



Strategic Plan Overview

Arden Presbyterian Church

WHY?

Why do we need a strategic plan?

Isn't the mission of the church always the same?

Yes! The mission has not changed, but methodology changes with time and context. Church ministry does not look the same in 2021 as it did in 1991 or 1961.

We find ourselves today

living in a postmodern and post-Christian society in America. It is reported that over 5000 churches are closing every year in the U.S.; **85% of all churches are either flat or declining in attendance and giving**; people surveyed and identifying as non-Christian has for the first time surpassed those identifying as Evangelical. We continue to grapple with the impacts of COVID on every aspect of our lives.

We are more "wired and connected" than any society in the history of mankind, yet more isolated and lonely than ever.

THE PROCESS

Strategic Planning Committee of elders: Dwight Basham; Sherrill Babb; Tony VunCannon; Jim Wilde; Chris Wright; and McGowan Global Institute consultant Bob Bradshaw

The committee met every Tuesday evening from 6:00 p.m. - 7:30 p.m. (with a couple of exceptions) from February 9 to July 13, 2021. This constituted over 36 hours of meeting time plus many hours of the committee members' personal time for review of documents, minutes, and other subcommittee work. All in, the total amount of committee member hours spent on this strategic plan are in excess of 300 man hours.

The committee included several APC congregational members in this process, as well as a subcommittee to further refine the Vision and Mission statements and Core Values.

A combination of methods were employed to assess the health and aspirations of APC, including a church survey, discovery weekend, individual interviews with elders, deacons, lay leaders of the church, subcommittees and additional leadership participation in a couple of the Strategic Planning Committee meetings.

This Plan was determined to span 3.5 years...

2021 - 2024

The SPC identified a set of priorities to move forward:

- ✓ A new, simple, and clear Vision, Mission, and reconstituted Core Values
- ✓ Hire a new position of Dir. of Discipleship; other staff development and hiring
- ✓ Define a "Pathway" for spiritual formation and discipleship - Worship/Connect/Serve
- ✓ Become more focused on serving the community
- ✓ Develop adaptive leadership to survive
- ✓ APC church size - operate as who we are (not historically)
- ✓ Embrace the balance between *tension of change* and *courage to lead*

✔ A new, simple, and clear Vision, Mission, and reconstituted Core Values

Vision Statement

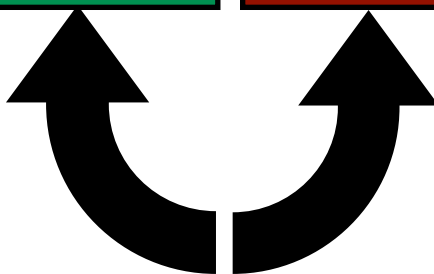
(What we aspire to be as a church)

As a family called by grace and led by God's Word, we seek to welcome all people as part of God's kingdom work, both locally and globally, by prayerfully extending the praises of Christ to our neighbors and communities.

Mission Statement

(Why we exist as a church)

Following Christ, proclaiming his praises, and engaging our community with his grace.



CORE VALUE	ASPIRATIONAL FOCUS
Scripture	Faithful to the Word of God
Grace	Grace Abounds
Worship	Historic Reformed Doctrines of the Faith
Prayer	Transformation and Transformative
Discipleship	Nurture Christ Followers
Fellowship & Community	Safe Place for Broken People
Evangelism	Extending Christ's Love to Our Neighbors
Missions	Extending Christ's Love to the World
Mercy	Sharing Christ's Mercy
Biblical Church Governance	Ecclesiastical Shepherding

Fixed Theology — Flexible Methodology

✓ **Hire a new position of Director of Discipleship, Adult Family Ministry, and Community; other staff development and hiring**

NEW POSITION

The Director of Discipleship, Adult Family Ministry, and Community leads, encourages and facilitates the Discipleship, Adult, Youth and Children Family ministries of Arden Presbyterian Church (APC). This includes our Pathway for Discipleship including Worship, Connect, and Serve, including Ministries for Adults both Men & Women, Children and Youth, providing a seamless pathway for disciple building and spiritual development. It also includes our Small Groups process and the intersection with local community service.

STAFF/MINISTRY DEVELOPMENT

- The Goals for each employee/ministry - yearly - tied to strategic plan
- Clarity of roles and responsibilities
- Metrics / Measurements to be defined with employee's input
- Meetings monthly for review and coaching
- On-going understanding of performance vs. yearly appraisal the intersection with local community service.
- Updated policies and procedures

✓ **Define a “Pathway” for spiritual formation and discipleship — Worship/Connect/Serve**



✓ **Become more focused on serving the community**

Arden and South Asheville continue to grow! Coordinate our efforts to be a blessing to those in our own back yard through practical deeds of service, mercy ministry, and evangelism.

✓ **Develop adaptive leadership**

Cultivate priorities and ongoing strategies to implement the plan.

Employ SMART goals (Specific, Measurable, Attainable, Realistic, Time-bound) to track growth (or lack) in this process.

Adjust and change as the Lord leads.

✓ **With mindfulness of APC current size, operate as who we are, not who we have been historically**

Structure our resources (ministries, time, money, etc.) in a way that reflects APC's current size and aligns with new mission and vision.

✓ **Embrace the balance between *tension of change* and *courage to lead***

Our Session recognizes that any time we talk about change, it can make some people nervous. However, we believe this type of change is the best kind because it takes our strengths as members of God's family and grows us upward, forward, and outward, by applying them beyond the boundaries of our church.

We want to keep the best of Arden and invent the rest in order to extend the gospel of grace to our friends and neighbors.

WHAT SHOULD I DO?

- Pray with and for the leadership!
- Extend grace and patience to one another as we navigate these exciting changes. All change and growth can be challenging, but we want to honor the Lord in all parts of this process.
- Pray and consider how the Lord may be calling you to new areas of leadership or service in this process.