

2020 – 2022 | STRATEGIC PLAN

YEAR ONE “HIGH LEVEL” REPORT (2020)

Mission Statement

We exist to reach, nourish, and serve the community so all may experience healing and new life through Jesus Christ.

St. Thomas adopted its new mission statement at the Charge Conference held in November 2019 and then in January 2020 began to integrate all aspects of our ministry and outreach with it. Most notably, we installed the mission statement on the bulkhead in the Narthex so that every person who walks through our front doors sees it. The statement began appearing on all publications – from our website, to our weekly worship bulletins, at the top of our staff agendas and throughout many of the communications within and between ministry teams. Job descriptions for all staff were overhauled to reflect and align with the new mission statement and we developed a new organizational chart as well. A sermon series in January was structured around the key words “reach, nourish, and serve” and the community helped to develop corresponding playlists to go with each word that are now available on our website and on Spotify.

Core Values Statement

At St. Thomas we hold these values and believe they are fundamental to how we live out our mission together. We are...

1. **Biblically Grounded:** We are rooted in scripture.
2. **Relational:** Our connection with God and one another guides everything. We pursue loving relationships with one another. We believe life change happens in community. We need each other to grow and become more like Christ.
3. **Mission-Minded:** We care deeply about one another and our community.
4. **Faithful:** We are committed to living Christ’s example.
5. **Joyful:** We live above our circumstances, as we trust in the strength of the Lord.

Staff and laity began to lift up and celebrate our core values in conjunction with the new mission statement as they led ministry together. We discovered that our core values are like the guardrails in bowling. They help to keep our church focused on its mission, pursuing excellence and engendering commitment by the congregation – instead of going off track and landing in the gutter. As we moved

through an especially challenging year because of the pandemic, elections, and racial and social unrest, our values became more important than ever.

With every gathering either in person or virtually, we grounded ourselves on the Word of God as we reflected on a passage together or discussed a devotion offered. In spite of the limitations for in-person gatherings, we attempted to nurture relationships when people gathered for worship by welcoming individuals by name when they “arrived” or by taking advantage of our Tuesday night dinner pick up time to check-in with our members and guests. In many ways, we learned to pivot and adapt so that mission could continue or even expand – for example, our new Mission Extravaganza, our Food Pantry ministry and our Men’s ministry saw record numbers. In all ways, we sought to be faithful and to exemplify the joy of the Lord – regardless of the challenges that we faced individually and collectively.

Strategic Priority: Worship

Assigned Action Items Status: 4 Completed Tasks
3 Partially Completed Tasks
1 Carried to Next Year
1 Eliminated (no longer needed due to consolidation of service times)
2 Added

Major Accomplishments: Consolidation to two services and Livestreaming of service

Top 5 Action Items for 2021:

1. Design & create new tech booth (New Action Item)
2. Address front of house storage/ sacristy/ choir room/ lighting (New Action Item)
3. Identify & purchase worship software
4. Execute 2 or 3 invitation communication tools to community at key times
5. Re-think usher & greeter recruitment, deployment, and training in a post pandemic church

Strategic Priority: Christian Formation

Assigned Action Items Status: 3 Completed Tasks
5 Partially Completed Tasks
3 Carried to Next Year

Major Accomplishments: Both the Children & Youth Ministries have cross-referenced participants within the two previously existing databases and then consolidated the information into Realm, the current church database. Attendance information by individual name is being collected and then tracked accordingly. We hosted the Leadership Summit in the fall and now the Children and Youth Councils are working on finalizing this comprehensive Christian Formation Plan

Top 5 Action Items for 2021:

1. Finalize the Christian Formation Plan for children & youth to help each ministry grow towards the goal of 50 students participating weekly.
2. Recruit Adult Discipleship Team and begin meeting.
3. Empower the Adult Discipleship Team to expand small groups and adult discipleship opportunities.
4. Continue to develop a stewardship education program for all ages and stages of faith.
5. Host a Leadership Summit focused on Adult Formation in the fall of 2021.

Strategic Priority: Outreach & Mission

Assigned Action Items Status: 2 Completed tasks
2 Partially Completed Tasks
3 Carried to Next Year
1 Added

Major Accomplishments: We have established ratios of our mission efforts: Local 50%, National 25%, International 15%, and New Initiatives 10%. We have also made great progress in partnering with other programs in the community to meet the needs of the community. This has been accomplished largely through the work of the Food Pantry.

Top 5 Action Items for 2021:

1. Explore how to continue reaching out to all church programs (Food Pantry, Sunbeam, VBS, etc.) to participate in current and future Mission & Outreach plans.
2. Continue developing partnerships between St Thomas and county/city programs to better serve the needs of our community.
3. Establish a viable information network to share the churches Mission & Outreach opportunities to all members.
4. Create a plan that will encourage an invitational environment to involve more volunteers.
5. Create a Food Pantry Ministry Team, accountable to the Mission Council, to help determine the best next steps to expand services and deepen partnerships. (New Action Item)

Strategic Priority: Administration & Infrastructure

Assigned Action Item Status: 1 Completed task
2 Partially Completed tasks
1 Added

Major Accomplishments: We have added two new staff positions (Associate Pastor and Finance Director) providing for better divisions of responsibilities. In light of the issues surrounding the coronavirus pandemic, a telecommuting policy was put into place. Offices were furnished with donated office furniture. Office space and records storage has been evaluated and recommendations continue to be implemented.

Top 5 Action Items for 2021:

1. New hire for Children’s Ministry Director (New Action Item)
2. Continue with reorganization of rooms on the 3rd floor
3. Organize historical records
4. Continue work on the organization chart
5. Continue updating Realm

Strategic Priority: Buildings and Grounds

Assigned Action Items Status: 2 Completed tasks
4 Partially Completed Tasks
21 Carried to Next Year

Major Accomplishments: We have completed the painting of the Narthex and hallways. In addition, a Welcome Desk and furniture were donated for the Narthex. Finally, the two storage sheds were reskinned, painted, and cleaned out.

Top 5 Action Items for 2021:

1. Complete flooring in Narthex and hall way.
2. Finalize workroom plans and complete remaining items on the punch list.
3. Update and modernize all key systems in the OCB.
4. Begin planning and refurbish 1st floor of OCB to establish a Teen Center.
5. Begin planning and build a second storage building next to the current one to house the Food Pantry with running water, toilet, and office space.

Appendix A: 17 Essential Systems for Sustainable Churches 2020/2021

Timeline Tasks Status: 9 - 2020 Completed tasks, 1 - 2021 Completed task

8 – Partially/Mostly Completed Tasks

7 – Carried to Next Year

Major Accomplishments:

- Establishing process to record attendance by name for all programs
- Tremendous progress on “cleaning up” the church’s database
- Consolidating to two Sunday Worship services
- Established the Buildings & Grounds Committee to evaluate the use of the buildings and begin work on creating a campus-wide building usage plan.

Action Items carried over for 2021:

1. Continue “clean up” work on the church’s database
2. Continue work on Internal communication norms that best ensure all congregants, regardless of age or technological proficiency, feel informed. Continue work to implement texting options.
3. Finish developing organizational chart for all current volunteer roles.
4. Welcome & New Member Team has been established and is up-to-speed on their role/job description.
5. Job Descriptions for all ministry teams have been written, working with leaders to ensure the job descriptions accurately match the work being done.
6. A Communication and Social Media Policy has been developed for use by the Church and SCC.
7. Complete development of Control documents (12-month calendar, major event notebooks, preventative maintenance calendar, etc.)
8. A game plan for creating a welcoming and friendly environment in the entire church has been created and begun to be implemented.
9. Continue to ensure that all members are tagged in the church’s database.
10. A marketing game plan has been created that selects the best communication practices.
11. A first-timer process has been developed, as well as a plan to follow up with individuals and families that have become loosely connected to the church.
12. A system has been created for faithful maintenance of our campus.