

STRATEGIC PLAN

*a five-year strategic plan of ministry for
2015-2020 at Peninsula Community Chapel*
KNOWING HIS JOY. CHANGING HIS WORLD.

Revised: April 2018

PLANS TO INCREASE YOUR JOY

Our strategic plan isn't the result of direct revelation from God. It's not an attempt at 'name it, claim it' nor is it an expression of self-confidence. It is a statement of what the Chapel elders believe God has called us to do in the days ahead. **These are things we know we can't accomplish in our own strength.** These are prayer targets. They serve to coordinate the efforts of leaders at all levels. As you and/or the ministry team you serve on seek direction, these plans offer a framework. *May the vision captured in these plans increase your joy as you give of your time and resources.*

Psalm 44:1-8 gives us two reasons for setting out our plan: *trust and thanksgiving*. We are called to trust the God we see working in history, both in biblical times and in our day. We rely on His strength (your arm), His presence (the light of your face) and His heart (you delighted in them). **Setting goals brings focus to that for which we trust Him.**

In God, we have boasted continually, and we will give thanks to your name forever. — Psalm 44:8

Did you catch that? We won't just give thanks in 2020. We'll forever be giving thanks for what He did between 2015 and 2019.

Aware of our weakness but by His strength, the Chapel elders invite you to embrace the direction offered below.

In the next five years, Peninsula Community Chapel seeks to better know God's joy by having both men and women engaged in discipleship relationships that deepen our theology and increase our ability to assimilate new friends. We seek to become more relevant to the growing singles population on the Peninsula, strengthen families, and serve the military community.

As this happens, we seek to change God's world through the development of leaders and change agents. We want leaders who engage our culture with a relevant and compassionate gospel. We want leaders who can reproduce the Chapel's distinctives (see next page) in both urban and global contexts.

CHAPEL DISTINCTIVES

BROADLY EVANGELICAL.

We focus on a cross-centered life and a theological emphasis that glorifies Christ.

EMPHASIS ON THE ENJOYMENT AND BEAUTY OF GOD.

Our aim is to be the “sweet aroma” of Christ while clearly communicating man’s deserved wrath of God through emphasizing *what we are for* rather than what we are against.

INFORMAL, CONTEMPORARY ATMOSPHERE.

We strive to stimulate personal depth and commitment beyond mere intellectual ascent and traditional forms to promote growth in Christ and effective cultural engagement.

COMMITTED TO SOCIAL JUSTICE AND SERVICE.

We are the hands and feet of Christ to our neighbors — particularly those who are chronically separated from any meaningful exposure to Christ by means of social isolation and injustice.

FAMILY-AFFIRMING.

We partner and support parents through sound teaching and service to shape our youth throughout their growth to adulthood.

GLOBALLY AWARE AND ENGAGED.

We have an outward-looking emphasis and mindset with regard to ministry direction and focus.

DECENTRALIZED CARE.

The needs of the church body are met through home group and leaders serving as pastors.

DEVELOPMENT OF ACCOUNTABLE LEADERSHIP.

We seek to serve, equip, and protect the body through responsive and responsible leaders.

STRATEGIC GOALS

1. DISCIPLESHIP.

- A. To see 50% of our adults in discipleship relationships such as Multiply (women) and Discipleship Essentials (men).
- B. To see 75% of our adults read the Chapel's 'Book of the Year' annually accessing gifts the larger Body of Christ has been given through teacher-authors.
- C. Two gender-specific Core Discipleship courses per year dealing with issues men and women face in unique ways (pornography, body image, emotional affairs, gaming, etc.).
- D. One Bible Dig-In (manuscript Bible study seminar) stemming from our book-of-the-year annually.
- E. At least 65% of our Sunday morning adult worship service participants are in a Home Group or similar small group.
- F. Launch at least four special-interest small groups, addressing needs such as finances, divorce or addiction recovery, bereavement, cultural issues, etc.

2. THEOLOGICAL SOUNDNESS.

- A. To hold two Core Discipleship courses per year on theology proper (doctrine of justification, sanctification, the Bible's claims about itself, etc.)
- B. To hold one weekend seminar annually, featuring a seminary professor or author qualified, to address a theological topic with immediate relevance (nature of man, sin, heaven, the uniqueness of Christ, authority of Scripture, etc.)

3. GROW NUMERICALLY BY REPRODUCING OUR DISTINCTIVES IN THE LIVES OF OTHERS ON THE PENINSULA AS WE HELP THEM ASSIMILATE INTO THE CHAPEL.

- A. Children's Ministry to grow from 105 to 150 average annual attendance (infants through 4th grade).
- B. To launch a ministry to 5th and 6th graders (56) growing this segment from 17 to 30 average annual attendance.
- C. To launch a ministry to 7th and 8th graders (78) growing this segment from 12 to 65 students.
 1. To employ a full-time staff or intern to oversee and equip the volunteers of the 78 ministry.
- D. High school ministry to grow from 40 to 70 students.
- E. College ministry to grow from 15 to 30 students.
 1. To have 70% of its regular attendees involved in discipleship relationships.

F. Women's Ministry

1. To see 30 new women in one-on-one mentoring relationships.
2. To see 75 women involved in small group discipleship relationships.
3. To offer 2 in-house written Bible studies every semester.
4. To see 125 women attending Bible studies each semester.
5. To see 33% of women under 35 participating in a Bible study.
6. To see 8 Bible studies offered per semester.
7. To start a regular Women's Bible Study in Gloucester by 2017.
8. To organize a WM Missions trip to one of our target missions areas (other than Kenya).

G. Men's Ministry

1. To see 50% of men attending the Chapel in regular small group meetings where discipleship, in some form, is occurring (i.e. Discipleship Essential groups, other groups formed from Home Groups, accountability groups, etc.).

H. Sunday morning adult worship service attendance to grow from 550 to 750

I. Home Groups to grow from 20 to 38 groups, maintaining at least a 1:20 ratio with Sunday morning adult worship service attendance.

J. To reproduce the distinctives of the Chapel through church planting in Gloucester, Virginia.

1. To prepare 20 people to invest one year launching a Gloucester church.
2. To grow the number of Home and other groups from 2 to 4 by 2018.
3. To organize and staff at least one service project a year benefiting the community and establishing friendships beginning in 2016.

4. TO BE A CHURCH WHERE SINGLES CAN THRIVE SPIRITUALLY, SOCIALLY AND IN THE USE OF THEIR GIFTS.

- A. Identify a Singles' ministry coordinator by 2016.
- B. Hold at least one Singles' conference by 2018.
- C. Encourage singles to consider missions, making vision trips and missions education a priority.
- D. Grow from one to two Home Groups with a Singles' focus.
- E. Grow the number of singles under 35 involved in the Chapel from 20 to 35, providing both intergenerational fellowship and ministry opportunities.

5. TO STRENGTHEN FAMILIES BY HELPING THEM KNOW AND APPLY THE GOSPEL TO ALL OF LIFE.

- A. Explore the use of Family Retreats/Camps by holding one each year.
- B. Quarterly training events for parents.
- C. At least two Core Discipleship Classes per year for parents.

- 6. TO HELP MILITARY MEMBERS AND FAMILIES NAVIGATE THE CHALLENGES OF OUR CURRENT GEOPOLITICAL SITUATION AND THE DEMANDS IT PLACES ON THEM.**
 - A. To develop teams who will care for families during deployments.
 - B. To partner with local military ministries, especially with those that have ties to the Chapel.
- 7. TO DEVELOP LEADERSHIP GOD WILL USE TO TAKE THE CHAPEL INTO ITS SECOND GENERATION.**
 - A. To hold semi-annual church-wide leadership training events.
 - B. To see each elder and ministry leader discipling a candidate for leadership.
- 8. TO INCREASE OUR UNDERSTANDING OF AND ENGAGEMENT WITH OUR CULTURE WITH THE INTENTION OF INFLUENCING IT.**
 - A. Launch a Christian Study Center near the campus of Christopher Newport University by September, 2017.
 - B. To conduct quarterly Core Discipleship courses or seminars addressing cultural engagement. Movie discussions and analysis of other art forms will be a primary focus.
 - C. Enhancing the Summit Christian Academy experience.
 1. Increase visibility within and support (financial and other forms of assistance such as lecturers, aids and mentors) from the Chapel congregation.
 2. See Summit become capable of cycling through the year without use of a line of credit.
 3. Grow to 250 students in K-4 through 12th grade.
 4. Provide leadership to the School Board with capable men and women from the Chapel congregation.
- 9. TO ELEVATE THE VALUE OF SOCIAL COMPASSION AT THE CHAPEL.**
 - A. To hold at least two church-wide events annually.
 - B. To conduct at least two Core Discipleship courses on gospel-centered compassion annually.
 - C. To identify and recruit sponsors for needy children, especially in areas where our missionaries work, linking our workers with these children.
- 10. TO PROVIDE INCREASED PASTORAL CARE FOR THE CONGREGATION BY THE CONGREGATION.**
 - A. Identify, equip and mobilize 10 effective pastoral care givers.
 - B. Counseling or other training offered to Home Group leaders annually.
 - C. Gender-specific care training offered to Women's and Men's ministries annually.
 - D. To see the congregation read one book on caring for each other.

11. TO SERVE THE URBAN POOR OF THE PENINSULA.*

- A. Identify, equip, and encourage a pastor at our plant, the Peninsula East End Church (PEEC).
- B. To develop a leadership team at PEEC that includes at least 3 recovering men from the East End.
- C. To launch a Transition Home in the East End that will meet holistic needs of men and develop future leaders for PEEC.
- D. To engage 10 Chapel men in mentoring or assisting urban men in finding training and/or jobs.

* March 18, 2018 was the final service of PEEC. Hampton Roads Fellowship (HRF), a solid evangelical, ethnically mixed congregation planted in 2012 and located near the East End, has invited Pastor Eddie Francis to join them as they consider a future plant in East End proper. We look forward to collaborating with HRF. A transition house remains on Pastor Eddie's and our hearts.

12. TO SPREAD GOD'S NAME AND FAME TO ALL PEOPLES BY TRAINING OUR OWN AND SENDING THEM OUT.

- A. Equip 30% of the Chapel in cross-cultural work and ministry and mobilize them to enter into a friendship relationship with a person from an unreached people group (emphasis on heart relationship not evangelism at the start).
- B. Send out 2 short term interns (STINTs) per year with at least half going to unreached peoples.
- C. Raise up and send out 10 new vocational missionaries with at least half going to unreached peoples.

13. TO PLACE THE CHAPEL ON A SOUND FINANCIAL FOOTING BY SIGNIFICANTLY PAYING DOWN OUR MORTGAGE.

- A. To pay off \$2.5M of the \$3.3M owed by December 2020.
- B. To see \$500K committed to the Chapel in estate planning.



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