

Hope Fellowship Church **Strategic Plan June 2010**

Introduction:

Hope Fellowship has adopted the following Mission:

At Hope Fellowship Christian Reformed Church, our purpose is to bring people into a living relationship with Jesus Christ.

In support of this Mission and our Core Values and Vision (available from our office or at www.hopefellowship.ca), Hope Fellowship's ministries and goals are organized into five zones or domains, based on the following frequently asked questions:

1. How will I experience worship in this church?
2. Where will I fit into the life of this church?
3. What programs are available for children in this church?
4. What programs are available for youth in this church?
5. How will I be challenged to serve and make a difference for God by this church?
6. How is this church administered and financed?

The Zones in place for Hope Fellowship are:

1. Worship
2. Community Life
3. Children
4. Youth
5. Service and Outreach
6. Administration

The current ministries and five-year goals of these zones are described in the pages that follow. We recognize that there is inevitably overlap of ministries between areas. Also, this is not intended to be a limiting document; healthy ministries currently underway will be maintained and strengthened, and new ministries not in the plan may well arise as new 'ministers' come forward. Each zone also includes some long-range goals that are in the early stages of development.

Each zones is supported by Zone Coordinators, staff positions that are supported by a stipend. The Administrative Board coordinates the development of the positions and the associated stipends.

May God bless the efforts of each zone as its ministers and ministries co-operate with each other to bring people into a living relationship with Jesus Christ.

Worship Zone

The Worship Zone includes eight ministries that work together to create meaningful worship events, which support the preaching of God’s Word and help people praise God while bringing them into a new or deeper living relationship with Jesus Christ.

- *Worship Committee*
- *Music Ministry*
- *Dramatic Arts*
- *Expressive Arts*
- *Electronic Arts*
- *GUS (Greeters Ushers Security)*
- *Visual Arts*
- *Sound and Tech*

Goals	Accountability	Target Date
1. Maintain and strengthen the existing ministries in the Worship Zone. All ministry leaders will meet together twice per year in November & June, each ministry will also be supported by a worship committee liaison.	Worship Committee Zone Coordinator	Ongoing
2. Continue to work with the Property Committee and to assess needs and ways to use the worship center. Continue to work toward incorporating areas in foyer to display works of original art.	Worship Zone Leaders	Ongoing
3. Provide training to every person associated with any aspect of worship by being proactive in the identification of training opportunities and individuals in the congregation who would benefit from these experiences. Initiate emergency training for GUS personal (will work with Children’s Zone).	Worship Zone Leaders Zone Coordinator	Ongoing
4. Develop a plan to go to 2 Sunday morning worship services. Begin work on this with music ministry, sound and GUS leaders.	Zone Coordinator, GUS, Music & Sound	Jan 2010
5. Create a repertoire of original material for use within the congregation. Purposefully record all multimedia materials (music, black light, drama etc.) and contribute recordings to the library and in electronic form for the website.	Worship Zone Leaders, Worship Committee	Ongoing
6. Contribute to a website that will act as a means of promoting and informing relevant information to the community about Hope Fellowship.	Zone Coordinator	Ongoing

Long Range Goals		
1. Host a 1 Day Worship Conference. Meet with local churches to explore different areas of worship like the use of original materials in worship, how to mix sound and using different art forms in worship.	Worship Zone Leaders	2010-11
2. Plan and present more events: ie; SOLID evening or multimedia events (drama, music etc.) or Music concerts with other artists.	Worship Zone Leaders	Future
3. Explore the possibility of presenting Sunday morning worship services in live video streaming to the internet or website.	Worship Committee Zone Coordinator	2010
4. Explore possibility of alternative mid-week or Saturday worship services.	Worship Committee	Future
5. Develop the Makeshift Recording Studio, explore possibility of using worship space with sound system for recording.	Zone Coordinator	2009-10

Community Life Zone

Congregational Life includes enfolding, caring and discipling ministries designed to draw us into a deeper relationship with Jesus and one another. Small Groups are the primary means by which we experience congregational life at Hope Fellowship.

- *Enfolding Ministries* include
 - All Small Groups
 - Community Building Team
 - New Members' Class
 - Vision Seminar
- *Caring Ministries* include
 - Pastoral Care
 - Diaconal Care
 - Prayer Ministry
 - Meal Ministry
- *Discipling Ministries* include
 - Education Committee
 - Gifts Discovery
 - Volunteer training and support
 - Library and resources

<i>Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Monitor and assess the system to track and follow-up visitors to Hope Fellowship's services and programs.	Pastoral Care	Ongoing
2. Develop mentoring relationships for participants in need and new members	Pastoral Care	
3. Promote spiritual, emotional and financial counseling	Zone Coordinator	Ongoing
4. Train, equip and empower every group and person to incorporate prayer.	Prayer Ministry	Ongoing
5. Create a lending and resource library.	Education Resource Committee	Fall 2009
6. Develop a means of helping members discover their gifts	Zone Coordinator	Spring 2007
7. Provide training and mentoring for leaders in the various areas of congregational life.	Zone Coordinator	Ongoing

<i>Long Range Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Explore "mid-week" program which will include a communal meal, Children and Youth Ministries, and adult education programming on one night.	Congregational Life Coordinator	Pending the new facilities
2. Provide a community café in the new church	Facility Committee	Completion of the new facility

Children’s Zone

The Children’s Zone includes Hope Fellowship’s ministries for children from birth through Grade 6. These ministries are designed to bring children into a living relationship with Jesus through exciting, faith-developing educational activities and caring relationships with volunteer leaders. All programs are designed to embrace children from both church and community backgrounds in a safe environment.

- *Nursery* for birth to age 4 (pre-JK)
- *Kids’ Church* for Grades JK - 6
- *GEMS* for girls in Grades 3 – 6
- *BROS* for boys in Grades 3 – 6

<i>Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Integrate church and community children in every children’s ministry	Zone Coordinator	Ongoing
2. Provide in-house training for Kids’ Church, GEMS and BROS volunteers	Zone Coordinator	Fall 2010
3. Provide outside training opportunities for ministry leaders as they become available.	Zone Coordinator	Ongoing
4. Strengthen inter-ministry communication and relationships by meeting together 1-2 x per year	Zone Coordinator	Sept 2010/TBD
5. Plan Sunday worship services which highlight the following children’s ministries: Kid’s Church, BROS and GEMS	ZC/ Worship ZC Ministry leaders	2010/2011
6. Ensure safe church practices are met in all children’s ministries.	ZC/Safe Church Team	Ongoing
7. Develop new information pamphlet for children’s ministries	Zone Coordinator	2010/2011
8. Redevelop, reformat, rename and relaunch “Kids’ Church” ministry	ZC/Volunteer staff	Sept 2010
9. Recruit new leaders and teachers for Nursery, Kids’ Church, GEMS and BROS ministries.	ZC/Volunteer staff	Spring/Summer 2010
10. Develop ministry specific fire evacuation procedures	ZC/Admin ZC/Property	2010/2011
11. Maintain website areas for each ministry (i.e. schedules, pictures)	ZC/Admin ZC/Volunteer	Ongoing

<i>Long Range Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Explore partnering with a church in Courtice to provide Vacation Bible School (VBS)	ZC/Service & Outreach ZC	2011
2. Develop plan to open a preschool at Hope Fellowship	Senior Pastor/Zone Coordinator	Ongoing

Youth Zone

The Youth Zone includes Hope Fellowship’s ministries to those in Grades 7 through 12, designed to bring young people into a living relationship with Jesus through age-appropriate, faith-developing activities and educational experiences. The youth program at Hope is designed to embrace the participants’ youth as well as community youth in a safe environment.

- RAD for girls and boys in Grades 7, 8
- HSM for high school students

<i>Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Integrate church and community youth in every ministry according to gifts (ie Weekly services-youth praise team, church school, service events)	Zone Coordinator, Worship Zone Coordinator	Ongoing
2. Implement the “Discover Your Gifts” program for youth and 10/10 group	Zone Coordinator, Community Life ZC, Clarence Beeksm	Fall 2009
3. Develop leadership in youth by providing opportunities for training/development (ie, send youth to youth alpha conferenc, restorative circle seminar)	Zone Coordinator	2009/10
4. Develop Youth Workers by providing opportunities for training/development ie. Attend Day of Encouragement (Quinte/Hamilton), Local youth conference	Zone Coordinator	2009/10
5. Continue to develop the Prayer Partners Ministries	Zone Coordinator, Prayer Coordinator	Ongoing
6. Take part in a local Mission Project ie Seeds of Hope Day Camp-Jane Finch	Zone Coordinator, Service & Outreach ZC	Annually in Summer
7. Disaster Relief Services Project ie. DRS	Zone Coordinator, Service & Outreach ZC	Annual March Break
8. Explore doing Service Project Abroad ie. partner with Service Link Burlington	Zone Coordinator Jordan Gagne	2011 then every 4 years
9. Offer Youth Alpha Program in addition to weekly program meeting	Zone Coordinator, Alpha Coordinator	Winter 2010 then annually
10. Partner with local churches to impact community ie. Service projects, DEYN	Zone Coordinator, Service & Outreach ZC	Ongoing
11. Partner with denominational churches within Classis Quinte	Zone Coordinator, Jordan Gagne	2009/10
12. Complete the Youth Room	Zone Coordinator	Ongoing

<i>Long Range Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Explore monthly youth gatherings for area youth	Zone Coordinator	2009/10
2. Explore hosting SERVE from Youth Unlimited at Hope Fellowship	Zone Coordinator, Service & Outreach ZC	Summer 2010
3. Exploring hosting summer camp giving youth opportunity to serve. Camp Shout	Zone Coordinator, Service & Outreach ZC	TBD

Service and Outreach Zone

The Service and Outreach Zone includes practical and social ministries intended to help, serve and draw our neighbours near and far.

- *Deacons*
- *BLAST*
- *ALPHA*
- *Skate Club*
- *Service Assignments (SERVE, Disaster Response Services, Food Bank)*
- *Missionary Support*
- *The Marriage Course*

<i>Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Establish a leadership team for BLAST	Zone Coordinator	Sep 2010
2. Complete a Community Opportunity Scan	Deacons, Zone Coordinator	Fall 2010
3. Have one Deacon responsible for communicating with each of the local ministries that we support	Deacons	Ongoing
4. Plan a group service project, involving people who have never worked with Disaster Response Services before	Zone Coordinator	March 2011
5. Encourage those returning from Disaster Response Services trips to share their stories with the congregation through interviews and stories written in Hope Fellowship Sun	Zone Coordinator	Ongoing
6. Establish 4 work crews for Gate 3:16...each to clean one Saturday morning per month	Zone Coordinator, Community Life ZC	
7. Establish a Helping Hands leadership team to help with trouble-shooting and decision making, as well as follow up on job completion.	Zone Coordinator	Sep 2010
8. Host a Helping Hands volunteer appreciation dinner	Zone Coordinator	Fall 2010
9. Plan a congregational service event as part of a Sunday service	Zone Coordinator	Spring 2011
10. Establish Missionary Support teams or individuals, to provide prayer and practical support for our missionaries.	Zone Coordinator, Community Life ZC	
11. Establish a Service and Outreach Zone Steering Committee	Zone Coordinator	Sept 2010
12. Work with Skate Life Canada to establish new Skate Club sites within and outside Durham and	David Galloway	Ongoing
13. Provide the Marriage Course for couples outside of Hope Fellowship	Zone Coordinator, Stan & Bernice Baker	

<i>Long range goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Establish a Work Bank...Time Bank	Zone Coordinator	
2. Provide a summer Disaster Response Services trip that can accommodate families with young children	Zone Coordinator	
3. Partner with Habitat for Humanity to work in our local area	Zone Coordinator	

Administration Zone

Administration deals with governance, finances and church personnel and directs the resources and staff towards bringing people into a living relationship with Jesus Christ.

- *Administrative Board*
- *Finance Committee*
- *Property Committee*
- *Personnel Committee*
- *Education Committee*
- *Facility Committee (inactive)*
- *Property Visioning Team*
- *Website*
- *Promotions Team*

<i>Goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Complete the initial Property Visioning process for the 17 acres on the Bloor St property	Property Visioning Team	Sept 2010
2. Establish an Education Committee to provide support to all Zones through the use of the Library, online and other resources	Admin Zone Coordinator	Sept 2010
3. Develop a process for enveloping new people into Hope Fellowship's ministries	Admin Zone Coordinator	Fall 2010
4. Establish a New Committee to assist the Admin Board in long term planning	Administrative Board	Fall 2010
5. Develop criteria for proceeding with Phase II of the property expansion	New Committee	Winter 2010
6. Develop a Promotions Team mandate and establish the Team	Admin Zone Coordinator	Winter 2010
7. Integrate the Ministry Partnership Renewal process into the planning of Hope Fellowship's ministries	Administrative Board	Winter 2010
8. Develop a Policy Review Process to ensure Hope Fellowship's policies match the activities of our church	Admin Zone Coordinator	Winter 2010
9. Develop Leader resources to support new and continuing leaders in the church	Education Committee, Senior Pastor	Winter 2010
10. Develop a Staffing Progression Plan to support Hope's ministries	Administrative Board, Personnel Committee	Spring 2011
11. Conduct a Community Opportunities Scan	Administrative Board	Spring 2011
12. Evaluate the initial Property Vision and develop plan for moving forward	Admin Zone Coordinator, Admin Board	Fall 2011

<i>Long range goals</i>	<i>Accountability</i>	<i>Target Date</i>
1. Eliminate the Phase I mortgage	Administrative Board	As finances permit
2. Proceed with Phase II of the property expansion	Administrative Board	When growth warrants
3. Develop remainder of Bloor St property according to God's leading	Administrative Board	When plan developed