



## STRATEGIC PLAN SUMMARY

Affirmed at a Congregational Meeting on 23 September 2018

**OUR MISSION:** Knowing Jesus - Making Him Known - To Every Nation

### OUR VISION:

To be a loving church, connecting with the English-speaking community in the Darmstadt area, committed to:

- GROWING spiritually,
- SERVING others,
- SHARING the Gospel, and
- MULTIPLYING disciples, leaders and congregations.

### OUR VALUES:

Our functional values. We are:

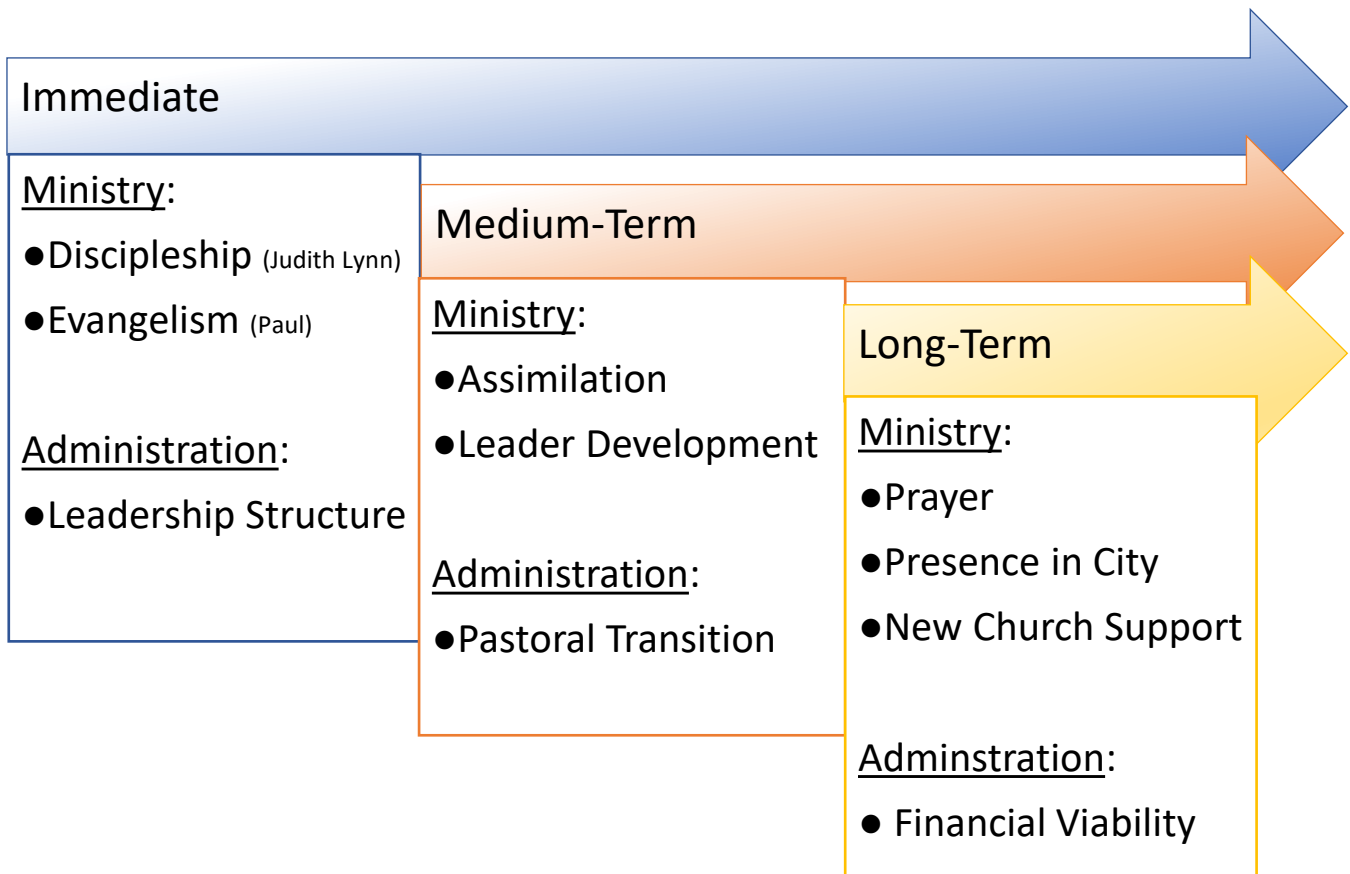
- Authentic
- Caring
- Diverse

Our foundational values. We are:

- Christ-Centered
- Bible-Based
- Prayerful

## OUR STRATEGIC OBJECTIVES:

For the next 5 years



## Immediate Objective: Evangelism

Focus Leaders: Paul & Julia Luttjeboer

### Business / Professionals

Outreach	Details	Dates
<b>Business luncheon</b>	Luncheon with professionals. Topics such as Ethics, greeting in the workplace, all with a biblical	Begin beginning/mid November 2018 – <i>Once a month</i>
<b>Flyers / Handouts</b>	Hand outs and flyers inside business´ and hotels	Begin following week, <i>Continuous action</i>
<b>Roland Heersink</b>	Weekend presentation on evangelism in the workplace	March 2019

### University / Young Adults

Outreach	Details	Dates
<b>The Krone</b>	Build relationships with the University students	Begin Oct, when University begins. <i>Continuous action</i>
<b>Flyers / Posters</b>	Awareness of posters and flyers on University campuses	Begin following week, <i>continuous action</i>

### General

Outreach	Details	Dates
<b>Shoobox outreach</b>	Collect various items for shoeboxes, handing them to people of Darmstadt	Christmas 2018
<b>Converge Booth</b>	Booth at Luisenplatz / University. Multiple outreach opportunities	November 2018 – <i>Once a month, continuous action</i>
<b>Summer church service</b>	Hold a church service in a park in Darmstadt.	Between May-July 2019

# Immediate Objective: Discipleship

Focus Leader: Judith Lynn Maxwell

To equip people so that they can

- Grow spiritually
- Serve others
- Share the Gospel
- Be apart of multiplying disciples, leaders, and congregations

- Revise/rework our LIFE groups
  1. Survey or talk to people as to why they are not involved in LIFE groups.
  2. Talk to current LIFE group leaders as to what they would like to do in the future.
  3. Introduce new format of LIFE/GROWTH groups
    - LIFE groups – connecting with like people (geographically, life stage, common interest)
    - GROWTH groups – intentionally growing to become more like Christ
  4. Implement GROWTH groups curriculum series (see below)
  5. Develop a list of materials/topics that we would encourage LIFE groups to do
  6. Encourage Triads for those whose schedule/life situation does not allow for LIFE/GROWTH groups.
  7. Provide training for leaders as needed.

### 3 YEAR PLAN for GROWTH\*

Pre	Christianity Explored (or Alpha)	LIFE Explored	Now that I'm a Believer	Welcome to Converge
100 Level	Experiencing God	Discipleship Explored (Philippians)	SERVE Profile	How to's
200 Level	Intro to OT	Intro to NT	This I Believe (Systematic Theology)	Life Topic Groups
300 Level	Jesus on Leadership (Servant Leadership)		Evangelism Training	Leadership Development

\* subject to change as we find new curriculum

Goal: To increase regular attendance at LIFE/GROWTH groups by 50% by October 2019.

Goal: To have 1 course at each level run during the 3 training periods in a year (Sept/Oct-Nov/Dec, Jan-March, April-June)

## Immediate Objective: Leadership Structure

Almost a year ago, the church council asked that the then in place structure of the leadership of the church be set aside for one year to allow a more effective use of our personal resources. It was felt that the Refresh Process would show some preferred adjustments to our leadership structure, and the congregation agreed to allow that temporary arrangement.

On November 11, at Congregational Meeting, we will present recommended adjustments to our Constitution and Bylaws that will reflect our goals and objectives, as well as the insights gained in the last 7 years of ministry here in Darmstadt. Those changes will be voted on at a meeting on December 9, and, if approved will become effective on January 1.

## Medium-Term Objectives

**Assimilation:** The goal of Assimilation is to move first-time guests to become engaged attenders, committed members serving in ministries and reproducing disciples. We will do this intentionally, recognizing this process as a critical component of what it means to be a biblical church.

**Leader Development:** Intentionally developing leaders is a biblical concept practiced by Jesus and Paul and demonstrated in the early church. As believers are discipled they become greater influencers in their homes, workplace, community and church. From those being discipled, we will find and develop gifted leaders for the ministry of the church.

**Pastoral Transition:** In anticipation of the departure of Bob & Carol and to ensure stability in the ministry of the church, the Leadership will prepare a transition plan for approval by the members.

## Long-Term Objectives

**Prayer:** Prayer is and must always be an essential part of the church and its mission. The “Prayer Objective” in our long-term plan is to make a specific commitment to increasing prayer in the individual and communal life of the church.

**Presence in the City:** A specific commitment to increasing the awareness of the church in the Darmstadt Community through outreach, marketing, perhaps an office/ministry center.

**New Church Support:** A specific commitment to reproducing a Bible-proclaiming congregation in our region.

**Financial Viability:** The church will be able to support itself financially through the faithful giving of the congregation.