



Revitalization Plan for 2020 & Beyond

January 7, 2020

Introduction

In 2019 Christ Covenant Church followed a process to develop a plan to fulfill its Vision & Mission. This packet contains that plan which consists of sixteen goals, and the strategies for accomplishing each one.

Planning Process

The planning process involved the following three phases: 1) Understanding and affirming the Vision & Mission, 2) Setting Goals, and 3) Writing Strategies. During the goal setting phase, 130 ideas for possible goals were generated. From those 130 ideas 54 goals were written, and of that number 16 were selected for this plan.

Property and Grounds

This packet also contains a plan for renovations and additions to the buildings and grounds on Covenant Road since these will be an essential part of fulfilling the Vision & Mission of the church.

Implementation

The congregation developed the plan and has the responsibility of carrying it out primarily through ministry teams and the Diaconate. Some of the 16 goals were assigned to existing ministry teams, while others required the establishment of new ministry teams.

Sensitive to God’s Leading

The Session recognizes that as we follow this plan, the Lord could lead us into a new direction with alterations to these 16 goals or the development of new goals and ministries.

The mind of man plans his way,
But the Lord directs his steps.
Proverbs 16:9 NASB

Quarterly Reports

Reports on the progress of the Revitalization Plan will be given to the congregation each quarter.

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Christ Covenant Church

Vision and Mission

- Vision (what we long to see) *A movement of the gospel that brings personal conversion and renewal, community formation, and generous lives serving others through humble cultural engagement in Columbia and beyond.*
 - Mission (what we do) *Worship, Life and Ministry Together*
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Proverbs 16

1. The plans of the heart belong to man,
But the answer of the tongue is from
the Lord.
2. All the ways of a man are clean in his
own sight,
But the Lord weighs the motives.
3. Commit your works to the Lord,
And your plans will be established.
9. The mind of man plans his way,
But the Lord directs his steps.

NAS

Goals

1. Continue to host an annual missions conference.
2. Establish and maintain a gospel centered youth ministry that engages our church and the local community (6 – 12th grade) and accomplishes at least three of the following each year.
 - 1) Conduct monthly youth events
 - 2) Take an annual trip RYM
 - 3) Conduct a quarterly community services activity
 - 4) Conduct a weekly youth group
 - 5) Participate in partnerships activities with other local PCA youth groups
3. Provide women's Bible studies throughout the year to include members of the church and of the community.
4. Continue having monthly dinner on the grounds.
5. Give 10% of annual Church budget to Global Missions, and provide regular updates on the status of said missions.
6. Establish and maintain a Gospel Centered Children's Ministry that engages our church and local community by following a set Sunday School Curriculum each Sunday, hosting an annual VBS and conducting a weekly gathering/club i.e. pioneers.
7. Update existing playground area to a fully functioning, safe (meets code standards) and inviting playground area (attractive looking equipment with bright colors, a curving slide, etc.) that serves church, school and neighborhood.
8. Expand summer VBS to include at least 12 children with no affiliations with Christ Covenant Church.
9. Establish prayer chains for each shepherding group.
10. Print a church directory with pictures every 5 years with annual amendments.
11. Assemble a Caring Committee which will follow up on member needs (i.e. Call, card, visit, etc.).
12. Establish men's weekly morning Bible Study and breakfast.
13. Plan and conduct one family and youth camp per year.
14. Establish a scholarship for Covenant Classical Christian School families and a scholarship for first time students, both to be given or renewed yearly.
15. Conduct a visitation outreach to all households within a one-mile radius of the church in one year's time.
16. Plan an event and invite other local PCA churches (i.e. cookout, hymn sing, Christmas event, etc.).

Ministry Teams

The congregation will carry out the Revitalization Plan, under the oversight of the Session, primarily through its Ministry Teams, while some goals will be addressed by the Diaconate. Most of the sixteen selected goals were assigned to existing Ministry Teams, while several required the development of new Ministry Teams.

Existing Teams

Children's Ministry Team

Finance Team

Global Missions Team

Mercy Ministry Team

Property & Grounds Team

Student's Ministry Team

Women's Ministry Team

New Teams

Communication Team

Event & Hospitality Team

Men's Ministry Team

Strategies for Accomplishing Goals

These strategies were developed by the Diaconate and the respective Ministry Teams as denoted by each goal. Any editing was limited so as to not change the wording that was used by each respective Ministry Team.

Goal	People Responsible
1. Continue to host an annual missions conference.	Global Mission Team

Strategies

	Due date
1. Set date for Missions Sunday/Conference in March or April of the following year.	End of April of current year
2. Confirm a speaker.	End of July of current year
3. Make travel and overnight accommodations for Speaker	
4. Finalize a schedule for the conference or missions Sunday	
5. Make and implement a plan for communicating conference to congregation & community.	
6. Make and implement, as needed, a plan for refreshments.	
7. Provide special bulletins or handouts	
8. Provide an honorarium to the speaker which will include travel and hotel accommodations	

Goal	People Responsible
<p>2. Establish and maintain a gospel centered youth ministry that engages our church and the local community (6 – 12th grade) and accomplishes at least three of the following each year,</p> <ul style="list-style-type: none"> 1) Conduct monthly youth events 2) Take an annual trip RYM 3) Conduct a quarterly community services activity 4) Conduct a weekly youth group 5) Participate in partnerships activities with other local PCA youth groups 	<p>Student's Ministry Team</p>

Strategies

1. Grow Student Ministry Team from 3 to 6 members.
2. Plan a monthly activity to encourage the students of Christ Covenant build healthy relationships within the body of Christ.
3. Set a date in early February for parents to learn about and plan a summer trip to Reformed Youth Ministries.
4. Seek to involve other churches in our presbytery in our plan to attend RYM

Goal	People Responsible
3. Provide women’s Bible studies throughout the year to include members of the church and of the community.	Women’s Ministry Team

Strategies

1. Establish a calendar for meeting times and months.
 - a. A morning study
 - b. An evening study
 - c. A summer study

2. Choose Teacher(s) for the studies and have them approved by the Session

3. Provide teacher training for Teacher(s) once a year.

4. Choose curriculum for studies and have it approved by the Session

5. Encourage CCC members and regular attenders to attend the study
 - a. Word of mouth encouragement

 - b. Provide Church secretary with information to be placed on weekly email, website, and the Chronicle

 - c. Host a women’s gathering 3 Sunday mornings after morning worship to encourage women to join women’s studies
 - i. Schedule a Fall gathering in August
 - ii. Schedule a Spring gathering in January
 - iii. Schedule a Summer gathering in May

6. Hold bi-monthly Women’s Ministry Team meetings to evaluate progress

Goal	People Responsible
4. Continue having monthly dinner on the grounds.	Event & Hospitality Team

Strategies

1. Recruit a team to assist in the organization and implementation of dinner on the grounds, to include a “Dinner Coordinator” and “Assistant Dinner Coordinator”.
2. Plan a yearly calendar of dinners with church administrative staff.
3. Publicize the dates of the dinners monthly on the church website, weekly email, and printed materials.
4. Develop a “Dinner Sign Up” email that is sent out by the church administrative staff each month a week prior to the meal date.
5. The dinner coordinator and assistant will check the “Dinner Sign Up” on the week of the meal and seek assistance from church members to ‘fill in’ in the areas of needed food.
6. Work together with church administrative staff to ensure the regular provision of supplies for the dinner to include plates, napkins, utensils, water, paper towels, wipes for tables, plastic wrap, etc.
7. Work together with church administrative staff and diaconate for set up of the serving and eating areas the week of the meal.
8. Ensure before the morning worship service that set up is prepared to receive food items, and then leave the Sanctuary during last the hymn to assist people bringing their food to the set up area.
9. Develop a “Clean Up” schedule to include Shepherding Groups that is communicated to the Session and Diaconate monthly. This group responsible for clean up will be posted in the weekly email and announced at the meal.
10. Make certain the eating, serving, and kitchen area are properly cleaned and put back in order.

Goal	People Responsible
5. Give 10% of annual Church budget to Global Missions, and provide regular updates on the status of said missions.	Global Missions Team & Finance Team

Strategy

1. Finance Team will receive and review the annual budget request from the Global Missions Team.

Goal	People Responsible
6. Establish and maintain a Gospel Centered Children’s Ministry that engages our church and local community by following a set Sunday School Curriculum each Sunday, hosting an annual VBS and conducting a weekly gathering/club i.e. pioneers.	Children’s Ministry Team

Strategies

	Due Date
1. Increase the current team from 3 to 6 members.	January-February
2. Recruit and receive feedback from volunteer teachers of each of our classes.	
3. Provide present curriculum to volunteer teachers as needed.	
4. Work with church administrative staff to insure copies of curriculum are available.	
5. Maintain a list of volunteer substitutes.	
6. Plan a quarterly activity for children and/or families to increase community.	
7. Oversee the VBS Team through regular integration and interaction	

Goal	People Responsible
7. Update existing playground area to a fully functioning, safe (meets code standards) and inviting playground area (attractive looking equipment with bright colors, a curving slide, etc.) that serves church, school and neighborhood.	Diaconate

Strategies

1. Call multiple companies and see what it would cost to erect a playground
 - a. Diaconate or a “Playground Committee” formed by the Deacons will contact 4 companies between January 2020 & March 2020 to gather 4 bids.

2. Ask if they have any discounts on refurbished or used equipment

3. Reach out to playground construction companies in the area for their advice on new and used playground equipment.

4. Raise money for playground
 - a. Diaconate will ask the Session to provide \$_TBD_ from the CCC Building Fund for the building of a playground.

 - b. Diaconate / Play Ground Committee will raise money for the playground from January 2020 until completion of playground by the following methods and others developed by the committee.

 - c. Money Raising Ideas:
 - * Have a fundraiser held by the school to raise money
 - * Have a fund raiser held by CCC youth group to raise money
 - * Ask for donations from former students
 - * Sell items not being used at the church to help with funding

Goal	People Responsible
8. Expand summer VBS to include at least 12 children with no affiliations with Christ Covenant Church.	Children’s Ministry Teams

Strategies

1. Formulate Team and a Coordinator for each area of VBS including outreach.
2. Recruit Volunteers/Set Date.
3. Coordinate Meetings for Volunteers and develop focus for outreach to gain at least 12 unchurched children.
4. Evaluate location of most fruitful outreach near 3100 Covenant road. Housing vs. Apartment complex(es).
5. Canvas focus area with flyers, prayer walks, and personal invitation.
6. Outreach coordinator to organize

Goal	People Responsible
9. Establish prayer chains for each shepherding group.	Women's Ministry Team

Strategies

1. Define a Prayer Chain
 - A PRAYER CHAIN is a way for people to gain God's assistance through prayer for any need by permitting the Intercessor to pray in Jesus' name according to his word.
 - It is interceding or praying on behalf of one another according to the word in the name of Jesus.
2. Select a prayer chain coordinator
 - A person with a heart for prayer
 - A person with good organization skills and attention to details
 - A person with computer skills
 - A flexible schedule that permits them to send out email
 - A person with discernment in regard to privacy matters and details in a requires that may not be appropriate to share with a group
3. Select a back-up coordinator who can take over the job when the prayer chain coordinator is traveling, ill, etc.
4. Select a method(s) of receiving prayer requests
 - Prayer cards in church lobby, pews, and order of worship
 - Phone calls to church office, church staff, or Elders
 - Place on church website where people can click and leave a request
 - Link on the weekly church email
5. Decide on the method of sending out email prayer requests to the prayer chain members. Possibilities include:
 - Utilize the church's email account with Constant Contact
 - Utilize the church's community church builder account
 - Utilize a Google group
6. Decide how to write the content of prayer requests
7. Decide how often the requests will be sent out.
 - Weekly as they are cataloged - decide on which day
 - Daily as needed
8. Recruit volunteers as those who will pray from each Shepherding Group
 - Volunteers must be communing members in good standing of CCC
9. Set up confidentiality guidelines
10. Establish a way to inform Elders and Pastor(s) if shepherding is needed in a situation where a request is shared revealing a condition of concern.
11. Establish a system for considering how long to continue praying for a request on the prayer chain.

Goal	People Responsible
10. Print a church directory with pictures every 5 years with annual amendments.	Communication Team

Strategies

1. Enlist/recruit – a team of 3 to 5 people to form a Communication Team
2. Obtain current membership roster
3. Review existing Community Builder
4. Establish Photo Taking Schedule with Staff
5. Publish Schedule for Photo Taking
6. Setup Photo Studio in Education Wing
7. Take Photos & upload to Community Builder
8. Set up a process to print hard copies of the Pictorial Directory
9. Set up process for people to request hard copies and print hard copies as needed.
10. Set up process to update the Pictorial Directory

Goal	People Responsible
11. Assemble a Caring Committee which will follow up on member needs (i.e. phone call, card, visit, etc.).	Diaconate

Strategies

1. By January 31, 2020 the Diaconate will have selected 3 members to head up the Caring Committee.
2. The Caring Committee will be made up of men and women in the congregation.
3. The 3 members that are selected and willing will then gather others (by selection or people who seek to serve) to be a part of the committee.
4. Members of the committee will then serve those in immediate need as well as those in long term need due to the inability to fellowship regularly.
5. Guidelines will be provided.

Goal	People Responsible
12. Establish men's weekly morning Bible Study and breakfast.	Men's Ministry Team

Strategies

1. Elders of Christ Covenant Church recruit a Men's Ministry Team (MMT) leader and two members.
2. MMT decide where, when and how often the men's study and breakfast will be held.
 - a. Location
 - b. Time
 - c. Frequency
 - d. Months of the Year
3. MMT will choose a teacher(s) for the Bible study to be approved by the Session.
4. MMT will together with the teacher(s) choose a curriculum or format for the study to be approved by the Session.
5. MMT will provide teacher training for the teacher each year for encouragement and growth.
6. MMT will decide how the breakfast will be provided or paid for depending upon the location.
7. MMT will encourage CCC members and regular attenders to participate and invite their non-churched friends to attend. They will use the following methods:
 - a. Word of mouth
 - b. Church wide weekly email, website, and The Chronicle
 - c. Print cards to give to friends, neighbors, and work associates
 - d. MMT will choose men from each Shepherding Group to communicate with men in their Shepherding Groups to encourage participation and inviting others.
8. MMT will do quarterly evaluations with the teacher(s) and men in Shepherding Groups who will be encouraging others to bring friends, neighbors, etc.

Goal	People Responsible
13. Plan and conduct one family and youth camp per year.	Student's Ministry Team

Strategies

1. Formulate Camp Team
2. Set Date/Plan Location for Fall weekend.
3. Develop food plan and preparation.
4. List activities and gather the necessary supplies.
5. Communicate with the congregation to encourage participation and relay necessary information and costs.
6. Follow up with a team meeting to evaluate for the planning of 2021.

Goal	People Responsible
14. Establish a scholarship for Covenant Classical Christian School (CCCS) families and a scholarship for first time students, both to be given or renewed yearly.	Finance Team

Strategies

1. Coordinate a meeting with CCCS Board to decide on a name(s) for the scholarships.
 - a. CCCS Family Scholarship
 - b. First Time Student Scholarship
2. The Finance Team will decide on a yearly amount to be given for both scholarships and include in the church budget process.
3. The Finance Team will meet with Christ Covenant Church (CCC) families or individuals who may have a particular interest in giving to this scholarship fund within the CCC budget.
4. The Finance Team will provide funds for the scholarship on a quarterly basis to CCCS through the check writing process in the church office.
 - a. Finance Team will inform the church office of the schedule
5. The Finance Team will work with CCCS Faculty, Staff, and Board to decide what qualifications are necessary to receive scholarship funds.

Goal	People Responsible
15. Conduct a visitation outreach to all households within a one-mile radius of the church in one year's time.	Mercy Ministry Team

Strategies

1. Develop a 'site plan map' of all the households within a 1-mile radius of 3100 Covenant Road with an accurate accounting of the number of households.
2. Divide the site plan into cultural demographic groupings using MissionInsite Quadrennium Reports city study materials available through MNA.
3. Develop a prayer plan based on an accurate understanding of each cultural demographic grouping.
4. Recruit Shepherding Groups, Growth Groups, and individuals to begin praying through the prayer and site plan for each cultural demographic grouping.
5. Develop a strategy for prayer walking the neighborhoods.
6. Recruit volunteers who are CCC members or regular attenders in good standing for prayer walking particular cultural demographic areas.
7. Train the volunteers for prayer walking.
8. Train the volunteers for sharing the gospel and giving an invitation to church and their home or church for a meal afterwards.
9. Provide a place in the church where the site plan can be displayed and where reports can be made of specific prayer walk activity.
10. Meet monthly to report progress and give prayer walk updates.

Goal	People Responsible
16. Plan an event and invite other local PCA churches (i.e. cookout, hymn sing, Christmas event, etc.).	Event & Hospitality Team

Strategies

1. Coordinate with church staff in January a calendared “Hymn Sing” on a 5th Sunday evening in 2020.
2. Coordinate with the Finance Team in January a needed budget amount to fund the hymn sing.
3. Coordinate with church staff an invitation to other Columbia PCA churches to participate in the “Hymn Sing”.
4. Coordinate with church staff an invitation for a musical group who will lead the hymn sing.
5. Coordinate with the Communication Team advertising - marketing materials for the hymn sing.
6. Coordinate with the church administrative staff for publicizing of the hymn sing on the website, emails, and any printed materials.
7. Coordinate with the Diaconate to serve on the night of the hymn sing as ushers, with any set up needs, and for any clean up.

Property & Grounds Revitalization Plan

Christ Covenant Church desires to revitalize the property at 3100 Covenant Road in 2020 because we believe it is good for the surrounding neighborhoods in the city of Columbia to have places where God's people are gathering together for worship, life, and ministry together.

Affirmations

We affirm that church buildings are for the common good. Our church buildings and property are visible markers of Jesus's neighborly proximity and are public outposts of God's kingdom in the community commons. God fills his church buildings and property with his merciful new creatures in Christ, so that they become "sanctuaries" for those seeking refuge from the storms of life. Those who worship there will also carry out their callings in life and ministry in the community. Those who live around the property are enabled to access it as a viable part of their life in the community.

We affirm that church buildings are good for the catholicity of the church. We are committed to cultivating connections with other gospel preaching churches. Practicing faithful partnerships with other churches in the neighborhood and city through the use of church property enables us and other churches to maintain a faithful witness in a diverse city.

We affirm that communities formed by faith in Jesus Christ occupy place and space. The architecture and aesthetics of the places where we gather for worship and life together shape our communion with Jesus Christ and our community in him week after week. They are place, and there is a theology of place and space that we as Christians must engage as we do other theological truth. We welcome people not only with open arms but open doors. Without the gospel of Jesus Christ we cannot be a welcoming place or space, and with place and space a gospel extending community is a refuge for weary pilgrims. Therefore, we inhabit architectural spaces alive with aesthetics for the common good.

We affirm that Covenant Presbyterian Church has been present in the Forest Acres area in the City of Columbia since the 1950's, and now as Christ Covenant Church PCA it is time for us to continue to invest in this property as a place for a viable gospel witness to the community for the common good of all.

Scope

The Scope of Revitalization for 2020 includes:

* **Sanctuary Renovations:**

To include asbestos abatement, flooring, painting, pew refinishing & upholstery, and sound.

* **Office and Bathroom Renovations**

To include office space reconstruction and the addition of women's and men's bathroom facilities.

* **Cafe' and Outdoor Gathering Space Renovations**

To include a renovated covered outdoor gathering area outside of sanctuary and a renovated "Cafe" for an indoor common meeting area on the left wing of Sanctuary building.

* **Nursery Space Renovations**

To include changes to the "Education Building:" to provide a secure nursery and young children's ministry space.

* **Playground Renovations**

To include upgrades to playing field, playground space and a covered picnic area.

People who Participated in Catalyst Planning in 2019

These people participated in one or more of the following activities: 1) Catalyst Conversations about the Vision & Mission of Christ Covenant Church, 2) Goal Setting Process, and 3) Development of strategies to accomplish the 16 goals. Additional people participated in corporate prayers for our church to fulfill her Vision & Mission.

Andy Markl	Jim and Patti Frierson
Andy Holler	Joe and Janie Timmons
Ben and Lori Wilkerson	Jordan and Makala Smith
Bob and Donna Allen	Joye Jones
Bob and Jana Daley	Julie Armstrong
Brad and Loretta Carnahan	Julie Taradash
Bruce Braswell	Karen Kunkle
Cindy Jones	Lawton, Emily, and Abigail Greenwood
Cindy Webb	Luke and Betsy Bonnett
Colt and Lindsey Sharpe	Mark West
David, Amanda, Elena, Blake and Trevor Campbell	Mary Reeves
David and Peggy Dodds	Mike and Cindy Bordwine
Debbie Davis	Nate Sears
Dickie and Michelle Moseley	Pam Starr
Eric and Sarah Williamson	Paul and Debbie Covington
Gary and Delores Collier	Peter and Samantha Wilkerson
Gloria Jackson	Robin Evans
Hannah Harvell	Ryan and Morgan Evans
Jamie and Judy Thomason	Scott Blackmon
Jane Baskin	Scott and Sandy Dinkins
Jay and Diana Anderson	Sharon Worthy Boyd
Jesse Hawes	Sue Finch
Jim and Noelle Wilkerson	Suzie Pardee

Participation by the Numbers

	Family Units	Individuals
Number of members and regular attenders	79	192
Number that Participated	46	72
Percentage that Participated	58%	38%