

CENTREVILLEPRES

ignited active growing

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Strategic Planning 2018 - 2023

Updated: September 18, 2018, v1

LETTER TO CONGREGATION

God is good and always faithful. May we be faithful to Him, discerning His will from our own. May we have the courage to step out into the unknown, knowing that He is always with us. "Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, but the Lord your God will be with you wherever you go." Joshua 1:9

In keeping with His will, Centreville Presbyterian Church (CPC) is a part of ECO: A Covenant Order of Evangelical Presbyterians. The CPC Strategic Planning Team prayerfully developed seven Impact Areas with respective goals and target dates. The objectives and targets center on the Great Commission and for CPC to walk and grow in Christ.

How do we know if CPC's strategic direction is furthering His kingdom? To answer this question, we must measure the fruit of our labor. One indication of Kingdom growth is a new church plant. If CPC clings to God and faithfully moves in the direction He designated, we will grow beyond our physical walls. As stated in Acts 2:47, "...And the Lord added to their number daily those who were being saved." Spiritual growth also serves as evidence. We are excited to explore opportunities to grow in Him. Scripture tells us that "...because of your partnership in the Gospel from the first days until now, being confident of this, that He who began a good work in you will carry it on to the completion until the day of Christ Jesus." Philippians 1:5-6

Presented is the CPC Strategic Plan (Plan). We believe this Plan is God's plan for CPC. The Plan takes a holistic look at our ministries. All significant initiatives and activities will be critically considered to ensure they adhere to the Plan prior to implementation. The Plan is intentionally dynamic to promote continuous growth and will be reassessed at least annually.

For CPC to be fruitful, leaders of CPC will be held responsible to accomplish the objectives in the Plan. However, we will need the entire Congregation's involvement and support to achieve His will. As God holds us accountable, we too must be accountable to one another, in love and in gentleness. Ecclesiastes 4:9-10 states that, "Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up..."

When the time comes, let us say together, "I have fought the good fight, I have finished the race, I have kept the faith" (2 Timothy 4:7). And, for our Lord to say to us, "...Well done, good and faithful servant..." (Matthew 25:23).

*In His amazing love,
CPC Strategic Planning Team*

Roles and Responsibilities

Strategic Planning Team of the Session Roles and Responsibilities

The Strategic Planning Team of the Session (SP Team, Team) is responsible for implementing and monitoring the Strategic Plan execution, under the authority of Session.

The Team will be comprised of the following members:

- 3 Elders
 - Chair of Strategic Planning Team
 - Elder liaison to Adult Discipleship
 - Elder liaison to Mission Ministry
- 2 Staff members
- 1 Deacon, rotating every 1-2 years
- 1 Covenant partner at-large, rotating every 1-2 years

The Team will meet quarterly to monitor and review the overall CPC progress towards meeting the initiatives and goals in this Plan. Concerns raised by Elder Liaisons will be reviewed during these meetings. The Team may meet more frequently, as the need arises. Annually, the Team will update and revise the Plan, as appropriate, looking towards the next three to five years.

The Chair will provide Session, during the stated monthly Session meetings, an executive-level progress report consisting of updates and unresolved concerns for Session's guidance and decision.

The Chair will present an updated annual Plan for Session's approval. Upon Session's approval, the Chair will present the Plan to the Congregation, annually

Session Roles and Responsibilities

Session is accountable for the execution and success of the Plan, and spiritual leadership and direction to the SP Team, all ministries, and Elder liaisons.

Session will empower and actively oversee CPC ministries and Elder liaisons with adhering to and reaching the goals in the Plan. Session will empower and actively oversee the SP Team with their responsibility developing a holistic Plan, keeping God's kingdom and His mission foremost.

This Strategic Plan is a living document. In this regard, Session will review and approve the Plan annually, including any updates and revisions, as presented by the Chair, Strategic Planning Team.

Session will develop a relationship with other ECO churches, the ECO presbytery, and the national ECO organization. Examples of ministries and responsibilities concerning CPC's relationship with ECO include, but not limited to are:

- Session attendance at all East Central Presbytery meetings, ECO National Gatherings, and ECO Synod meetings
- Staff attendance at ECO National Gatherings
- CPC representative on the East Central Presbytery's Global Mission Team
- Organizing and hosting East Central Presbytery MAG meetings
- Organizing and hosting East Central Presbytery presbytery meetings
- Serving on East Central Presbytery committees, ministries, or teams
- Serving on Synod level committees, ministries, or teams
- Involvement with the evolution of the ECO Constitution (submitting overtures to East Central Presbytery, providing input to the new confession that ECO is thinking about writing, etc.)

Elder Liaison Roles and Responsibilities

Elder liaisons must actively participate in and provide spiritual leadership to their respective ministries. Material deviations from the Plan must be presented to and approved by the SP Team before executing the action. Concerns regarding the Plan must be presented to the SP Team.

Elders will provide monthly progress reports to the SP Chair prior to the stated monthly Session meetings.

Staff and Lay Leaders Roles and Responsibilities

The Staff and Lay Leaders who are representatives of their respective ministries, will ensure the ministries adhere to the Plan and help them achieve their respective goals, working closely with the Elder Liaison.

Congregation Roles and Responsibilities

The Congregation will pray for CPC and its ministries, asking for guidance and discernment. .

All CPC Covenant Partners are called to play an active role in the life of the church. God has endowed each member of His Son's body with unique gifts for accomplishing His will. God does not give these gifts so that they "might" be used; he *expects* them to be used. CPC Covenant Partners are therefore called to be intentional about their active role in the church. Each covenant partner is expected to seek to understand the spiritual gifts and talents bestowed on them and prayerfully consider how they can be applied through CPC mission and goals on a regular basis.

Executive Summary

The CPC Strategic Planning Team updated CPC's Strategic Plan to include seven impact areas to actively pursue the direction from the Holy Spirit and execute our Lord's plan for CPC over the next five years. Our transition to ECO puts CPC at a crossroads where we need to further clarify our roadmap for the future. This plan was developed with insights from past strategic plans, our history, and research including a congregational survey that was completed in October of 2017. Our long-term goal is to plant a new church by 2023.

The seven impact areas and their specific objectives are:

1. Outreach and Initial Connection: To establish passive and active efforts to invite new attendees into the church and to identify and communicate with new attendees (Ephesians 5:16)
2. Engagement: To create opportunities to enable people to connect to the CPC community (Ephesians 2:19-22)
3. Spiritual Development: To provide a framework for intentional spiritual growth through learning, practicing, and using Spiritual Gifts. (1 Corinthians 12 : 12- 31).
4. Leadership Development: To identify, develop, and encourage spiritual leaders (1 Timothy 3: 1-13)
5. Mission and Evangelism: To create a culture that shares the gospel with a kingdom perspective. (Matthew 28: 18-20)
6. Church Planting: To cultivate a church planting mentality (Acts 16: 9-10)
7. Operations and Property: To be a good steward of the physical property of CPC for the furtherance of God's kingdom (2 Corinthians 8: 3-5).

Note: This Plan incorporates the FRESH START campaign and the input received during the Town Halls, including the responses from the survey conducted over the past two years. Additionally, ECO highly encourages collaboration among ECO church where CPC "benchmarked" with several other ECO churches regarding the strategic plans (e.g. Ops Board relating to linking facility needs to the Strategic Plan goals and objectives).

Impact Area # 1: OUTREACH and INITIAL CONNECTION

Objective: To establish passive and active efforts to invite new attendees into the church and to ensure CPC identifies and communicates with new attendees to express our desire to connect with them and our commitment to making disciples of Jesus Christ.

Key Initiatives	Target date	Responsible
CPC to provide covenant partners avenues to encourage new guests	September 2018	Director of Resources
Identify Social Media Team <ul style="list-style-type: none"> o Social Media Team to review current practices and develop recommendations for each social media channel 	June 2018 – COMPLETED October 2018	Director of Resources
Form Community Outreach Team <ul style="list-style-type: none"> o Community Outreach Team to assess and develop quarterly opportunities for CPC’s community involvement that will raise recognition in the community o Community Outreach Team to provide recommendations quarterly 	October 2018 December 2018	Director of Resources
Identify Lead Usher	August 2018	Director of Worship
Lead Usher to establish and communicate procedures and expectations to Ushers and Greeters every Sunday <ul style="list-style-type: none"> o Review and update Greeter procedures and expectations 	August 2018 August 2018	Director of Worship
Ensure a system is in place to capture guest information	September 2018, Review annually	Director of Resources
Review and enhance current guest follow-up procedures annually	September 2018	Director of Resources

Considerations and suggestions for:

- Social Media Team and Community Outreach Team:

- o Covenant Partner Contribution
 - Invite friends and neighbors (both Christian and non-Christian) to CPC activities and events
- o Media Director/ Team
- o Tangible
 - Postcards for Covenant partners to share
 - Ad Fontes School folder
- o Virtual
 - Facebook/social media
 - Website
- o Community Outreach
 - Community and Summer Programs such as
 - ADULT: Turkey Trot, Centreville Days, Gainesville Days, Haymarket and Chantilly days
 - STUDENT/CHILDREN: soccer camp, art camp, STEM camp
 - Investigate involvement of Ad Fontes and/or other ministry partners
- Worship and Guest Integration:
 - o Lead Usher:
 - Include prayer before worship service and communicate any sensitive needs/information
 - Create a process to identify and connect new attendees with Deacons, and/or Elders, and lay leaders
 - Ask spiritual and positional leaders sitting in various sections of the sanctuary to reach out to say hello to other attendees, including guests
 - Consider placing the responsibility for this with spiritual and positional leaders to notify the Lead Usher, rather than the Lead Usher asking them. Lead Usher can then coordinate with ushers for each Service as appropriate.
 - Consider closer integration of Ushers with the Worship Team, perhaps at least the Lead Usher (or Head Usher for the Service) being part of the Worship Team pre-worship prayer and coordination.
 - o Director of Resources:
 - Post an “Are You New” station in the Lobby
 - Digital method of capturing visitor information quickly

- Connection Cards in the sanctuary
- Provide gifts to guests
- Website contains information that guests may seek
- Greeter identifies guest and makes introductions
- For guest follow-up procedures:
 - Develop guest timetable for first, second, third, and six month visit
 - Develop actions or steps for each visit

IMPACT AREA #2: ENGAGEMENT

Objective: To create opportunities to enable people to connect within the CPC community.

Key Initiatives	Target date	Responsible
New Guests - Administer Spiritual Gifts and Time and Talents surveys during each New “Member” class	Offer three times per year	Director of Adult Discipleship
New Guests - Provide staff with new covenant partner survey responses	After each New “Member” class	Director of Resources
New Guests - Follow-up with new covenant partners interested in specific areas to guide people into the fullness of being disciples of Jesus Christ	Within 30 days of receipt	Each Ministry
New Guests - Review and enhance New “Member” class content annually	August 2018, Annually	Pastor and Staff
Existing attendees – Issue the Spiritual Gifts and Time and Talents survey to the congregation annually	November 2018, Annually	Pastor Stewardship Committee
Existing attendees – Collect and assess survey responses annually	December 2018, Annually	Director of Resources
Social events – Develop a “social events” strategy annually	October 2018, Annually	Staff Fellowship Committee

Considerations and suggestions for the Directors of Adult Discipleship and Resources, Staff, and the Fellowship Committee:

- Within 30 days of New “Member” Class, invite the new covenant partners to a CPC social event
- For social events strategy consider school schedule and plan three anchor events
 - Smaller groups/interest groups
- Going out for lunch, dinner, bowling, etc.
- Consider the LifeGroup schedule cycle
- Identify low risk, minimal commitment ministries where new covenant partners & non-active covenant partners can get involved and serve

IMPACT AREA #3: SPIRITUAL DEVELOPMENT

Objective: To provide a framework for intentional spiritual formation through learning and practicing.

Key Initiatives	Target date	Responsible
Identify Director of Adult Discipleship to oversee and coordinate spiritual development along with the Adult Discipleship Team	January 2019	Personnel Committee
Develop and assist in executing Spiritual Development plan annually <ul style="list-style-type: none"> o Means of “spiritual development” <ul style="list-style-type: none"> ▪ Small Groups, such as LifeGroups: Intentional time to talk about faith and life in the context of community ▪ Mentoring, such as Triads: Focused study of faith by a group of three people in an accountability relationship ▪ Foundations of the Faith: A progressive study of the Tenets of Christianity, committed to biblical integrity and thoughtful theology ▪ Corporate Worship: Integration of all aspects of the worship service to advance the spiritual development of the congregation as determined by the Worship Design Team (WDT). Examples: style of worship, decor, music, worship components. ▪ Personal Development: Meaningfully engage in spiritual practices through which the Holy Spirit can bring about spiritual growth. 	September 2018, Annually	Adult Discipleship Team
Identify, encourage, and support candidates for full-time Christian ministry, such as ordination to the Office of Word and Sacrament.	January 2019	Adult Discipleship Team

Considerations and suggestions for the Adult Discipleship Team:

- Adult Discipleship Team to develop unique ways to attract different demographics
- Measure number of people involved / total number of unique people
- Measure the percentage of people not actively involved and determine why
- Purposefully engage in spiritual development activities, both in personal/private study and as part of a group of CPC Covenant Partners
- Prayerfully pursue a practice of faithful tithing in accordance with God's will
- Prayerfully seek and be obedient to God's call to apply time and talents to the operational needs of CPC

IMPACT AREA #4: LEADERSHIP DEVELOPMENT

Objective: To identify, develop, and encourage gospel-centered leaders.

Key Initiatives	Target date	Responsible
Current leaders – Enhance, further develop and administer current onboard plan annually for Session, Deacons, Staff, and all who teach and facilitate	December 2018, Annually	Clerk of Session Secretary of Deacons Director of Resources Director of Adult Discipleship
Current leaders – Train newly elected Elders and Deacons annually and as needed based on ECO's <i>Leadership Competencies</i>	January 2019, Annually	Lead Pastor and Session
Current leaders – Provide spiritual development opportunities monthly for Staff	Monthly	Lead Pastor
Future leaders – Identify future leaders by beginning of second quarter each year, being attentive to diversity of ethnicity, age, and gender	2 nd Q 2019, Annually	Director of Resources Nominating Committee
Future leaders – Develop annual Leadership Training plan that provides opportunities for individuals to understand leadership roles and individual strengths and weaknesses	September 2018, Annually	Director of Adult Discipleship Adult Discipleship Team
Future leaders – Develop and execute annual plan based on ECO's <i>Leadership Competencies</i> for developing young leaders by mentoring, modeling, and providing theological education	September 2018, Annually	Director of Adult Discipleship Adult Discipleship Team
Staff – Develop and update annually a rolling five-year strategic staffing plan and vision	October 2018, Annually	Personnel Committee

CPC Covenant Partners – Seek and be obedient to God’s calling for taking on leadership roles and/or participating in leadership development activities in accordance with spiritual gifts and talents	??	CPC Covenant Partners
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Note: current leaders defined as Session, Deacons, Staff, and all who teach and facilitate.

Considerations and suggestions for all those listed as Responsible:

- Onboard plan should include a review of facts, history and current state of all strategic initiatives

IMPACT AREA # 5: MISSION and EVANGELISM

Objective: Create a culture that shares the gospel with a Kingdom perspective in our communities and around the world.

Key Initiatives	Target date	Responsible
Congregation – Develop mission opportunities to include a wide variety of outreach events to maximize CPC Congregation participation	Review quarterly and on rolling 12 months	Missions Ministry Team
Congregation – Develop a plan to equip and train the Congregation to share their faith stories and the gospel message. This Plan will be developed in conjunction with the Impact Area #4, Spiritual Development Plan (individual persons from the Congregation)	Initially annually	Mission Ministry Team Adult Leadership Team
Congregation – Develop a pathway for covenant partners to explore the potential to serve as missionaries	December 2018, Annually	Mission Ministry Team
Congregation – Create a Communications Missions Plan that deepens the Congregation’s understanding of God’s work worldwide and to come alongside His work. Execute at least one aspect of the Plan monthly.	December 2018, Annually	Mission Ministry Team
Mission partners – Research and develop a plan and budget to support mission partners with time, talents, and funds	October, Annually	Missions Ministry Team
Mission partners – Evaluate new missionary and project opportunities, in line with the most pressing needs as identified by leaders of the surrounding community, to ensure that opportunities exist for congregants to explore ways to connect their unique gifts and passions to God’s work	Quarterly	Missions Ministry Team
Mission partners – Evaluate current mission partners to ensure their work aligns with CPC vision and mission to live out the whole of the Great Commission	Annually	Missions Ministry Team

Considerations and suggestions for the Missions Ministry Team:

- Review and assess the Time and Talents survey for the Gospel Message Plan
- Inform Congregation through LifeGroups, sermons, video, articles to understand and embrace the Great Commission in the Communication Missions Plan
- Include in the Communication Missions Plan a new church plant story. Share with the Congregation.
- Research includes interviews with key community leaders such as principals, elected leaders, county representatives, police department, first responders, etc.

IMPACT AREA #6: CHURCH PLANTING

Objective: To cultivate a church planting mentality to expand the Kingdom of God.

Key Initiatives	Target date	Responsible
Develop a pathway to establish a new worshiping community by 2023	December 2019	Missions Ministry Team
Form a Church Planting Team		
Prayerfully consider God’s call to apply spiritual gifts and talents in the development and execution of church planting.	??	CPC Covenant Partners

Considerations and suggestions for the missions ministry team:

- Meet with Tom Herrick (Titus Institute) about how to create a pathway for church planting
 - More technical role of the process
 - make sure it assigns with ECO’s vision and polity
- Mission Ministry: Location, mission, etc.
 - global, kingdom perspective, mobilization
- Session and Mission Ministry
 - pray, pray, pray
- Prayerfully consider God’s call to apply spiritual gifts and talents in the development and execution of church planting.

IMPACT AREA #7: OPERATIONS and PROPERTY

Objective: To be a good steward of the physical property of CPC for the furtherance of God’s kingdom.

Key Initiatives	Target date	Responsible
<p>Perform a comprehensive evaluation of the CPC building complex and grounds, based on the CPC Strategic Plan, to identify strengths and deficiencies impacting CPC’s ability to achieve our ministry vision, goals, and objectives under ECO</p> <ul style="list-style-type: none"> o Develop a restitution plan for the eventual removal of the portable Ad Fontes trailers, and that defines options for reuse of this space when vacated in approximately five years as stipulated by Fairfax County. 	<p>Preliminary Plan, April 2019</p> <p>Final Plan, October 2019</p> <p>Update annually December 2020</p>	<p>Operations Board</p>
<p>Revise the CPC capital budget plan based on the results of the comprehensive building and grounds evaluation</p> <ul style="list-style-type: none"> o Maintain a three-year, rolling, prioritized, annually-updated, time-phased, project planning list, with estimated costs, of known building and grounds capital replacement and anticipated major repair needs 	<p>October 2019, Annually</p>	<p>Operations Board</p>
<p>Stand-up a Security Team under the Operations Board to oversee the ongoing review, identification, and implementation of a robust, in-depth CPC safety and security program in concert with Fairfax County local law enforcement and safety programs</p>	<p>May 2019</p>	<p>Operations Board</p>

<p>Sustain the congregational commitment to the FRESH START campaign and complete the four identified CPC FRESH START facilities and grounds projects, within FRESH START budget estimates:</p> <ul style="list-style-type: none"> o Replace the building roof o Repair, seal, and restripe the entire parking lot ● Finish the building heating/AC engineering study to guide future heating/AC repair and replacement ● Plan and perform modernization of the Worship Center 	<p>May 2020</p> <p>Completed, July 2018 Completed, August 2018</p> <p>October 2019</p> <p>May 2020</p>	<p>Operations Board</p>
<p>Personnel, Stewardship, and Information Technology - Ops Board to work with each individual or team to put together a comprehensive plan for each area of ministry</p>	<p>October 2018</p>	<p>Personnel Stewardship Information Technology- Ops Board</p>