

Strategic Timeline

	Identity	Leadership	Worship	Spiritual Growth	Outreach	Property	Finance
Communications	Upgrade communications: Website development; e-mail updates to congregation from office; and from leaders to pastor; communications “hub”. Improve signage; establish a routine of staff and council retreats; plan at least two community-wide events each year.						
2009 Spring	Refine Values, Beliefs, Vision and Mission Leadership Retreat Bible Studies Interview Teams	Enlist denominational support for the plan Focus staff and council, customize overall timeline Revise Senior Leadership Team job descriptions	Adjustments: Focus and celebrate DNA Habit to spotlight small group and mission Music team coordination	Coach council and lay leaders in spiritual habits		Review short and long term goals Renovate parlor Safety and Security repairs	
Summer	Prayer Walking Listening Triads Focus Groups	Staff and SPRC Retreat Appoint “Connections” SLT Leader Appoint new Office Manager (Executive) Train Hospitality Teams Appoint “Small Group” Developer Search “Worship” leader	Focus and celebrate DNA Train Tech teams and resolve glitches Train Hospitality teams Welcome Center	Plan Sunday School shift to rotational Revise youth program plans Appoint “Small Group” Developer Choose resource and customize Small Group Training	Appoint “Connections” SLT Leader	Short Term Goals: Relocate Choir space Relocate Bookroom Create Welcome Center Refreshment Center Communication Hub Relocate and develop youth room Interior Decorating	Review strategy for two annual campaigns Review “Money Matters” stewardship resource
Fall	Evaluate program alignment Evaluate leadership alignment	Appoint “Worship” SLT Leader Appoint new SLT “Executive” leader Council Retreat to introduce shift in leadership role	Appoint “Worship” SLT Leader Develop and train worship teams Design new worship format	Start rotational Sunday School Relocate youth room Select, train small group leaders	Implement layered hospitality teams Network research on Poplar Grove outreach Community-Wide Event	Exterior symbols to reflect vision Appoint new SLT “Executive” leader Improved signage	Fall stewardship campaign for general fund

2010 Winter	Staff/Council retreat to embed DNA and plan	Appoint "Outreach" SLT Leader Staff Retreat to review job descriptions	Launch new worship format	Launch new small group strategy Launch new Sunday Children's Ministries	Appoint "Outreach" SLT Leader	Feasibility study for courtyard Interview architects	
Spring		Pastor/Council policy development Council mentoring development	Begin routine volunteer training and evaluation	Begin routine volunteer training and evaluation	Focus proposal for signature outreach ministry	Approval for enclosing courtyard	Interview fund raisers Spring stewardship campaign for mission
Summer					Tie new outreach with capital campaign	Relocate and develop playground	Meet with Fund Raiser and plan
Fall	Staff/Council retreat to evaluate and align				Capital Campaign		Capital Campaign
2011 Winter		Official shift to new Council and SLT model			Grant applications for outreach ministry	Tech upgrades in hall and Sunday school	Grant applications for outreach
Spring						Construction to enclose courtyard	Spring stewardship campaign for mission
Summer		Interview and hire signature outreach CEO			Interview and hire signature outreach CEO	Redevelopment nursery and fellowship space	
Fall	Staff/Council retreat to evaluate and align				Develop Outreach		Stewardship campaign for general fund
2012 Winter	Staff/Council retreat to embed DNA and plan				Begin routine volunteer training and evaluation	Property development for outreach	
Spring							Spring stewardship campaign for mission
Summer							
Fall	Staff/Council retreat to evaluate and align						Stewardship campaign for general fund
2013 Winter	Staff/Council retreat to embed DNA and plan						
Spring							Spring stewardship campaign for mission
Summer							
Fall	Staff/Council retreat to evaluate and align						Fall stewardship campaign general fund