Condensed Antioch Strategic Plan: 2025 Quarter 4 Update

Mission Statement:
Our mission is to passionately love God and to give glory to His name through the worship, work, and witness of this church; to compassionately love others with the same godly love demonstrated to us by our Lord Jesus Christ; and to effectively share the Good News of God's love with our families, our community, and with others throughout the world by the power and aid of the Holy Spirit.

Vision:
Becoming a church where every member is actively growing as a disciple and actively engaged in making disciples. "Disciples Making Disciples"

Values:
Believing, Being, Belonging, Becoming

Overarching Goal:
Loving God, Loving Others, Sharing the Gospel

Focus Areas

1. Christian care

2. Disciple-making efforts

3. Outreach and evangelism

4. Hybrid approach to ministry

5. Financial stewardship

Selected Objectives

The following strategies utilize the six organizational components of church health. This ensures that every initiative is aligned with our approach to church health impact.

Maximize Christian Care

- **Strategy:** Ubuntu Philosophy with biblical soul care mandate (Hebrews 13:17)
- **Structure:** 5 interconnected system of care (self, group, congregational, pastoral, community)
- **Leadership:** Members, Group Facilitators, Diaconate, Pastor, Community Partners
- **Activities:** Preaching series, Spiritual rhythms, Discipleship Groups, Diaconate Contact, formal and informal pastoral care, community referrals
- **Measurements:** System 1: Self-care participation rates; System 2: maturity assessments; System 3: Congregational care connections; System 4: Pastoral care log documentation; System 5: Community partnership utilization
- **Results:** Established culture of comprehensive soul care producing individual soul wellness and measurable community transformation

Revise Discipleship Pathway

- **Strategy:** Develop disciples through intentional learning tracks based on spiritual maturity assessment and personal growth needs
- **Structure:** Three discipleship tracks (Biblical Foundations, Spiritual Formation, Quality Care) with multiple group options and regular maturity assessment
- **Leadership:** Pastor, discipleship track facilitators, Next Step Guides, group facilitators
- **Activities:** Spiritual maturity assessments, track-based curriculum delivery, study groups, life groups, care groups, ongoing coaching support
- **Measurements:** Track participation rates, spiritual maturity assessment scores, curriculum completion rates, group engagement levels
- **Results:** Individualized spiritual growth pathways producing mature disciples equipped to serve and lead others

Improve Evangelism and Outreach:

- **Strategy:** Comprehensive approach to sharing the gospel and serving communities locally, cross-culturally, and globally
- **Structure:** Local evangelism and outreach, cross-cultural mission partnerships, foreign mission support
- **Leadership:** Pastor, outreach team, mission coordinators, individual members
- **Activities:** Preaching series, Fill the Jar initiative, Fifth Sunday events, Genesis Community Garden, health fairs, Angel Tree, prison ministry support, foreign mission contributions
- **Measurements:** Gospel conversations, people prayed for, community partnerships, service hours, mission support levels, cross-cultural engagement events
- **Results:** Evangelistic culture, strengthened community presence, expanded mission impact

Enhance Hybrid Ministry Approach

- **Strategy:** Integrate digital and in-person ministry delivery for maximum accessibility and engagement
- **Structure:** Online platforms, digital resources, in-person gatherings, hybrid programming
- **Leadership:** Pastor, tech team, content creators
- **Activities:** Website maintenance, digital curriculum development, online worship options, hybrid group meetings, spiritual decision accessibility, digital resource creation
- **Measurements:** Website visits, email open rates, social media engagement, online event attendance, hybrid participation rates, spiritual decision cards, prayer requests submissions
- **Results:** Increased ministry accessibility, expanded reach beyond geographic limitations, sustainable engagement across multiple platforms

Improve Financial Stewardship

- **Strategy:** Provide effective stewardship of financial resources
- **Structure:** Giving campaigns, giving platforms, transparency updates
- **Leadership:** Pastor, Treasurer, Stewardship commission, individual givers
- **Activities:** Mid-year meeting, appeals, preaching series, testimonies, recommend adjustments as necessary, personal testimonies
- **Measurements:** Giving trends, recurring giver counts, number of givers
- **Results:** Financial sustainability, increased generosity, alignment of resources

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Member Value Proposition:

Better World ↔ Better People
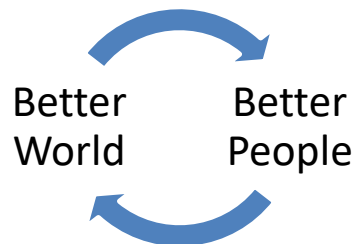
We know that real change starts with the heart. That's why everything we do is designed to help people experience God's transforming work in their lives first, then watch that transformation naturally extend to their families, neighborhoods, and community. Our 'Better People ↔ Better World' philosophy captures this truth - spiritually healthy individuals create flourishing communities, which in turn nurture more spiritually healthy people in an ongoing cycle of Kingdom transformation. Our Ubuntu approach reminds us that 'I am because we are' - we grow better together than we ever could alone. Through intentional discipleship, comprehensive care, and genuine mission engagement, we're building a church where people don't just attend but actually become the disciples Jesus called them to be.

Key Culture Changes Required to Implement Strategy

1. **Membership Fully Submitted to Christ**
2. **Develop Equipped Leaders**
3. **Align Ministries with Church Health Model**
4. **Adopt a Data-Informed Culture**

Change Strategy - Antioch's ADKAR Application

Membership Fully Submitted to Christ:

- **Awareness:** Preaching series addressing surrender and spiritual maturity
- **Desire:** Personal testimonies showing transformation benefits
- **Knowledge:** Discipleship tracks teaching what submission looks like
- **Ability:** Spiritual formation practices and accountability systems
- **Reinforcement:** Ongoing pastoral care and community support

Develop Equipped Leaders:

- **Awareness:** Leadership reviews revealing skill gaps
- **Desire:** Connecting leadership growth to mission effectiveness
- **Knowledge:** Church health model training and competency development
- **Ability:** Hands-on ministry reviews and peer collaboration
- **Reinforcement:** Quarterly cycles and recognition systems

Align Ministries with Church Health Model:

- **Awareness:** Ministry reviews showing alignment gaps
- **Desire:** Demonstrating how alignment improves effectiveness
- **Knowledge:** Training on organizational health components
- **Ability:** Collaborative review processes and systematic evaluation
- **Reinforcement**: Regular assessment and adjustment cycles

Adopt Data-Informed Culture:

- **Awareness:** Showing how data improves ministry decisions
- **Desire:** Connecting measurement to mission impact
- **Knowledge:** Training on performance tracking and analysis
- **Ability:** Implementing measurement systems and review processes
- **Reinforcement:** Using data insights to celebrate progress and guide adjustments

Strategy Map

Mission	Our mission is to passionately love God and to give glory to His name through the worship, work and witness of this church; to compassionately love others with the same godly love that was demonstrated to us by our Lord Jesus Christ; and to effectively share the Good News of God's love with our families, our community and with others throughout the world by the power and aid of the Holy Spirit. This is why we exist!
Members	- Maximize Christian care - Revise Discipleship Pathway - Improve Evangelism and Outreach
Resources	Improve Financial Stewardship
Processes	- Enhance Hybrid Ministry Approach - Adopt Data-Informed Culture - Align ministries/initiatives to church health model
Capacity	- Membership Fully Submitted to Christ - Develop Equipped Leaders - Develop Ministry Competencies

Timeline for Implementation

Quarter	Key Actions
Q4 2025	• Share plan revisions • Begin baseline maturity assessments • Begin quarterly personal leadership reviews • Launch website revision
Q1 2026	• Yearly leadership conference • Begin quarterly ministry reviews • Launch stewardship revisions • Begin 5 Sunday outreach initiative • Begin Hybrid Initiative Tracking • Quarterly leadership meeting
Q2 2026	• Quarterly leadership meeting • Mid-year financial report • Continue 5th Sunday outreach • Second round of maturity assessments • Evaluate discipleship track approach
Q3 2026	• Quarterly leadership meeting • Evaluate hybrid ministry metrics • Continue 5th Sunday outreach initiative • Review key culture changes

Execution Strategy

Antioch's 5 Principles of Agility

1. **Our Mission Guides Every Decision** - When facing choices about resource allocation, programming, or leadership development, we return to our calling to love God, love others, and share the gospel
2. **Ubuntu Care Connects Everything** - Changes in discipleship affect evangelism; improvements in care impact stewardship; hybrid ministry supports all other objectives
3. **Every Member Contributes to Strategy** - From personal leadership reviews to collaborative ministry evaluations, we engage people at all levels in shaping our direction
4. **Learn, Adjust, Improve** - Quarterly reviews allow us to test approaches, measure results, and adapt our methods while maintaining strategic focus
5. **Context Shapes Our Approach** - We align our strategies with both our congregation's gifts and our community's needs, avoiding one-size-fits-all solutions

Communication Plan - Antioch's Approach

1. **Pastoral Communication** - Vision casting through sermon series (like the current Psalm 51 work), quarterly leadership meetings, and one-on-one conversations that connect strategic priorities to spiritual formation
2. **Digital Communication** - Updates through website, email newsletters, and social media that share real stories of Ubuntu care, discipleship growth, and mission impact rather than just announcements
3. **Leadership Communication** - Transparent dialogue about strategy changes, resource decisions, and ministry adjustments through collaborative review processes and early document distribution
4. **Member Communication** - Testimonials during worship that demonstrate how strategic objectives create real life transformation, connecting abstract plans to personal stories

Managing for Results - Antioch's 3-Part Approach

1. Performance Tracking

We measure effectiveness across four levels:

1. **Input measures** - Participation rates in discipleship tracks, care systems engagement, volunteer hours
2. **Process measures** - Leadership development quality, ministry collaboration effectiveness, strategic alignment
3. **Output measures** - Services delivered, events held, curriculum completed, pastoral care provided
4. **Outcome measures** - Spiritual transformation, community impact, church health indicators, mission advancement

2. Learning Culture

Regular leadership meetings examine:

1. **Assumptions** - Why we believe certain approaches will work in our context
2. **Techniques** - How we implement Ubuntu care, discipleship tracks, and strategic priorities
3. **Results** - What outcomes we're seeing and how they inform future assumptions and techniques

3. Sustained Commitment

Through quarterly cycles and annual assessments, we maintain:

1. **Continuous Stakeholder Engagement** - All levels of leadership actively participate in strategy refinement
2. **Continuous Strategic Governance** - Regular evaluation and adjustment of our approach based on what we learn

Integration with Three-Dimensional Growth

This execution framework supports our comprehensive approach to:

1. **Congregational Growth** through aligned strategic objectives and consistent communication
2. **Ministry Growth** through systematic evaluation and performance tracking
3. **Leadership Growth** through personal development and collaborative learning

The emphasis on consistency over time with adaptive adjustments creates the cultural foundation necessary for sustainable strategic implementation, ensuring that organizational change is grounded in spiritual formation and community transformation.