Promise Strategic Plan June 2023-May 2024

Mission Statement

"Deliberately Discipling People into Fully Devoted Followers of Christ."

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." Matthew 28:19-20

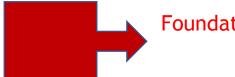
Core Values (what is important to us & what drives us)

Promise will <u>ABIDE</u> in The Crimson Thread and The Word of God. The Crimson Thread weaves through Holy Scripture and everything we do so each core value of Promise will be Christ-Centered and built upon The Word. <u>ABIDING</u> will guide and direct our 5 Core Values.

Jesus said, "I AM the Vine; you are the branches. Whoever <u>ABIDES</u> in me and I in him, he it is that bears much fruit, for apart from me you can do nothing." John 15:5

The Crimson Thread

- I. Abiding in Worship Romans 12:1
- II. Ab ding as Disciples of Jesus Matthew 16:24
- III. Abiding in God's Word as a Family Deuteronomy 6:5.9
- IV. Abiding in being the Salt & Light Matthew 5:13-16
- V. Abiding in Relationships with each other Hebrews 10:25



Foundation - God's Word

- I. <u>Where are we now?</u>
 - ⇒ Current Membership (March 2023) 589
 - Membership (2022) 565
 - Membership (2021) 524
 - Membership (2020) 449
 - Average growth since 2020 is 9.59%
 - If it stays consistent, in 2028 we could have 931 members.
 - \Rightarrow Attendance
 - o **2017 297**
 - o **2018 274**
 - 2019/20 Covid years
 - o **2021 214**
 - o **2022 277**
 - o **2023 360**
 - In terms of growth
 - We had 29% growth in attendance from 2021 to 2022.
 - We had 30% growth in attendance from 2022 to 2023.
 We have had 21% growth in attendance from 2017 to
 - we have had 21% growth in attendance from 2017 to NOW!!
 - If we increased attendance at 30% a year going forward, in 4 years we would have 1,000 people in church!
 - \Rightarrow Active Ministries/Events/Groups
 - Sunday morning worship/Advent/Christmas/Lent/Holy Week
 - Children, Youth, Family, Small Groups, Community of Men, Mom Life, Grand Life, Adult Bible Studies, Missions Support (4Kenya's Kids, Alaska Mission for Christ, LSCM, ACJC, Shepherd's Hand, Help Them Thrive, Lutheran Social Services), 5th Sundays, Basketball/Pickleball, Lenten Dinners, Spring/Fall Cleanup
- II. <u>Where are we going?</u>
 - Goals for 2023-2024
 - ⇒ The above ministries/events/groups will continue with the addition of the following goals:
 - Having youth/children serving in a service
 - Having a special "Bring a Friend" Sunday
 - Starting a Senior's Group
 - Starting Young Adult Group
 - Having a Block Party with music for community
 - Junior Worship splitting into K-1st & 2nd-3rd due to the growth of the classes
 - Developing a Mental Health team & resources
 - Having more Family Events
 - Developing relationships with supported mission organizations
 - Reaching out to our growing "neighborhood"
 - Creating a "Volunteer Opportunities" form

- Improving Marketing/Communication of Promise through new website, video clips of ministries, pictorial directory, Promise booklet for members and visitors.
- \Rightarrow Preschool Task Force
 - In October, we created a Preschool Task Force that has begun meeting to determine if a preschool is going to work at Promise.
 - We have consulted with the Indiana District (LCMS) and The Lutheran Foundation who were both very supportive of us having a preschool. We learned there is a need for quality preschools in Fort Wayne.
 - Based on our growth and more groups meeting at church, we have come to realize in order to do preschool well, we need to consider our current space.
- ⇒ Site/Space Task Force
 - The Site/Space Task Force has been formed by the Board to look at current building and 54 acres.
 - Based on our interviews in the "Request for Proposal" process we have chosen to go with Martin Riley.
 - Martin Riley will walk through a planning process with our church and have a Master Plan they will present to us by November 1, 2023, for our consideration.

III. How will we get there?

- Current Staffing
 - ⇒ Senior Pastor Scott Hedtke full time
 - ⇒ Director of Children Ministry Megan Keller 15-20 hours
 - ⇒ Director of Youth Ministry Hannah Becker 15-20 hours
 - ⇒ Director of Communications & Marketing Alison Eckert 31 + hours
 - ⇒ Director of Ministry Connections Christa Koenemann15-20 hours
 - ⇒ We have talked about the possibility of calling an Associate Pastor or a Director of Ministry Operations.
- Volunteers
 - \Rightarrow We have so many amazing volunteers.
 - ⇒ We will continue to have a great need for dedicated volunteers who want to use their time, talents, and treasure in Christ's church, as Promise moves forward.