program for extensive international outreaches by 12/31/2009. (Pastor of Ministry Development) (12-31-2009)	M: % complete T: 100%	6.1.1. Collect information on organizations that assist churches developing a missions program. (Elders -) (4-1-2009)	M: % complete T: 100%	
					6.1.2. Develop the plan for our missions program by 11/01/2009. (Pastor of Ministry Development) (11-1-2009)	M: % complete T: 100%	

7. Facilities: To provide adequate facilities and maintain property.	7.1. To prepare our current building for sale in Spring 2011. (Elders -) (4-1-2011)	M: % completed T: 100%	7.1.1. Paint exterior of property. (Volunteers -) (3-30-2011)	M: % complete T: 100%	
			7.1.2. Inspect wiring and plumbing in the building. (Elders -) (11-30-2010)	M: % complete T: 100%	7.1.2.1. Hire contractor to upgrade any necessary wiring and plumbing. (Elders -)
	7.2. Determine needs and develop plan for new facility by 8/30/2010. (Senior Pastor) (8-30-2010)	M: Blueprints completed T: 100%	7.2.1. Have a facilitated planning meeting of all members. (Elders -) (6-30-2010)	M: % complete T: 100%	
			7.2.2. Conduct a survey of congregants to determine services that they use or would like to see added / expanded. (Elders -) (5-1-2010)	M: % complete T: 100%	7.2.2.1. Analyze survey results to determine possible direction for planning. (Elders -)
8. Administration Mgmt: To improve office efficiency.	8.1. To hire office manager and assistant by 11/2009. (Administrative Assistant) (11-1-2009)	M: % complete T: 100%	8.1.1. Develop position descriptions. (Administrative Assistant) (7-31-2009)	M: % complete T: 100%	8.1.1.1. Place want ads on Christian online sites and the local media. (Administrative Assistant)
	8.2. To hire a new staff member with an anointing in the area of music and fine arts by 11/30/2009. (Senior Pastor) (11-30-2009)	M: % complete T: 100%	8.2.1. Research network of pastors with background in music and fine arts. (Music and Fine Arts Pastor) (8-1-2009)	M: % complete T: 100%	
9. Communication Mgmt: To maintain database management and all communication.	9.1. Implement distribution of a monthly online newsletter by 01/15/2010. (Volunteers -) (12-31-2011)	M: # of monthly newsletters T: 12	9.1.1. Collect best practices and samples for a church newsletter. (Volunteers -) (12-15-2009)	M: % complete T: 100%	
			9.1.2. Determine what content will be covered in each newsletter. (Volunteers -) (12-15-2009)	M: % complete T: 100%	
	9.2. Research the possibility of purchasing a church database management system. (Administrative Assistant) (6-1-2010)	M: % complete T: 100%	9.2.1. Determine needs for a church database management system. (Administrative Assistant) (2-20-2010)	M: % complete T: 100%	
			9.2.2. Research different church database management options for price and usability. (Administrative Assistant) (4-1-2010)	M: % complete T: 100%	9.2.2.1. Present options to Senior Pastor and the Elders for review. (Administrative Assistant)
10. Leadership: Create a leadership culture	10.1. Train 30 new Small Group leaders in Level One by 3/31/2010. (Small Groups Director) (3-31-2010)	M: # trained T: 30	10.1.1. Determine appropriate interested people for training. (Small Groups Director) (1-1-2010)	M: % complete T: 100%	
			10.1.2. Develop a training manual for Small Group leader training. (Small Groups Director) (6-1-2009)	M: % complete T: 100%	
			10.1.3. Establish a training schedule for training Small Group leaders. (Small Groups Director) (6-30-2009)	M: % complete T: 100%	
	10.2. Provide at least 4 training programs for Level One leadership annually. (Pastor of Ministry Development) (12-31-2011)	M: # of basic leadership trainings T: 4	10.2.1. Determine schedule for 2009 trainings. (Pastor of Ministry Development) (2-1-2009)	M: % complete T: 100%	
			10.2.2. Have all Level One leadership attend at least 2 trainings a year. (Pastor of Ministry Development) (12-31-2011)	M: % of Level One attending 2 trainings annually T: 95%	
	10.3. Provide at least 4 training opportunities for Level Two leadership annually. (Pastor of Ministry Development) (12-31-2011)	M: # trainings offered T: 4	10.3.1. Have all Level Two leadership attend at least 2 trainings annually. (Pastor of Ministry Development) (12-31-2011)	M: % of Level Two attending 2 times annually T: 95%	

	10.4. Provide at least 4 trainings for Level Three leadership annually. (Pastor of Ministry Development) (12-31-2011)	M: # trainings offered T: 4	10.4.1. Have all Level Three leadership attend at least 2 trainings annually. (Pastor of Ministry Development) (12-31-2010)	M: % of Level Three attending 2 trainings annually T: 95%	
11. Staff Development: Learn and adopt best practices.	11.1. Have each pastor attend one best practice church conference each year. (Senior Pastor) (12-31-2011)	M: # of pastors attending T: 3	11.1.1. Obtain information on scheduled conferences in 2009. (Administrative Assistant) (1-31-2009)	M: % complete T: 100%	
12. Culture: Be the most creative and culturally relevant church around.	12.1. Push evangelicalism envelope by implementing ideas from some of the most progressive churches in America. (Senior Pastor) (12-31-2011)	M: # of ideas implemented annually T: 3	12.1.1. Obtain articles on churches for research from Outreach Magazine and Church Executive Leadership. (Administrative Assistant) (12-31-2011)	M: % complete T: 100%	
			12.1.2. Discuss new progressive ideas with Elders to determine what new ideas to implement in the church. (Senior Pastor) (12-31-2011)	M: % complete T: 100%	
	12.2. Attend 3 new churches that are progressive annually. (Senior Pastor) (12-31-2011)	M: # of progressive churches visited T: 3	12.2.1. Determine churches in close location that fits progressive description. (Senior Pastor) (3-1-2009)	M: % complete T: 100%	
	12.3. Have all elders attend 1 other progressive church annually. (Elders -) (12-31-2011)	M: # of Elders visiting T: 5	12.3.1. Determine churches in close location that fits progressive description. (Senior Pastor) (3-1-2009)	M: % complete T: 100%	
12.3.2. Have Elders present new ideas at monthly Elders meeting observed at other churches. (Elders -) (12-31-2011)			M: % complete T: 100%		