

COVENANT



Presbyterian
Church 

Long Range Plan

2016 - 2020



COVENANT PRESBYTERIAN CHURCH
LONG RANGE PLAN 2016-2020
Striving to be Faithful Disciples of Christ:
Worshiping with Joy, Growing in Faith,
Serving in Love

Over the past 20 years, Covenant Presbyterian Church has been guided by a series of long range plans which have been established to guide the church during the next five years. Over the past year, the 2016-20 Long Range Plan Committee has studied demographic data and trends in the larger church, surveyed the congregation, planned 18 focus group sessions, solicited written input and prayerfully considered and reflected on all this information. This report embodies the proposal for The Long Range Plan for 2016-2020.

As part of the long term planning process, the congregation identified the following strengths:

- A. Worship that has variety, vitality and depth
- B. Pastoral leadership that nourishes faith through prayer and sermons
- C. Christian Education opportunities available for all ages
- D. Environment that welcomes diversity and is open to questioning
- E. Supportive, affirming congregational family sharing our journey of faith
- F. Strong music program
- G. Facility that supports our needs and is made available to the larger community
- H. Excellent Developmental Preschool Program

As Covenant looks to the future and sets new goals, it is important to continue and build upon these essential aspects of our church life.

GOALS FOR THE FUTURE



Goal 1: Nurture community while honoring diversity as we navigate our individual and congregational faith journeys

Possible actions suggested by the congregation:

- A. Have more combined services, including events at the 8:30 service.
- B. Provide more purposefully intergenerational worship, mission, and fellowship opportunities.
- C. Explore music opportunities for youth.
- D. Offer adult Christian Education options for participants at various stages of faith journey.
- E. Occasionally use non-traditional formats for services.
- F. Provide reliable, consistent childcare for church events and activities.

This goal may be evaluated by the Session using a comparison of the previous calendar year with the activities of the current year.



Goal 2: Annually identify, study, and respond to one significant societal need with emphasis across the life of the congregation

Possible actions suggested by the congregation:

- A. Develop the process to identify the societal need to be emphasized.
- B. Create learning opportunities for all ages around the identified societal need (e.g. Christian Education classes, sermons, weekly prayer, Vacation Bible School, newsletter articles, etc.)
- C. Support refugee assistance, perhaps by sponsoring a refugee family.
- D. Partner with other community organizations to provide helping hands for successful community efforts.
- E. Offer programs that are open to the community on life issues, e.g. parenting, end of life, etc.

This goal may be evaluated by annually assessing current projects.



Goal 3: Communicate effectively within the congregation and the larger community to welcome, encourage, nurture, and support active participation in the life of the church

Possible actions suggested by the congregation:

- A. Promote personal contact to encourage attendance and committee participation.
- B. Provide more opportunities for sharing mission experiences with the congregation.
- C. Regularly publicize activities, contact information, leadership, meeting times and invitations to participate.
- D. Collect more frequent feedback for committee guidance.
- E. Create a new Covenant brochure with general information and contact information including the Church website.
- F. Communicate Covenant involvement in the community by displaying identification on projects, e.g. t-shirts, signs.
- G. Ensure a web presence that is informative, supportive of our mission and virtual communities, welcoming and accessible to non-members.
- H. Use technology (e.g. "Wi-Fi") to enhance educational programs, to facilitate meeting participation by absent group members, and to provide support to staff.
- I. Use social media to publicize schedules, comments and pictures.

This goal may be evaluated by utilizing electronic media, viewing the advertisements created, and reviewing the Church calendar of activities.



Goal 4: Develop and implement a sustainable plan for professional and lay leadership

Possible actions suggested by the congregation:

- A. Review, revise and, where necessary, create job descriptions for staff.
- B. Prepare budget for any proposed staffing structure
- C. Answer the questions:
 - a. What do we need?
 - b. What do we have?
 - c. What can we afford?
 - d. What do we want to have?
 - e. How can we get there?
- D. Develop a plan for education and training of lay leadership.