



**Habakkuk 2:2**

**Draft**  
**Strategic**  
**Plan**



**HAWFIELDS**  
PRESBYTERIAN CHURCH

*Build. Grow. Share.*

## Strategic Plan:

(n.) A way to hold ourselves accountable for growing as we say we want to...

This draft of a short and long term strategic plan for Hawfields Presbyterian Church is intended to clarify our reach as we understand God's call on our community. It is the intention of the Session related to the plan to conduct at least an annual review of our

implementation once adopted. As a member of the congregation, your prayers and consideration of these ideas are critical. The thing to ask yourself is "is this God's will for Hawfields Presbyterian Church?". Questions of affordability and feasibility are, of course, important and will be weighed and discussed. But the task before us now is to determine a vision God has placed with us for our future. As a living document, this will always be a work in progress. It is also the determination of the Session that the Vision Team should remain an active body, helping to provide formative support to the plan's implementation.

It is worth noting that the framework behind the Plan is consistency with our church's mission statement: "Building disciples; Growing in faith; Sharing Christ." As you review the plan (or if you offer changes), consider the mission statement with each detail.

*Then the LORD answered me and said: Write the vision; make it plain on tablets, so that a runner may read it."  
-Habakkuk 2:2*

## **SHORT TERM PLAN (1-3 YEARS)**

This is meant to reflect goals we might reasonably reach within 1-3 years; responsibilities are divided by current ministries but these efforts may overlap between committees or necessitate the forming of new committees or the dissolution of others:

### *FINANCE*

- Better communication of finances at least quarterly (additional as needed) with the entire congregation (build disciples)
- Educate about tithing (build disciples)
- Finance Committee trains committee chairs in reading/using budgets (build disciples)
- Collaboration with Stewardship (build disciples)
- Prepare the budget as a reflection of the church's mission priorities (grow in faith)

### *WORSHIP & MUSIC*

- Children's Choir development (Children growing in faith)
- More instrumentalists (build disciples; sharing Christ)
- Help foster a more open attitude toward people's gifts (build disciples)
- Helping the choir grow as ministers (build disciples)
- Worship planning that requires more active participation on the part of the congregation (build disciples; grow in faith)
- Develop a worship team for the Sunday Service (build disciples)
- Develop a Drama Team (grow in faith)

### *STEWARDSHIP*

- Educate the congregation about holistic giving
- Congregation develops a culture of encouraging and developing gifts in people
- Collaboration with Finance
- Develop Opportunity Booklet
- Prepare and produce an annual report

## *SERVICE & MISSION*

- More multi-generational participation in mission activities for the community
- Opening the building for wider community service use (share Christ)
- Once a month Community Meal in the Fellowship Hall

## *OUTREACH & COMMUNICATIONS*

- Develop/implement a plan for recognizing and engaging visitors
- Development of a website management team
- Teach the congregation to use nametags
- Communicate events to the news media
- Develop a digital recording routine
- Train/Implement an Audio/Visual Team
- Directional signs to enable everyone to navigate our campus

## *FELLOWSHIP*

- Evaluate outreach opportunities for each event (sharing Christ)
- More small groups (growing in faith; sharing Christ)
- Game night (sharing Christ)
- More commercial equipment in the kitchen (sharing Christ)

## *EDUCATION*

- Classes and events designed to increase Biblical literacy in age appropriate settings (Build Disciples; Grow in Faith)
- Recruiting more teachers (especially for adult classes)
- Regular teacher training events (Build Disciples)
- A functioning Nursery Care System with qualified paid staff and volunteers available to support all church activities (Build Disciples; Share Christ)
- Once a month Dinner and Bible Study after the Saturday Night Service (Growing in Faith; Sharing Christ)
- Develop a Youth Program the youth want to invite their friends to (Build Disciples; Growing in Faith; Share Christ)
- Develop partnerships with churches near our college-attending folks and post-High School fellowship and mission opportunities for folks staying at home (Sharing Christ)
- Offer small group leader training (Build Disciples)

### *COMPASSION*

- Develop a regular avenue of training for Shepherds (Build Disciples)
- Move to using CDs instead of Tapes
- Increase the budget allotment for this ministry

### *BUILDINGS & GROUNDS*

- Pave the north parking lot
- One Saturday a month workdays
- Develop a better communication system for B&G needs
- Build a Pavilion for outdoor events
- Build a more permanent stage in fellowship hall

### *PRAYER MINISTRY*

- Develop the telephone prayer chain
- More broadly develop the Weekly Update
- Annual Fasting and Prayer List
- Children's Advocacy prayer partner list

### *STAFF*

- Must have a Director of Christian Education to replace Meg Phipps
- Moving to software more friendly to church administration
- Combine the Secretary and Accountant positions

## **LONG TERM PLAN (5-10 YEARS)**

This is meant to reflect goals we might reasonably reach within 5-10 years; responsibilities are divided by current ministries but these efforts may overlap between committees or necessitate the forming of new committees or the dissolution of others:

### *FINANCE*

- Develop/implement financial plans for the Worship Center (Grow in Faith)
- Stability in Finances (Build Disciples)
- Church Van or Bus (Share Christ)
- The budget will reflect 50% mission/service spending (Share Christ)

### *WORSHIP & MUSIC*

- Two services on Sunday
- Handbell Choirs
- Ladies Ensemble
- Increase participation to at least 400

### *STEWARDSHIP*

- Pledges are at least 85% of the operating budget
- Each church member is involved in some aspect of the ministry of the church
- Bi-annual Classes on Spiritual Gifts

### *SERVICE & MISSION*

- One Annual church-wide mission trip
- Collaboration with other churches in projects
- Community Meal every week

### *OUTREACH & COMMUNICATIONS*

- State of the art communications
- The congregation is empowered to make visits themselves

### *FELLOWSHIP*

- Renovated Kitchen

*EDUCATION*

- Develop a Computer Lab

*COMPASSION*

- Stephen Ministry Training

*BUILDINGS & GROUNDS*

- Church Van or Bus
- Implement the Worship Center

*PRAYER MINISTRY*

- Periodic training annually

*STAFF*

- Establish a full time Director of Christian Education
- Establish an Associate Pastor
- David takes his sabbatical (6 year anniversary)
- Establish a Worship Arts staff person

2011

Habakkuk 2:2

# Draft Strategic Plan

## Vision Team

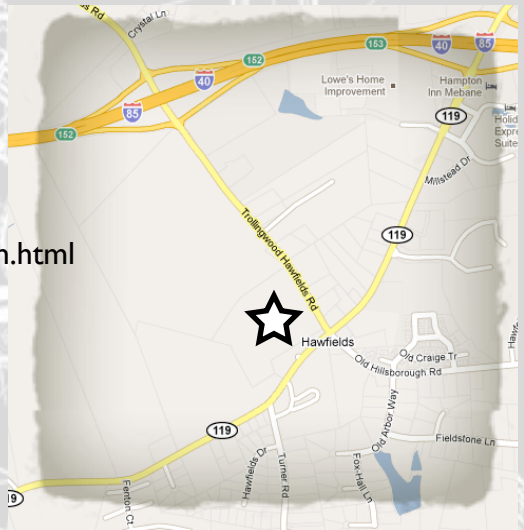
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