

THE STRATEGIC PLAN
for
First Covenant Church

Emerging Directions

1. Advance the spiritual health of congregation
2. Renewed emphasis on Christian Formation
3. Invest in young families
4. Continue to foster authentic fellowship and community
5. Facilitate development of Small Group Ministry
6. Maintain balance between in-reach and out-reach ministry

PROCLAIM Christ NURTURE Believers SERVE The World

The Goal Framework

Goal #1

Commitment to the spiritual formation of the congregation

- A. Excellence in worship
- B. Small Group Ministry
- C. Renewal in Christian Formation program
- D. Commitment to creativity and a willingness to try new things

Goal #2

A financially strong and sustainable congregation, capable of supporting our ministries

- A. Commitment to the financial maturing of the congregation
- B. Provide clarity and understanding of budget and budget priorities
- C. Explore new models of stewardship, while honoring traditional practices

Goal #3

Outreach and Assimilation

- A. Organize outreach, evangelism and welcoming efforts
- B. Evaluate current reality for possible barriers to growth
- C. Give attention to people who are no longer attending for learning purposes
- D. Develop clarity concerning identity and story
- E. Given that we are a metropolitan church, strive to understand current trends of Capital Hill and the impact of density and gentrification on the neighborhood

Goal #4

Commitment to our neighborhood community

- A. Focus on the poor and marginalized
- B. Support our two primary ministries: Woman's Shelter and Street Feed
- C. Create new vehicles to encourage broader participation by the congregation
- D. Encourage partnerships with other organizations and churches
- E. Continue to educate congregation on topics of poverty and hunger

Goal #5

Provide for the security and health of the church

- A. Develop a “systems approach” to working with our inebriated, belligerent, and emotionally troubled guests.

Goal #6

Staff the church for its goals

- A. Priority of appropriate hiring of Office Manager and Associate Pastor
- B. Utilize Strategic Plan as a guide in developing job descriptions for both positions