

**New Covenant United Methodist Church
Strategic Action Leadership Team
Strategic Direction 2017
Recommended 10/18/16 – SALT Retreat
Approved 11/15/16 – SALT Meeting**

God's vision for New Covenant UMC – what we aspire to: **Vision 2020** - We are a large, dynamic, multicultural, intergenerational congregation growing in our relationship with one another and Jesus Christ to be His hands, feet, and voice in the world.

God's Purpose for New Covenant UMC – why we exist: To come to know the love of Christ and make His love known to others for the transformation of the world.

New Covenant's UMC's Strategic Goals

I. Strategic Goal — Helping Members with their Spiritual Growth: Continue efforts to help members and prospects to grow spiritually in their faith journey.
Owner: SALT/Harold Hendren.

Objective One: Survey the congregation's spiritual needs by conducting a church-wide spiritual needs survey using the REVEAL or similar survey tool. This survey effort will be accomplished by 31 December 2016. The information obtained will be used to help design Worship, Small Group studies, Wonderful Wednesday and other programs that are aimed at spiritual growth of NCUMC members and prospects.

Owner: SALT, Harold Hendren, Jim Divine, and Gary Cantrell.

Objective Two: Survey small groups to determine what is needed to improve the relevance of small groups to the individual's spiritual growth. Data gathered will be used to follow the January church-wide small group program with studies that will continue to improve the relevance of the small group to meet the individual needs to help them grow spiritually. To be rolled out by March.

Owner: Gary Cantrell, Kristyne Young, and Small Group Ministry Team.

II. Strategic Goal — Growing Lake Deaton Campus: By the middle of 2018, NCUMC Lake Deaton Campus will inhabit their facilities on highway CR 143.
Owner: SALT/Jim Divine.

Objective: By the end of March 2017, have raised the needed \$1.5 million necessary to start construction, and have obtained all necessary approvals and loans for funding construction in order to start construction of Lake Deaton facilities by mid-2017.

Owner: Harold Hendren, Jim Divine, and Randy Rimington.

III. Strategic Goal – Maintain the Financial Health of NCUMC: Manage the implementation of the long-term financial plan to ensure that NCUMC's financial viability supports the church's Vision 2020. On-going.
Owner: SALT/Finance Team.

Objective One: Refine NCUMC's financial targets to reflect our business practices, including specific targets for each campus. February 2017.
Owner: Finance Team and Katherine Poole.

Objective Two: Establish priorities and specific timelines to fully fund NCUMC and each campus' reserve requirements as set forth in Objective One above. June 2017.
Owner: Gene Wicklander, Katherine Poole, Finance Team, and SALT.

Objective Three: Develop and maintain five-year budget plans for NCUMC and each campus to support facilities, staffing, ministries and reserves. September 2017.
Owner: Katherine Poole and Finance Team.

Objective Four: Appoint a task force to look at constructive ways to create an attitude of Christian giving to support God's work at NCUMC and reduce project-oriented giving. November 2017.
Owner: Discipleship or as determined by the Senior Pastor and his staff.

Objective Five: Continue to focus on debt elimination of Summerhill campus. 2025.
Owner: SALT and Finance.

IV. Strategic Goal — Serve the Mission Field: Develop an overall missional strategy for our church that includes global, regional & local missions. Become an Acts 1:8 church. October 2018.
Owner: SALT/Ministry Team.

Objective One: Continue to partner with Kids Central and communicate with civic, school and church leaders to identify other needs in the Tri-County area.
Owner: Kerry Hughes and Dick Maxfield.

Objective Two: Form a team (with representatives from both campuses) to develop a comprehensive plan that identifies a complete mission field for our church which includes reaching out to our neighbors in a missional fashion. Team formation by 1st quarter of '17, with initial reporting by September 2017.
Owner: Gary Cantrell, Darryl & Carolyn Elijah, Don & Pam Brown, and Jim Divine.

Objective Three: Appoint a small, focused task force to define, develop and implement an NCUMC Fresh Expression ministry with a schedule to start early 2017.
Owner: Christine Webb.

Objective Four: Appoint a small, focused task force to research why the unchurched and/or marginally churched do not attend a church. Task force will develop and provide recommendations for reaching out to these folks. Task force should use available research. Task force provide its finding/recommendations to SALT early 2017.
Owner: Evangelism Team.

V. Strategic Goal — Caring Community: Establish a church-wide “Care” program. September 2017. Owner: Harold Hendren/Jim Divine/Kristyne Young/Ellen Pollock.

Objective One: Research other church’s Care models to determine New Covenant’s new structure. June 2017.
Owners: Ellen Pollock/Christine Webb.

Objective Two: Identify, staff, and train both paid staff and volunteer laity. January 2018.
Owners: Ellen Pollock/Christine Webb.

VI. Strategic Goal — Connecting: Develop a compressive method for staying connected to all of our members. September 2017.
Owner: Harold Hendren/Jim Divine/Kristyne Young.

Objective: Develop, implement, and staff a process of identifying visitors and connecting them to NCUMC, and following up with those who are not attending for a period of time and/or leaving NCUMC. Data should be tracked and utilized via Arena. Process to be in use mid-2017.
Owner: Kristyne Young and Connectional Ministry.



SALT Chair, Larry A. Taylor



Senior Pastor, Harold Hendren

January 9, 2017