



# **Journey Church**

## **2025 Strategic Plan**

### ***Why***

*Why Journey Church exists is to lead people into life-transforming relationships with Jesus and to experience authentic Christian community.*

Journey Church was launched in 2000 with a vision to transform lives by the power of Christ's love. From our start, we have committed ourselves to leading people into life-transforming relationships with Jesus and to experience authentic Christian community. With all of our hearts, we want to love God and love people.

Our church, from its inception, has sought to fulfill the core purposes of Christ's church: evangelism, worship, discipleship, ministry and fellowship. We have embraced God's mission for our church to turn people into fully devoted followers of Christ. We openly acknowledge our imperfections and brokenness. We genuinely seek to center our lives on Jesus and the good news of His gospel that speaks to real life in the real world.

We believe God has called us to change the world by making disciples who discover their passions and giftedness for ministry and who deeply desire to make a difference in our community and world for Jesus. We are dedicated to reaching out beyond ourselves in order to enable people to experience God's salvation from the power of sin and selfishness. We give ourselves willingly to aiding people in discovering the meaning and purpose God has for their lives and the joy and contentment that comes with that.

God is calling us to work together as servants of Christ to transform the world-as-it-is into the world-as-it-should-be under the guidance of the Holy Spirit. We are open to whatever directions in which the Holy Spirit may lead us as we actively engage our community and world with God's love and as we grow in spiritual depth in becoming more and more like Jesus who came not to be served but to serve. We earnestly desire to give freely of who we are and what we possess for the salvation of others.

## ***How***

*How Journey Church accomplishes our mission is by developing meaningful relationships and unleashing our God-given abilities in service to others in living out the love of Jesus.*

**We build authentic community one relationship at a time.** As a church, we embrace the genuine valuing and accepting of all persons, believing every human being is created in the image of God. Recognizing all persons are imperfect and broken in some way, we give and receive grace and compassion in order to build one another up in Christ-like ways. We nurture meaningful relationships with persons inside and outside the community of faith, in loving people like Jesus, whatever their life circumstances, in order that all may experience authentic caring and community grounded in the presence of the Holy Spirit working in our lives.

**We intentionally make disciples.** We lead people to embrace life-altering faith in Jesus, after whom they passionately pattern their lives. We create opportunities for people to wrestle with spiritual questions as we together explore faith. Through one-on-one relationships and groups, we learn to become more like Christ in every aspect of our living. We honestly and openly share our lives and our stories together as we grow in discipleship and faithfulness.

**We equip and unleash servant leaders.** We celebrate that God has gifted and called every person on this planet to make a positive difference in our world. We affirm all people have leadership abilities. We help people identify and develop those talents for God's purpose of transforming lives through the power of the Holy Spirit. We enable people to become the leaders God created them to be, utilizing their abilities and experiences to passionately serve our community and world, trusting it's never too late to become who we were meant to be. We prioritize leadership development as crucial to the effective accomplishment of Christ's mission to which we have committed our lives.

**We partner with others.** We acknowledge God acts in multiple ways to bring healing and hope to all people. We embrace working with our neighbors, other churches, and organizations to promote justice, embrace faithful love, and humbly obey God. We build partnerships of mutual trust and respect for cooperative action together to accomplish what we could not do alone. We affirm ecumenical relationships with all who would further the cause of Christ to make a sustainable impact in our community and world.

**We dream big and live generously.** We believe God has called us to effective innovation in order to create and develop ministries that truly make a difference for Christ in the lives of others. We celebrate that God's Spirit is calling us to a faith life of adventure and creativity that is much bigger than we often imagine. We give generously of our time, talents and finances so we might realize God's bold dreams.

## ***What***

*What Journey Church offers is a faith community that focuses on transforming lives, strengthening families, raising up servant leaders, empowering people, and leveraging resources.*

### **Connecting people to Jesus and one another in life-transforming ways.**

***Produce constructive life transformation through reconciled relationships with God and others.***

1. Increase our number of baptisms by at least 10% annually.
2. Start at least two new congregations/campuses to reach more people for Christ.

***Empower positive change through authentic community.***

1. Increase the number of participants in Journey Groups by at least 10% annually.
2. Increase the number of participants on Serving Teams by at least 10% annually.

***Enable people to escape destructive behavior.***

1. Engage in a partnership Celebrate Recovery ministry, increasing the number of participants by at least 10% annually.

***Encourage artistic expression to reach out in our community.***

1. Start an Academy of Arts, increasing the number of participants by at least 10% annually.

### **Strengthening families.**

***Enrich marriages.***

1. Engage persons inside and/or outside our church in marriage enrichment programs, increasing the number of participants by at least 10% annually.

***Equip parents.***

1. Engage persons inside and/or outside our church in parenting programs, increasing the number of participants by at least 10% annually

***Partner in the spiritual development of children and youth.***

1. Increase the number of participants in our children's ministry by at least 10% annually.
2. Increase the number of participants in our student ministry by at least 10% annually.

***Care in times of need.***

1. Engage in a partnership Divorce Recovery ministry, increasing the number of participants by at least 10% annually.
2. Engage in a partnership Grief Share ministry, increasing the number of participants by at least 10% annually.
3. Provide a daytime ministry of respite Elder Care, increasing the number of participants by at least 10% annually.

## **Raising up servant leaders.**

### ***Develop current church leaders.***

1. Employ a co-pastor to initially serve with and then succeed our current lead pastor.
2. Provide leadership mentoring, groups and workshops for persons in our church, increasing the number of participants by at least 10% annually.

### ***Equip a new generation of church leaders.***

1. Employ at least one church intern or resident annually.
2. Provide mentoring, groups and workshops for young leaders in our church, increasing the number of participants by at least 10% annually.

### ***Enhance the servant leadership ethos of the Blue Ridge region.***

1. Provide leadership mentoring, groups and workshops for persons outside our church, increasing the number of participants by at least 10% annually.
2. Facilitate peer support networks to encourage leaders, increasing the number of participants by at least 10% annually.

## **Empowering people through educational and economic development.**

### ***Enable people to identify and productively use their talents.***

1. Provide purpose/passion/giftedness classes, with at least 40 persons inside and/or outside our church participating annually.

### ***Equip people to pursue meaningful work in their area of passion.***

1. Facilitate the enrollment of at least 15 people annually in a certificate, associate or bachelor's program with a partner entity to improve their economic well-being.

### ***Educate people with effective skills for the workplace.***

1. Train at least 25 people annually in job search and interviewing skills to enhance their employability.

## **Leveraging resources to benefit our communities.**

### ***Cultivate a spirit of generosity.***

1. Increase the number of households with recorded financial giving to Journey Church by 10% annually.
2. Increase the financial amount contributed to Journey Church by 10% annually.

### ***Manage assets effectively.***

1. Develop by 2020 a detailed plan to strategically utilize financial and property assets, with annual review by the Management Team.
2. Engage in a fund-raising capital campaign that results in pledges of financial giving of at least \$1,000,000 toward the development of a community-centric facility on Journey Church property.

### ***Develop strategic partnerships to accomplish goals of mutual interest.***

1. Build ongoing partnerships with at least five organizations to enhance our communities.

*Adopted May 20, 2018*