

Sycamore Presbyterian Church Strategic Plan



Mission: Called to be an inviting community where *God* is glorified, *lives* are lifted and *Christ's spirit of fellowship* awaits.

	Focus Area	Definition	Vision
Feed	Inspiring Sunday Morning Experience	Enhance Sunday experience for “lasting impact” through the week; parishioners are more aware, fed, and motivated.	Feed souls by delivering transformational experiences of faith.
Inspire & Equip	Connected Generational Ministries	Provide spiritual growth opportunities to all generations, enabling whole-church participation.	Engage more people in the life of the church through intergenerational connections.
Give	Service to & Benevolence for Others	Serve our members and local communities through active Christian care, kindness, and selflessness.	Inspire personal growth through giving of time/talent to noticeably impact the lives of our fellow Christians and non-Christians.

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Objective

Strategy

Action

Inspiring Sunday Morning Experience

Measures:

1. Committee members are contagiously passionate and volunteers are prolific
2. Coffee time is overflowing with parishioners
3. Attendance of each service increases, reflecting high satisfaction with each service format

Reframe first contact ministry volunteers (ushers, greeters, coffee) attitude from "service" to "ministry" in order to:

- Enhance welcome and connectivity for attendees
- Support and strengthen the identity of SPC
- Increase empowerment, passion, and accountability of volunteers

1. Assess and optimize recruiting methods for "first contact" ministry volunteers
2. Train ushers, greeters, coffee preparers, and other committee members as appropriate on role expectations
3. Improve our recognition of the "first contact" ministry volunteers

Enhance members' and visitors' sense of inclusion and community in order to:

- Ensure feeling of SPC being a comfortable, familiar "home"
- Increase interactions between worshippers

1. Create an "irresistible" fellowship experience.
2. Optimize navigation outside and inside the building and worship service (signage, bulletin, etc.)
3. Better identify ministry volunteers who aid in navigation (valets, ushers, greeters, etc.)
4. Align visitors' experience to vision at all touch-points (seating, welcoming, friendship pad, nametags, orientation packet, etc.)
5. Optimize resources for anyone with special needs

Optimize worship content in order to:

- Increase synergy of service elements (within the service)
- Increase intentionality of service planning through the year (across Sundays)
- Increase worshippers' accountability in acting on sermon message
- Maximize experiences for worshippers preferring traditional vs. contemporary/less traditional worship formats
- Improve energy and engagement of parishioners

1. Increase thematic integration of music and other worship elements with sermon
2. Develop 6-month service planning calendar
3. Assess Sunday Morning model (incl. presence of children)
4. Add "For the Week Ahead" challenge questions to enable more overt action-ability of sermon message
5. Define elements that most signal "traditional", and retain/enhance those in 1st service; experiment with 2nd service elements to optimize blended/casual design
6. Optimize Music resources by expanding staffing
7. Increase use of personal stories of inspiration from members or guest speakers
8. Optimize bulletin to align with strategic priorities

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Connected Generational Ministries

Measures:

1. Attendance is sufficient to sustain programs
2. Human and financial resources increase against more intentional programming

Make Sunday mornings a centerpiece of inter-generational worship in order to:

- Facilitate parent/child and other inter-generational spiritual interface
- Encourage cross-church fellowship

1. Create "4th Sunday worship to include:
 - 'Take Faith Home',
 - Intentional fellowship, and
 - Inter-generational worship

Create spiritual growth opportunities which increase cross-generational appeal in order to:

- Create dialog which increases empathy, understanding, and support for the challenges and cultural context of multiple generations of parishioners
- Cultivate a biblical world view and engender a sense of unity (within the diversity of that world view) within our Christian community

1. Streamline current programs to create balance and depth (fewer, bigger) to:
 - Increase cross-generational impact
 - Eliminate overlapping programs
 - Create balance across all groups
2. Enhance existing Male and Female study and fellowship forums to attract multi-generational participation
3. Develop onboarding and assimilation process for New Members
4. Create a strong pipeline of Children's and Student Ministries educators
5. Develop formal mentoring opportunities across existing programs, focusing on New Members

Develop additional inspirational, lifelong learning opportunities targeted at unmet needs of key constituents in order to:

- Increase the relevance of educational programs to under-served/under-involved parishioners
- Develop evangelistic community opportunities to share the love of Jesus Christ with the broader community

1. Develop "Christian Parenting" class series
2. Develop "Young Families" small group program
3. Re-design Speaker Series to include intentional multi-generational programming
4. Develop a "Sycamore Music Series"

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Service to & Benevolence for Others

Measures:

1. Observable improvement in the well-being of those served over time (beyond 'charity' to 'transformation')
2. Significant increase in parishioner involvement in mission/service/outreach work

Strategy

Reorganize mission/service/outreach work for increased depth and connectedness in order to:

- Focus programs into a unified set of activities
- Create a service program balanced on within-church, local, national, and global levels
- Increase congregational awareness and engagement in service work
- Increase SPC's impact on those served

Narrow focus of 80% of mission/service/outreach work in the areas of:

- Children in poverty (education, health care, housing, leadership, spiritual growth)
- Second area to be determined by Mission Committee

Leverage the unique skills of our congregation in order to:

- Increase excitement and involvement from more church members
- Ensure church members are able to apply their unique spiritual gifts
- Inspire personal growth among church members

Action

1. Clarify the respective roles/work of the Deacons, Mission Committee, and other Outreach-focused programs:
 - Deacons = care of church family and extended church family
 - Mission = discipleship and outreach to people in need at the local, national, and global levels
2. Assess current outside beneficiary organizations for fit with criteria that will guide Sycamore's service involvement:
 - Is a faith-based organization
 - Promotes meaningful, hands-on engagement and inter-generational participation
 - Is non-overlapping with other service work
 - Makes a *measurable, sustainable* impact on those served
1. Create congregational awareness for the holistic program of service and benevolence work
2. Develop a process for assessing church members' unique service skill and interest areas, and invite participation
3. Provide training for church members on how to most effectively participate in service work

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