



One Year Check-in

At Celebration Sunday in August 2024, we announced three, significant three-year churchwide goals that were born from the prayers and discussion of our Stewardship Board and Ministry Leadership Team (MLT). The three goals were in the areas of:

1. Mission
2. Education / Discipleship
3. Leadership Development

We have a shared sense that the Lord is leading in this direction.

We believe these priorities are worthy of a three-year effort.

We believe these priorities are timely and strategic in that if we tend to these well, they will best help us in our mission of **"Joining God in changing people into devoted followers of Christ who change the world with His love."**

We are one year into these three-year goals, and so it's time to give a report on our *year-one benchmarks* (italicized) and to share the plan for *year-two benchmarks* (highlighted). We praise God for what has been done for His glory this first year, and we ask for His continued direction and help as we head into this second year.

1. MISSION

To grow as a church in our missional participation, missional partnerships and our prayerfulness and awareness.

MISSIONAL PARTICIPATION

Three-Year Goal (by August 2027)

- To send 150 DCC people on short-term mission trips with Mission of Hope (MoH)
- To financially and prayerfully support an additional 50 DCC people on other short-term mission trips
- To have 240 DCC people receive a Door Creek on Mission (DCOM) grant to help them live missionally
- To promote serving in key local ministries throughout the year, with "Love This City" serving as a culmination and a launching pad for the ongoing community gospel work

Year-One Benchmark (by August 2025)

- *To have two MoH trips completed and three planned for the next year*
 - *We had 17 participants in our January trip and 26 in our July student trip*
 - *We have an October 2025 medical trip, a February 2026 trip and April 2026 women's trip planned*
- *To quarterly promote and celebrate DCOM grants*
 - *We promoted DCOM grants as part of our Christmas Offering*
 - *We celebrated examples several times throughout the year*
 - *We gave out 32 grants worth \$5,000*

Year-Two Benchmark (by August 2026)

- To have five MoH trips total completed and three planned for the next year
- To double our DCOM grants awarded from 32 to 64!
- To quadruple our support of (non-MoH) short-term mission scholarships from five to 20

GROWING IN OUR PRAYERFULNESS AND AWARENESS

Three-Year Goal (by August 2027)

- Our existing missionaries would be known, prayed for and supported
- Our existing missional organizations/partners would be known, prayed for and supported
- Pray for our missionaries with a regular cadence in the life of DCC

Year-One Benchmark (by August 2025)

- *Create and equip the Missions Ministry Team (MMT) to prayerfully discern our mission "lane," move projects forward and support the work of this three year strategic vision goal*
 - *We have a team of seven people who have been meeting monthly this past year in joyful and fruitful work*
- *Create an interactive Mission Map at each of our campuses which informs and invites*
 - *Revealed 10/27/24 at each of our campuses, continues to be a helpful location for mission awareness*
- *To host four to six "Mission Lunches" where people can learn more about our missionaries*
 - *We completed four mission lunches that were well attended and appreciated*
- *Pray for our missionaries with a regular cadence in the life of DCC*
 - *Happening in worship services, bookmarks and various ministries*

Year-Two Benchmark (by August 2026)

- Continue to focus on Mission Lunches, plan 6-8 for the coming year
- Create "DCOM Passport" to promote various ways to serve to our church family
- Celebrate Missions at least twice a month through Social Media / Communication
- Launch "Adopt a Missionary" in Spring 2026, with a goal to have each of our missionaries supported by a DCC Life Group or Ministry

GROWING IN OUR MISSIONAL PARTNERSHIPS

Three-Year Goal (by August 2027)

- To grow our annual Missions' budget by an additional \$105K
- To grow to 10 supported missionaries that are clearly aligned with the EFCA and DCC
- To clarify 10 local missional partnerships that are aligned with DCC and are most strategic in terms of both the gospel work they do in our community and our ability to support them by serving alongside of them as a church family

Year-One Benchmark (by August 2025)

- *Add 1% budget growth to missions*
 - *We added 1% (\$35,000) to the 2024-25 budget*
- *MMT knows and has vetted each of our existing missionaries and mission partnerships*
 - *Great progress has been made, there is more work to do*

- *Grow supported missionaries from five to seven*
 - *We are currently at eight supported missionaries; we added Tim Borgstrom (InterVarsity), Jen and Chad Wojtisiak (InterVarsity) and Brian VanZante (Navigators) this year*
- *Clarify six key local missional partnerships and the intentional ways for our church family to serve and support them*
 - *Great progress has been made, there is more work to do*

Year-Two Benchmark (by August 2026)

- Increase Director of DCOM from 10 hrs/wk to 20 hrs/wk
- Grow supported missionaries from eight to nine
- Clarify our structure as we bring local and global initiatives together

2. EDUCATION / DISCIPLESHIP

To grow as a church family in our biblical and theological understanding, our practice of spiritual disciplines and our ability to engage in cultural apologetics.

THEOLOGY

Three-Year Goal (by August 2027)

- Strengthen DCC's connection to EFCA theology
- Increase our church's biblical and theological understanding

Year-One Benchmark (by August 2025)

- *Staff and Stewardship Board read and discuss Evangelical Convictions*
 - *We set aside 20-30 minutes in our monthly staff meetings and board meetings throughout the year to discuss Evangelical Convictions; the conversations were rich, sharpening and well received*
- *Stream EFCA Theology Conference and invite church family to participate*
 - *On February 15, we streamed the EFCA Theology Conference and had 50 Door Creekers join us*
- *Promote ordination/credentialing and TEDS classes and certificate among staff*
 - *We celebrate Steve Berg and Ryan Morrison who received their Ministry License from the EFCA*
 - *We celebrate five staff (Lori Triebel, Keren Lara, Ryan Rockwell, Anya Hunter and Irina Shpigelman) who enrolled and began taking grad-level classes at TEDS to be better equipped in both theological education and ministry training*
- *"Bible 101" and "Theology 101" Pop-Up Classes*
 - *Both were well-attended and appreciated*

Year-Two Benchmark (by August 2026)

- Continue building out the second year of Pop-Up Classes
- Take a team in person to the EFCA Theology Conference in Illinois; make available to staff, but also intentionally invite three to five women and men volunteer leaders who would benefit
- Continue to promote ordination/credentialing and TEDS classes and certificates among staff
- Invite stewards to join MLT at Fall and Spring FLD Conferences (and debriefing)

SPIRITUAL PRACTICES

Three-Year Goal (by August 2027)

- To grow as a church family in our individual and corporate life around the three core practices of prayer, Scripture and worshipping together
- To grow in additional spiritual practices

Year-One Benchmark (by August 2025)

- To launch a churchwide Scripture Memory plan
 - The DCC 100 was launched (along with an anxiety expansion pack), regularly referenced and began to work its way into our church family life
- To maintain quarterly nights of prayer and add additional times of prayer for specifics
 - Three quarterly nights of prayer in November, February and May
 - Two specific nights—Prayers for Prodigals at DeForest and Prayers for Healing at Northside Madison
- Message series and “DCC Triathlon”—nature as spiritual practice
 - July included a four-week message series, Nature Calls, a 28-Day Nature Challenge and three Triathlon events—Hike (Devil’s Lake), Bike (Monona Lake Loop) and Float (Fireman’s Park Beach)

Year-Two Benchmark (by August 2026)

- Build out Year Two DCC 100 Scripture Memory Plan (verses 26-50), including two “expansion packs”
- Continue quarterly nights of congregational prayer and additional times of prayer for specific needs
- Build monthly rhythm of preaching pastors collaborating pre-sermon around common text and inviting church family to give specific and helpful feedback post-sermon so we can grow in our value of “Centering our lives on God’s truth”

CULTURAL APOLOGETICS

Three-Year Goal (by August 2027)

- To equip DCC to think and speak biblically and winsomely to a host of “hot topics”
- To develop a curriculum of Pop-Up type classes and/or seminars
- To partner with conferences or seminars for the spiritual growth of our church family

Year-One Benchmark (by August 2025)

- Launch mental health seminar partnership with The Center for Christian Counseling (CCC)
 - We hosted a “Working Through Anxiety” Pop-Up Class in partnership with CCC and strengthened our partnership with them
- Plan four Pop-Up type classes (evangelism, apologetics, LGBTQ+/sexuality, faith and science, gifts/SHAPE, finances/bruised camels, parenting, marriage, family, etc.)
 - We had eight classes! “Ministering with Truth and Grace to Transgender People,” “Working Through Anxiety,” “Discovering your Design Workshop,” “Thinking Biblically About Pre-Born Life,” “Theology 101,” “Creation as Spiritual Formation,” “Bible 101” and “Juneteenth: Faith and Freedom”
- Continue No Regrets Conference, invest in Family Life partnership/conference
 - We had 40 men join us for No Regrets Conference and a DCC lunch afterwards
 - We had several couples attend the “Weekend to Remember” Retreat

Year-Two Benchmark (by August 2026)

- To bring DCC leaders together for intentional conversations around important issues like gender and sexuality, what it means that DCC is complementarian and our marriage policy
- Plan five to six Pop-Up Classes
- Plan in-house Marriage Conference

3. LEADERSHIP DEVELOPMENT

Grow as a church in identifying and calling out gifts of leadership; releasing leaders with clear vision and support for their ministry and intentionally developing leaders in areas of organizational/relational leadership.

*The one-year benchmarks for this goal were affected by staffing changes. Bev Krizan, who has been the champion for leadership development at DCC, retired, and Ryan Morrison and Natalie Oostdyk stepped into newly created roles and will share much of the leadership development responsibilities for DCC moving forward. There was a need this last year to focus on this transition, and it seemed wise to pause some of our planned benchmarks and get our bearings as we looked ahead to what the Lord has for us.

IDENTIFYING LEADERS

Three-Year Goal (by August 2027)

- Clarify our language and systems around leadership development to have a clear onramp to our leadership pipeline
- Integrate Membership Classes with identifying leaders

Year-One Benchmark (by August 2025)

- *Have 50 new people take SHAPE assessment*
 - *We exceeded this goal and worked it into our Membership Class*
- *Re-work the four-week leadership development class*
 - *This was a benchmark we paused*
- *Develop system of existing leaders identifying potential leaders*
 - *This happened informally, will be more systematically developed in Year Two*

Year-Two Benchmark (by August 2026)

- **Re-assessment:** By January, comprehensively understand the various leader positions (volunteer and staff) needed for the present and near-future thriving of DCC
- **Tools Selection:** By January select two (max) tools that will aid in identifying, establishing and developing leaders through core leadership language, voice/style, values, competencies and skills
- **Implementation Plan:** By May 2026 create an implementation plan of the tools and how they will be strategically rolled out with stewards/board, lay leaders and staff through onboarding, trainings, 1:1s, four-week leadership development class (beta test in Spring 2026), professional development plans, membership interviews, etc.

RELEASING LEADERS TO LEAD

Three-Year Goal (by August 2027)

- Have clear ministry descriptions and ministry goals for every ministry leader
- Develop rhythms of coaching and support
- Grow number of "member-led, staff-supported" ministries and ministry initiatives

Year-One Benchmark (by August 2025)

- Survey existing leaders (staff and volunteer) to better understand strengths as well as opportunities for growth in our existing leadership development
 - This happened informally, will be more systematically developed in Year Two
- Beta test “member-led, staff-supported” ministries (prayer? prison? AdaptAbility?)
 - Tested with AdaptAbility and Young Professionals

Year-Two Benchmark (by August 2026)

- By October, create and implement standardized goal templates for all staff and for key volunteer leaders of “member-led, staff-supported” ministries
- By October, create additional standardized goals for MLT and launch “Leader Lab” cohorts with MLT designed to sharpen and encourage one another
- By September, create a coaching model for leaders and by June, provide coaching for four key leaders who desire it

DEVELOPING LEADERS

Three-Year Goal (by August 2027)

- Grow our Residency Program
- Clarify and invest in professional development for staff
- Develop Strategic Leadership Pipeline for board members and key volunteer leaders

Year-One Benchmark (by August 2025)

- Celebrate two to three residents serving with clarity and debrief first-year effort
 - We thank God for the ways Ryan Rockwell and Anya Hunter served our church family as residents; we are pausing our Residency Program due to budget decisions, but are hopeful it will return in future years
- (Re)initiate churchwide ministry leaders training/vision/prayer nights
 - This was a benchmark we paused
- Clarify Board development plan
 - This was a benchmark we paused

Year-Two Benchmark (by August 2026)

- Catalog EFCA resources and in-house professional development opportunities for current staff, board and lay leader engagement
- Create a single “simple” resource/tool kit: organizing tools, resources and professional development opportunities and who (what staff/board/congregation/lay leaders) is eligible for each and their cost
- (Re)initiate churchwide ministry leaders training/vision/prayer night