

FORWARD ACTION PLANS

Strengths: The Strategic Initiatives articulated in our planning live within the broader context of our church life and ministry. To that end, we acknowledge our strengths and commit to preserving and further strengthening these areas. Birmingham and Berkley First is a church of many strengths and talents; those highlighted here are the result of input received via the Survey, Listening Circles, and Leadership Workshops with Staff and Members.

Children and Youth Programs

Our programming for children and youth is viewed as a strength of our congregation and provides a strong foundation that arises from our core value to “Encourage Lifelong Spiritual Growth.” We will continue to support these programs and encourage the expansion of programs to serve more children and families.

Consistent with our core value of welcoming all, we will strive to develop programs that meet the needs of all children (including those with special needs) and all types of families and will look to ways in which children’s programming might support new initiatives around expanded adult ministries.

Missions

We are deeply committed to helping those in need locally, nationally and globally. Our commitment to missions is firmly grounded in our core value to “Put Love into Action.” We serve others in the name of Christ through a generous sharing of who we are and what we have. We will continue to build on the strength of our mission programs, including developing strong partnerships locally and internationally. **We will also look at how we can increase points of entry for mission participation, recognizing that younger generations (20 and 30-year old persons) tend to be more interested in engaging in tasks than organizing events. Over 50 new people have been engaged in service work.**

Music Programs

Our music programs bear witness to our core value to “Honor God through Excellence.” We are committed to providing high quality music opportunities for children, youth and adults. **We will continue to explore how to develop our worship music to meet the needs of our existing worshipping community as well as persons who may be new to worship and worship settings.**

Strategic Initiatives: As a congregation, we come from many places. Together, we affirm the goodness of God’s creation. Together, we seek to be a community living into the fullness of God and fully living out who God has called us to be in Jesus Christ. A commitment to love and understand each other in our similarities and differences flows from our experience of God’s grace through Jesus Christ. This commitment crosses generations and ages; it suggests that we have much to learn from each other in cross-generational programming and leadership development. Moreover, this commitment crosses and informs our three specific strategic objectives:

Strategic Initiative #1: Growing in Relationship with God through Discipling Ministries

We affirm the importance of defining and developing paths for discipleship, particularly as we reach out to those new to the Christian faith. Regardless of where people are on their journey with Christ, we will offer a variety of discipling opportunities that support spiritual growth, faith development, and fellowship. Regularly occurring points of entry into such experiences will be a part of a comprehensive and transparent plan for adult discipling ministries; opportunities will be varied in site, location and setting as well as in format and content.

Strategic Initiative #2: Building Relationships with those in their 20s and 30s

As we seek to include all in our celebration of God’s fullness, we recognize that the inclusion of persons in their 20s and 30s requires a specific focus. We will create opportunities that allow persons in their 20s and 30s to develop authentic relationships with God and each other. We will reduce and remove barriers and create new pathways for worship, discipleship, and fellowship specifically focused on the needs and preferences of those in their 20s and 30s.

Strategic Initiative #3: Extending Relationships through Multisite Ministry

As we seek to grow in relationship with God and to grow in relationship with each other in ways that celebrate the fullness of God, we continue to affirm multisite ministry as a strategy towards these ends. We recognize that multisite ministry may take on many different forms and that a third site (or fourth site, or...) may be very different than our first or second site. Multisite ministry is a strategy for growing in relationship with God and with each other beyond the limits of our immediate geography and demographics. Multisite ministry as an initiative reflects our commitment to a fuller embrace of the image of God that the world may be transformed.

Action Plans: Living into the strategic vision that has been articulated requires a plan for how the desired future outcomes will be achieved. What follows are an overview of steps to which we are committed so that with God’s help our vision will become real for our congregation and community.

Discipleship

	Summer 2018	Fall 2018	Winter 2019	July 1 2019	Sept. 2019	February 2020	Spring and Summer 2020	Fall 2020	Spring and Summer 2021	Fall 2021
		Develop job description for 1.0 FTE Pastor/Director of Discipleship	Recruit/Hire	Have a 1.0 FTE pastor/director of discipleship in place*						
Discipleship Pathway	Pastor of Discipleship... <ul style="list-style-type: none"> Researches models for pathways and inventories current offerings Identifies need for support with adm. tasks 		Recruit, train and equip lay discipleship team*		Introduce Discipleship Pathways 1.0	Continue to build pathway offerings – including retreat opportunities. Feed into goal of year to year 33% increases in small group participation with overall target of 50%				
Small Groups: Become a congregation of small groups	Pastor of Discipleship... <ul style="list-style-type: none"> Launches new targeted adult classes Initiates Men’s Retreat and create follow-up experiences 		Additional new adult offerings for winter program Include added childcare funding in 2019 budget	Active phase 1 small group recruitment and leadership training	20s/30s ministry leader joins discipleship Team as needed for 20/30s planning	Core group of 20-30 persons in targeted age group meeting regularly	Plan for launch of multiple young adult small groups	Launch multiple small groups targeted for 20s 30s		
			Review need for up to 20 hours/week of dedicated adm. (hiring done with director/pastor of discipleship.		Phase 1 launch of small groups	Active phase 2 small group recruitment and leadership training	Feed into goal of year to year 33% increases in small group participation with overall target of 50%			

* Repurpose Faith Formation Committee or establish a separate lay discipleship team?

Key to Colors

Red – Action steps with cost implications

Green – Action steps shared by discipleship (small groups) and 20/30s

Blue – Action steps shared by multisite and 20s/30s

Key to Cell Highlighting

	Not started
	In Process
	Done

* Staffing Note

Current staffing includes 1.5 FTE Birmingham based associate pastors. Action plans articulate need for 2.0 FTE leadership for discipleship and 20 30s focus areas.

20s/30s

	Fall 2018	Fall 2018/Winter 2019	February 2019	July 1 2019		February 2020	Spring and Summer 2020		Fall 2020
Develop a ministry area specifically focused on reaching 20 and 30 year olds	Create a task team charged with 20s/30s ministry development	Engage consultant(s)/research Develop job description for 1.0 FTE 20s/30s ministry leader/Pastor	Recruit and hire	Have a 1.0 FTE 20/30s leader in place*		Core group of 20-30 persons in targeted age group meeting regularly	Plan for launch of multiple young adult small groups		Launch multiple small groups targeted for 20s 30s
Create a worship/fellowship experience specifically for 20s and 30s							Work to design and develop staffing plan for worship experience		Implement Worship experience
Remove Barriers that 20 and 30s experience in worship			Task Team Develops Action/advocacy for removing barriers						

Multisite

	Summer 2018	Fall 2018	February 2019	July 1 2019	Sept. 2019	February 2020	Spring and Summer 2020	Fall 2020	Spring and Summer 2021	Fall 2021	Winter 2022	Fall 2023
Create a new worship service	<ul style="list-style-type: none"> Recruit launch team. Design Service Do trial service 	New service launch Funding for meal support, childcare, added musicians										
Develop a new worshipping community for “unchurched” 20 and 30s					Multisite Committee adds 20 30s ministry leader to team as needed for planning	Multisite committee connects with 20s 30s core at Birmingham			Work to design and develop staffing plan for worship experience	Implement Worship experience		
Integrate Multisite Planning and Development into Birmingham Structure		Develop charge for & create a standing multisite committee		Vision and goals for multisite ministry established, including how multisite strategy increases cultural diversity	Committee decides whether consultant is needed for development of a long term multisite strategic plan.		Long Term multisite strategic plan approved by Ad. Council				Identify new campus location	Launch new site