RESURRECTION

EXPERIENCE GOD IN LIFE TOGETHER

Lutheran Church of the Resurrection

Strategic Plan 2026 →

Section 1: Preamble.....pg. 3
Mission & Vision

Our Mission and Values

Vision & Strategic Plan Process

Section 2: Proposal.....pg. 6
Vision Statement & Story

Four Themes & Goals

1. **Energize Participation**

Goal 1: Deepen Connection, Community & Belonging

Goal 2: Strengthen Communication & Connection

Goal 3: Create Pathways to Engagement

Goal 4: Equipping Leaders and Enhancing Leadership Opportunities

2. **Community Engagement**

Goal 1: Create a Gathering Place for our Community

Goal 2: Establish a Storytelling Event Series

Goal 3: Renew and Expand Our Global Mission Partnerships

3. **Spiritual Deepening**

Goal 1: Integrate Contemplative and Creative Practices

Goal 2: Expand Pathways for Faith Formation Across Generations

4. **Sustainable Stewardship**

Goal 1: Strengthen Financial Resilience and Generosity

Goal 2: Steward our Campus and Property as a Community Resource

Goal 3: Invest in Leadership, Staff, and Volunteer Vitality

Section 3: Implementation.....pg. 22

Section 4: Appendix.....pg. 24

Section 1: Preamble

MISSION VS VISION

MISSION is why our church exists—its God-given purpose rooted in Scripture.

VISION is where our church is going—a Spirit-led picture of what that mission looks like lived out in a specific place and time. It inspires us, guides our decisions, and mobilizes our church toward specific goals.

Great organizations drive their work using four things: Mission, Vision, Values, & Strategy
Mission – why we exist?
Values – How we act
Vision – Where we're going
Strategy – Way we get there

Our mission and values still feel solid and guide us towards fulfilling God's will for our congregation. With how fast the world is changing, public opinion of Christianity is dwindling, and technology is advancing it's time we developed a new vision and strategy for where Resurrection is going and the ways we plan to get there!

This work does not dictate specifically what hired staff and called pastors do, It guides and inspires what you will do! Each and every member and visitor can get involved in areas that inspire them to help us achieve our vision.

How will YOU help achieve our vision together?

OUR MISSION: WHY WE EXIST

Experience God in Life Together.

OUR VALUES: HOW WE ACT

Genuine: *Be Who God Made You To Be!*
You are first God's beloved child, called to follow and represent Christ Jesus. We are Lutheran second, defined and inspired by God's grace.

- Learn about who God made you to be
- Use your strengths. Acknowledge and respect others' strengths
- Practice trust, honesty, and compassion

Relevant: *Bring Faith to Life!*
It is essential we seek God is our daily lives and point out God's work to others in natural ways.

- Faith that guides and inspires your daily life
- Always be learning and growing about yourself and God
- User-friendly: church needs to operate like the modern world

Involved: *Take action!*
Faith is not a spectator sport. God calls us each to play a role in the redemption of the world and needs your help.

- Seek how to help
- Make space for everyone has a place
- Reach out to people in need

Together: *Better with All People!*
Its important we strive to value and include others. We can learn from diverse and opposing perspectives when we treat all people with dignity.

- Celebrate successes. Support others in their challenges
- Consider who isn't here and invite them
- Value and accept all people as God does

VISION & STRATEGIC PLANNING PROCESS

Beginning in October of 2024, the strategic planning process was initiated to develop:

1. A compelling vision for Resurrection's future together
2. A strategic plan for how we get there.

A disciplined process led by our consultant, Cameron Trimble - founder and CEO of Convergence consulting, was followed to develop the **Lutheran Church of the Resurrection Strategic Plan.** The key question was: What should our priorities be over the next five to ten years to fully live into the vision and mission we believe God is calling us to embody?

The Visioning Process consisted of three major phases: **Organizational and Community Assessment, Futures Literacy Lab and Webinars, and Strategic Plan Development.**

The Plan was submitted to the Congregation Council for review and recommendation. After recommendation, it was shared with congregational leadership. Based on what we learned, we made one final version to be presented at a congregational meeting for adoption.

The Plan will be sent to each ministry area, committee, and staff team to serve as a framework for their own planning. Each group will be asked to identify the specific priorities, and actions that align with the four strategic themes: **Energizing Participation, Community Engagement, Spiritual Deepening, and Sustainable Stewardship.**

Each ministry team has the freedom to design creative responses that fit its strengths and context, while the Council maintains a bird's-eye view of progress across the congregation.

CONGREGATIONAL CALL TO ACTION

Within each theme, you'll find core objectives and priority action pathways, practical, high impact starting points designed to spark momentum. These pathways are intentionally flexible and grassroots in nature, encouraging individuals, small groups, and ministries to take ownership, experiment, and build from the ground up. They are meant to help you identify where your gifts, interests, and sense of calling intersect with the needs of our church and community and then take meaningful steps to respond. As momentum grows, additional pathways offer opportunities to deepen and expand our collective impact.

By breaking our vision into actionable themes, this plan calls every member of our congregation to participate in shaping who we are becoming. Lasting impact will not come from top-down directives alone, but from a community fully engaged—people saying "yes" to what energizes them, collaborating across ministries, and boldly stepping into faithful service. This is your invitation to help carry the vision forward, to bring your voice and gifts to the work, and to help shape a church that truly reflects the people God has gathered here.

Section 2: Vision & Strategic Plan Proposal

VISION STATEMENT: WHERE WE'RE GOING

Together, walking in the ways of Jesus, we strive to create a place of belonging and purpose by building authentic connection, living faith boldly, and loving our community deeply.

VISION STORY

You arrive without rushing. You've learned that this place is not something you squeeze into your life, it's something that carries you through it.

Before you even step inside, you can feel it. The campus is alive. Not polished in a distant way, but warm in a deeply human one. Conversations spill across the courtyard. Kids dart between familiar adults who greet them by name. Someone you haven't seen in weeks picks up the conversation right where you left off. Someone you've never met smiles and introduces themselves without hesitation.

This church has grown over the years, but it hasn't grown away from its heart.

Inside, worship feels both grounded and alive. The space holds reverence without stiffness, joy without spectacle. People of all ages are here: longtime members and first-time visitors, families, singles, retirees, teenagers sitting together with friends. You sense immediately that participation matters more than perfection. You're not here to watch church happen; you're here to be part of it.

The message speaks into real life. Faith isn't presented as an escape from the world, but as a way of living more fully within it. Scripture feels relevant because it's connected to the questions people are actually carrying. You leave each week with something to reflect on, something to practice, something to live.

And you've learned that worship is just the beginning.

Throughout the week, Resurrection hums with life. Small groups gather everywhere—around kitchen tables, on hiking trails, in coffee shops, in quiet corners of the campus. Some groups are centered on scripture, others on shared interests or life stages, but all of them share the same rhythm: people being known, listened to, and welcomed as they are.

Belonging here isn't accidental. Newcomers are gently invited into connection, not pressured into programs. People find their place naturally: through relationships, through service, through shared curiosity and faith. Over time, you've watched strangers become friends, and friends become family.

Service is woven into the culture. It's not an obligation or a special event. It's simply how this community lives. You serve alongside people you worship with, and often alongside neighbors who don't yet call this church home. The congregation shows up consistently in

the wider community, partnering with local organizations, schools, and nonprofits. When Resurrection commits to something, people notice—not because it's loud, but because it's faithful.

The campus itself has become a true gathering place. During the week, the community hub fills with conversations about issues that matter: mental health, education, aging, housing, hope. Storytelling nights bring together voices from across the community, sharing experiences that build empathy and understanding. Art installations, workshops, and community events invite people into reflection and connection. The line between "church" and "community" has softened, and something beautiful has emerged in its place.

Faith deepens here in unexpected ways. Alongside traditional worship and study, people explore prayer through silence, movement, creativity, and shared reflection. You've walked labyrinths during Lent, listened to music and prayer in candlelit spaces, participated in workshops that helped you notice God's presence in everyday life. Spiritual growth feels less like mastering information and more like learning how to love—God, others, and yourself—more fully.

This church has become a kind of school of love. Curiosity is welcomed. Questions are honored. Faith is not rushed, and no one is left behind. Children and youth are fully part of the life of the congregation—not as an afterthought, but as leaders, storytellers, and participants. Generations learn from one another, sharing wisdom, laughter, and trust.

Leadership here feels shared and accessible. New leaders are mentored with care. Younger voices are welcomed into decision-making. Volunteers are celebrated not just for what they do, but for who they are. You've seen people discover gifts they didn't know they had, and step into roles that bring life to them and to others.

Stewardship has become a story of gratitude rather than anxiety. Financial transparency has built trust. People give generously because they can see the impact of lives changed, partnerships strengthened, space opened for healing and hope. The campus is cared for thoughtfully, sustainably, and creatively, serving both the congregation and the wider community. It feels like a gift that keeps being shared.

What surprises you most, is how the church has made people feel.
"This feels like home."
"This matters."
"This is exciting to be part of."

This is a church where faith is lived, not performed.
Where people are involved, not managed.
Where everyone belongs, not because they fit a mold, but because they are loved.

And every time you arrive, whether it's your first Sunday or your thousandth, you feel it:

You are known. You are needed. You are home.

STRATEGIC PLAN THEMES

Lutheran Church of the Resurrection's Strategic Plan is built around four themes that shape everything we do: **Energizing Participation**, **Community Engagement**, **Spiritual Deepening**, and **Sustainable Stewardship**. They are the foundation and the pathway toward the future we believe God is inviting us to create together. They reflect both who we are and who we are becoming.

Energize Participation

The opportunity before us is to evolve from attendance to engagement to involvement. We want to nurture a culture and create space where everyone feels invited to small groups, service teams, connect meetings, and committees.

With enhanced communications, focused ministries and trained leaders, we welcome newcomers and church family members to build connections grounded in love.

Community Engagement

By increasing our engagement, hosting community events, and creating a welcoming space for connection, we can become a hub of encounters, conversations, and connections.
We want to make an impact by expanding our engagement with local and global mission partners.

Spiritual Deepening

We want to help people encounter God in everyday life. We want to nurture hearts by encouraging and facilitating worship, study, prayer, and creative spiritual practices. We want to invite them into authentic spiritual exploration and creative spiritual practice.

Sustainable Stewardship

We know that faithful stewardship is not just about preserving what was. It is also about preparing to what could be. With courage and collaboration, we will build a church that is financially strong, environmentally conscious, and updated for generations to come.

Sustainability means more than financial stability. It means aligning our resources and caring for our property. It means investing in leadership development, identifying and expanding new volunteers and organizing our systems. It means dreaming boldly about how our campus can serve as a resource for the wider community, a place of gathering, learning, art, and renewal.

THEME: ENERGIZE PARTICIPATION

Goal 1: Deepen Connection, Community, and Belonging

We're Committed To: Create and reinvigorate small groups and affinity circles

Objective	Create and reinvigorate new small groups and affinity circles (i.e., bible studies, book clubs, hiking groups, young family gatherings, contemplative prayer groups, hobbies, life stages).
Purpose	To foster authentic relationships within the congregation, these groups create spaces where people can grow, connect, and belong. By beginning with a focus on small groups and fostering greater connections individuals are known and valued, friendships are deepened, and collaboration thrives.
Key Actions	• Survey members of existing small groups and affinity circles to understand best practices and lessons learned for successful gatherings. • Identify top 2-3 groups, based on activity, hobby, or life stage. • Establish leadership structure and group purpose. • Design a directory that is easily accessible to the congregation with information on topics, timelines, and how to join. • Document best practices and the process for establishing new groups, including potential timing considerations, key points of contact to confirm scope of group, how to include in the announcements, etc.

Additional Tools:

- Develop Pathways for newcomers, such as a "Welcome Series" of meals, mentorship connections, and a "Newcomer's Guide".
- Organize meaningful, intergenerational events throughout the year such as service days, seasonal activities, concerts, or cultural celebrations.
- Incorporate and empower young people and youth in different levels of the church. Consider including young people (ages 16–30) in the Council for a year or season, partner with the family ministry leader to host a youth-run worship service or create a "Youth Innovation Fund" with a small annual budget for youth to lead a project for the congregation.

Goal 2: Strengthen Communication and Connection

We're Committed To: Reenvision our communications strategy

Objective	Our goal is to refresh our communications strategy to ensure clarity, consistency, and accessibility across all platforms. By aligning our visual identity and messaging, we strengthen internal coordination and present a unified voice to the wider community. Simplify how we share internal and external information and use consistent visuals and messages across email, social media, and print.
Purpose	We will also embrace creativity and experimentation, trying new formats and approaches to better engage our congregation and welcome newcomers
Key Actions	• Survey other churches in our community on the types of communications they send via listservs, how information is displayed on websites, and how they leverage social media. • Assess LCR communications and evaluate ability to leverage Realm database features Consider forming a focus group for diverse perspectives. • Identify target audiences for each of the communication strategies and modalities. • Develop templates, automations, and regular communications schedules. Assign roles and responsibilities and train staff and volunteers on new communications strategies.

Additional Tools:

- We recommend the website feature current events, up-to-date volunteer opportunities, ministry teams, and events, and will include our newsletter for easy access to church news and activities.
- Develop a monthly "This Is Resurrection" spotlight that celebrates a ministry, volunteer, or partner doing transformative work.
- Invest in training volunteers to support livestreaming, photography, and social media so that our digital presence matches the warmth and excellence of our in-person community.

Goal 3: Creating pathways to engagement

We're Committed To: Increasing transparency & strengthening opportunities for involvement

Objective	To cultivate clear, accessible, and transparent pathways that empower members to engage meaningfully in the life and leadership of the church.
Purpose	By simplifying organizational processes and clarifying opportunities for service, leadership, and fellowship, we create an environment where every member can contribute with passion and clarity. Transparency in communication and structure ensures that engagement is not only possible but encouraged, allowing the church to thrive as a unified body where gifts and talents are freely shared.
Key Actions	• Create a page on the website or one-pager available to the congregation that describes each of the ministry teams and committees. • Update Realm to allow members to "select" which ministry teams they would like to join. Use this as a mechanism to maintain distribution lists for regular updates and volunteering opportunities. • Establish a "database administrator" to manage the distribution lists and communications. • Provide clear, consistent updates on opportunities for service, leadership, and participation through multiple channels (bulletins, website, announcements). • Host bi-annual cross-team meetings to foster collaboration, assess effectiveness, adjust team assignments, and ensure continued alignment.
Potential Timing	Council alignment and kick-off work in Q1 2026. Roll-out Realm update in Q3.

Additional Tools:

- Continue hosting the "Ministry Fair" highlighting all the ways to connect, learn, and serve, helping members discover new opportunities to participate. Assess current programming, frequency, and impact to identify potential changes to bolster engagement.

Goal 4: Equipping Leaders and Enhancing Leadership Opportunities

We're Committed To: Establishing leadership pathways

Objective	Identify and mentor new lay leaders with training in facilitation, spiritual practices, and leadership skills Encourage incorporating younger voices into decision-making.
Purpose	By establishing training and intentional mentorship opportunities, we can help new and younger members learn by doing, build confidence, and grow spiritually. When experienced leaders take time to guide others, they pass on wisdom, strengthen trust, and ensure our leadership reflects the full life of our congregation.
Key Actions	• Pilot leadership mentorship program with seasoned mentors who can offer guidance, share lessons learned, and invite them into real leadership moments like planning, facilitating, or decision-making. • Host regular gatherings where current and emerging leaders share challenges, reflect on leadership experiences, and learn from one another in a casual, peer-driven setting.

Additional Tools:

- Pilot a "Collaborative Leadership Model" that invites broader participation in planning and decision-making while maintaining focus and accountability.

THEME: COMMUNITY ENGAGEMENT

Goal 1: Create a gathering place for our community

We're Committed To: Piloting programs for a Granite Bay "Civic Hub"

Objective	Form a team to begin hosting community conversations, educational events, service opportunities, storytelling events and more in a revamped Fellowship Hall on topics of community interest and relevance.
Purpose	A civic hub is a trusted, community-centered space where diverse individuals and organizations come together to collaborate, solve local challenges, and strengthen civic life. It also seeks to connect neighbors with our church, campus, and congregation, as an open-doored, caring group of people seeking a stronger local community.
Key Actions	• Recruit a diverse group of members to guide the vision and logistics. This team will identify community needs, build relationships, and shape the initial calendar of events to pilot this program. • Begin with 2–3 facilitated gatherings on timely local topics (i.e., youth mental health, senior services, housing, or education). Include panelists from different sectors. Consider offering childcare and refreshments and gather feedback to refine future events. • Eventually create a name, logo, and messaging for the Granite Bay Civic Hub that reflects its inclusive mission. Promote events through social media and partner organizations. Consider a simple website or landing page on our church website to share updates and invite participation.
Potential Timing	Pilot 1-2 civic hub events in 2026 and a storytelling event (see Goal 2 below) in 2027.

Additional Tools:

- Explore partnerships and collaborate with local schools, nonprofits, and civic leaders on shared initiatives such as mental health workshops, environmental projects, or affordable housing advocacy.
- Reimagine our campus as a community commons, expanding facility use for arts, wellness, education, and civic engagement, consider establishing a new 501(c)(3) "Resurrection Commons" entity to manage partnerships and events.

Goal 2: Establish a storytelling event series

We're Committed To: Create a Storytelling Series

Objective	Convene a planning team in 2026 composed of church members and community partners to design a storytelling series that reflects our shared values, deepens community connection, and amplifies voices across generations and backgrounds.
Purpose	This initiative affirms that storytelling is a sacred practice, one that builds bridges, honors lived experience and invites transformation.
Key Actions	• Recruit a planning team that includes longtime members, newer voices, youth, and trusted community partners. • Facilitate visioning sessions to define the series' purpose, core themes, and desired impact, whether spiritual reflection, social justice, intergenerational connection, or community healing. • Design an engaging format that may include live events, video storytelling, written reflections, or art-based expressions, with clear pathways for participation and accessibility. • Partner with local schools, arts organizations, and media groups to showcase diverse voices, amplify underrepresented stories, foster intergenerational and cross-cultural dialogue. • Create a timeline and launch plan that includes pilot events, promotional strategies, and feedback loops to refine the series and build momentum over time.
Potential Timing	Host the first storytelling event in 2027.

Additional Tools:

- Offer storytelling workshops throughout the year to help members learn to tell their own stories of faith, resilience, and hope.
- Use the Storytelling Series as a catalyst for ongoing "story circles," small gatherings where people listen deeply and learn from one another's experiences.
- Capture and share stories through podcasts, videos, or community exhibits that extend the conference's impact long after the event. These formats allow stories to reach broader audiences, preserve powerful testimonies, and serve as ongoing resources for worship, education, and outreach.

Goal 3: Renew and Expand Our Global Mission Partnerships

We're Committed To: Designating one month each year toward Global Missions

Objective	Designate one month each year as Global Mission Focus, incorporating stories, worship themes, and fundraising efforts for international partnerships.
Purpose	Our congregation deepens its understanding of and connection to international ministry partnerships. This intentional focus cultivates empathy, expands our vision, and strengthens relationships with partners who are doing transformative work around the world.
Key Actions	• Share compelling stories and testimonies from global partners via videos, interviews, newsletters, and social media. These narratives will show the tangible impact of our support and build relational connections. • Host educational events and guest speakers to provide deeper insight into global issues, • Launch a focused fundraising effort during the month to support specific international initiatives. Clearly communicate goals, impact, and how funds will be used, inviting all ages to participate in giving.
Potential Timing	Target 2026 for designating our first Global Mission Focus month.

Additional Tools:

- Strengthen partnerships with the ELCA Global Mission network.
- Invite members to participate in mission trips or virtual exchanges, emphasizing relationships and learning over charity.

THEME: SPIRITUAL DEEPENING

Goal 1: Integrate Contemplative & Creative Practices into Congregational Life

We're Committed To: Host workshops exploring spiritual practices

Objective	Host workshops that explore spiritual practices from diverse traditions.
Purpose	We invite people into deeper awareness of God's presence in everyday life by introducing new ways of connecting with the sacred, through alternate forms of prayer or worship. In a world often marked by haste and distraction, these practices offer a counter-rhythm of stillness, reflection, and intentionality. We cultivate a spiritually curious community where people can slow down, listen deeply, and discover fresh ways to renewal and faith.
Key Actions	• Design a seasonal workshop series that aligns with the liturgical calendar , each focused on a different spiritual practice such as mindfulness, walking meditation, journaling, or labyrinth prayer. Include introductory teaching, guided experience, and space for reflection to make each session accessible and meaningful. • Access the rich experiences of our congregants to lead or facilitate workshops when possible. • Create a welcoming, curious and reflective environment by using calming spaces, simple materials, and clear communication..
Potential Timing	Q2 2027

Additional Tools:

- Offer regular contemplative gatherings such as Taizé-style worship, centering prayer, and seasonal retreats which invite participants into quiet, intentional spiritual practices that deepen connection with God and provide a counterbalance to the pace of daily life.
- Develop a Sacred Arts Collaborative that brings together artists, musicians, writers, and creatives to explore faith through expression creating visual, musical, and written offerings for worship and community events. Use the sanctuary, faith center, and campus as a gallery or poetry readings. These curated experiences will align with liturgical seasons or justice themes, offering visual and poetic entry points into faith conversations.

Goal 2: Expand Pathways for Faith Formation Across Generations

We're Committed To: Develop a foundational faith formation syllabus

Objective	Create a structured, multi-level syllabus that introduces core beliefs, spiritual practices, and church life. This pathway will help individuals, whether new to faith or seeking renewal, build confidence, ask meaningful questions, and grow in their relationship with God and the church community.
Purpose	To help congregants grow in their understanding of Christian faith. This pathway will guide people from basic concepts to deeper engagement, offering clarity, confidence, and community as they explore their spiritual journey.
Key Actions	• Develop a step-by-step syllabus that helps congregants move from basic understanding to deeper engagement with faith and church life. • Gather input from Pastors, Council, and a congregational focus group to ensure the material reflects everyday questions, challenges, and spiritual practices. • Identify appropriate dissemination plan, consider highlighting on our website and social media.
Potential Timing	Launch new resources by Q2 2027. Consider coordinating timing with an aligned congregation or community event.

Additional Tools:

- Develop a new model for small group discipleship, focusing on spiritual practices, storytelling, and real-life application rather than curriculum alone.
- Reimagine confirmation and youth ministry as intergenerational journeys that connect young people with mentors and storytellers from across the congregation.
- Revert to Pastor-led confirmation classes.
- Offer a rotating series of "Faith and Life" courses on topics such as theology, social justice, vocation, relationships, and care for creation.
- Encourage faith-at-home practices for families, couples, and individuals, providing resources and rituals that connect Sunday worship to daily life. Consider topics focused on this stage of life such as "How to Parent" and "Marriage while Parenting."

THEME: SUSTAINABLE STEWARDSHIP

Goal 1: Strengthen Financial Resilience and Generosity

We're Committed To: Providing regular and timing financial updates

Objective	Celebrate financial milestones and create additional transparency in church finances.
Purpose	Include the monthly budget in the newsletter. Provide regular "Impact Updates" that show how every gift supports lives being changed These tactics builds trust, strengthens stewardship, and connects giving to impact when congregants see how their generosity fuels ministry, and supports real-life transformation. When people understand where resources go and how lives are being changed, they give with greater confidence, purpose, and joy.
Key Actions	• Coordinate with the Finance team to provide clear, easy-to-read monthly budget updates in our newsletter, to keep the congregation informed and engaged in financial stewardship. Consider sharing financial impacts such as, status of mortgage, overall budgeting, giving goals, etc. • Leverage new communication channels to celebrate how financial gifts directly support ministry, outreach, and changed lives through stories, photos, and brief reports that connect giving to our mission.
Potential Timing	Begin monthly updates in June 2026.

Additional Tools:

- Launch an annual "Seasons of Generosity" campaign that weaves storytelling, gratitude, and impact into every season of giving.
- Offer workshops on faithful stewardship and legacy giving to help members plan their charitable and estate gifts.

Goal 2: Steward Our Campus and Property as a Community Resource

We're Committed To: Create a prioritized update plan for church property

Objective	Create a prioritized, long-term update plan for our church property in alignment with our goals and values. The purpose of this plan goes beyond standard maintenance efforts for the property.
Purpose	A well-maintained, thoughtfully updated church invites deeper participation, makes room for new ministries, and signals to the wider community that we are active, engaged, and future focused.
Key Actions	• Building upon the existing facilities group, invite other voices to establish the updated plan. • Evaluate and include updating and modernizing the campus, new front sign, and coffee bar. • Align timing and recommended plan with "Civic Hub" updates to the Fellowship Hall. • Create a long-term (5-7 years) campus master plan that reflects future ministry needs and growth.
Potential Timing	Q2 2026: Form work group, gather community and ministry team feedback, and develop draft working plan Q1 2027: Discuss draft with Council, finalize, and present to congregation

Additional Tools:

- Continue to welcome community partners and nonprofits to use our facilities.
- Develop new revenue streams through facility rentals, special events, and grants aligned with our mission.
- Explore the creation of a separate 501(c)(3) ("Resurrection Commons") to manage building rentals, partnerships, and grants related to community use. Resurrection Commons would allow for clearer governance, expanded funding opportunities, and deeper collaboration with external partners. This structure helps us steward our property with transparency and purpose, while freeing church leadership to focus on spiritual and congregational growth.
- Upgrade our campus to be eco-friendly and accessible, improving energy efficiency, water conservation, and technology infrastructure.
- Use the property as a living witness to sustainability — solar panels, recycling programs, and native landscaping not only reduce environmental impact but also serve as educational tools for congregants and the wider community.

Goal 3: Invest in Leadership, Staff, and Volunteer Vitality

We're Committed To: Establish annual volunteer recognition

Objective	Celebrate leadership, staff and volunteers by giving thanks to those who serve faithfully in every capacity. Host an annual volunteer appreciation event.
Purpose	Our volunteers are the heartbeat of our church. We honor their time, energy, and love that make ministry possible. These expressions of gratitude not only affirm their impact but also strengthen connection, build camaraderie, and inspire a culture of joyful services.
Key Actions	• Create a process for identifying volunteers who should be invited to the celebration. • Consider ways to recognize the impact of volunteers across the congregation, such as leveraging social media (see communications goals above) or monthly/quarterly recognition in the newsletter.
Potential Timing	Host first volunteer celebration in 2026. Highlight volunteer stories with congregation beginning in Q3.

Additional Tools:

- Create a volunteer pipeline that will identify experienced individuals who can mentor new volunteers, lead training sessions, and increase participation and sense of belonging.
- Build diverse ministry teams that reduce burnout when they work together to plan, lead, and evaluate ministry efforts. This fosters a culture of collaboration, increases creativity, encourages mutual support, rather than isolation and distributes responsibility.

Section 3: Implementation

NEW STRATEGIC PLAN MANAGER(S)

Reporting directly to the church council, a new strategic plan manager (or two), will oversee and communicate progress of the strategic plan with council, teams and the congregation, they will help prioritize and delegate work, and keep accurate and current records about the plan. These people should be high energy and organized with an ability to motivate and manage the various areas of the strategic plan.

ADD COLLABORATIVE INPUT FOR TEAMS

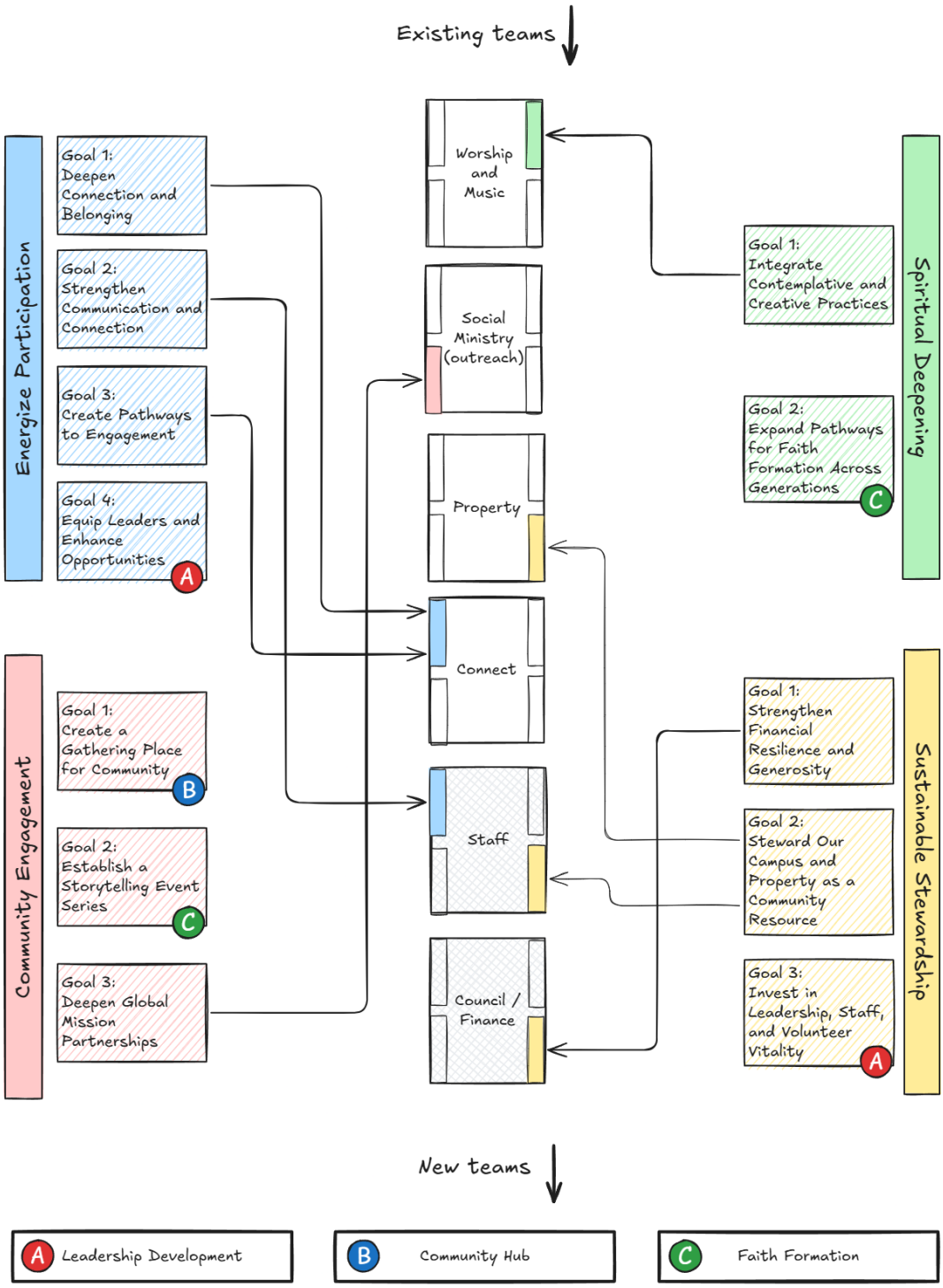
During our listening phase, we heard many of you want to add your ideas, passions and interests to our ministry. Our teams currently operate similar to top-down committees. They are lead by staff or a chair who forms the agenda and input while others help support the plans and serve the goals. The strategic plans adds collaborative input to each team. Team leaders will still organize and look ahead, while each member is asked to actively brainstorm and contribute to tasks, plans, and goals that serve the vision.

Recommendations of teams to oversee each goal or new teams to create along with a phased implementation timeline is below:

Teams Build-Out Summary Plan

Prep Work	Phase 1	Phase 2	Phase 3
Cameron trains pastors to utilize more collaborative approach for teams			
Identify which existing teams can start adding collaborative work			
Implement new collaboratives approaches to identified teams			
Delegate Strategic Plan tasks to existing teams			
Keep names of teams, just add more collaborative work and discussions			
	Add Strategic Plan oversight to teams identified in Prep Work		
		Begin new teams A B C	
			All team vision casting and gatherings 2x/year

Goals / Existing & New Teams Mapping



While not a "team", our youth and children are an integral part of our church community, and have wide-ranging relationships to many of these goals.

Section 4: Appendix

How Can I Help and Get Involved?

We hope you'll find yourself within this plan and find ways to serve these themes as a way of following God's will. Here's a great example of how our Family Ministry Director utilized this work to develop a strategic plan for the youth and families and how they can serve the larger vision.

SCOPE

This plan will transform the ministry into a vibrant, intergenerational environment where families grow together in Christ, students are known and empowered, and the whole church participates in discipleship that extends into the community. By focusing on relational connection, intentional programming, volunteer activation, and community engagement, the church becomes not just a place families attend, but a family they belong to.

Build Intergenerational Connections

- Launch Intergenerational Gatherings (quarterly)
  - Shared meals, storytelling nights, board game evenings, service projects
- Create a "Spiritual Grandparents" Mentorship Network
  - Pair older adults with families/students
- Student Involvement in Worship
  - Scripture readers, ushers, children's sermons helpers, choir/ensemble, tech team

WIN: Youth feel known; older adults feel needed; the church becomes a family.

Strengthen & Expand Programming

- Midweek Family Night Pilot (Fall Launch)
  - Dinner + age-specific discipleship groups
- Parents' group for support and faith development
- Annual Family Retreat + separate Youth Retreat
- Seasonal Creative Fellowship Events
- "Family Serve Saturday," Advent crafting, summer picnics, campfire worship
- Children's Sermon Every Week
- Intentional, interactive, gospel-centered

WIN: Predictable rhythms help families engage; discipleship begins to feel alive.

Equip Families as Disciplers

- Quarterly Parent Workshops
  - Topics: faith at home, navigating digital life, mental health, how to talk about Jesus
- Faith@Home Resources (simple, weekly)
- Conversation cards
- Prayer prompts
- Family challenges connected to sermons
- Train parents to lead or co-lead small groups when ready

WIN: Parents gain confidence; discipleship moves beyond church walls.

SCOPE

Activate Volunteers and Leaders

- "Make the Ask" Campaign
- Personal invitations to serve, not announcements
- Volunteer Pathway
- Clear roles: weekly leaders, support roles, event-only helpers
- Training + background checks
- Intergenerational Service Teams
- Family/older adult partnerships in children's or youth ministry

WIN: Volunteer culture shifts from scarcity to ownership.

Extend Ministry into the Community

- Geographical Community Groups
- Neighborhood-based gatherings for meals, prayer, service
- Service in Local Schools & Nonprofits
- Family Outreach Events
- Movie nights, park meetups, seasonal festivals
- Visible presence in the community
- Students leading local service projects

WIN: The church becomes a relational presence in its context.