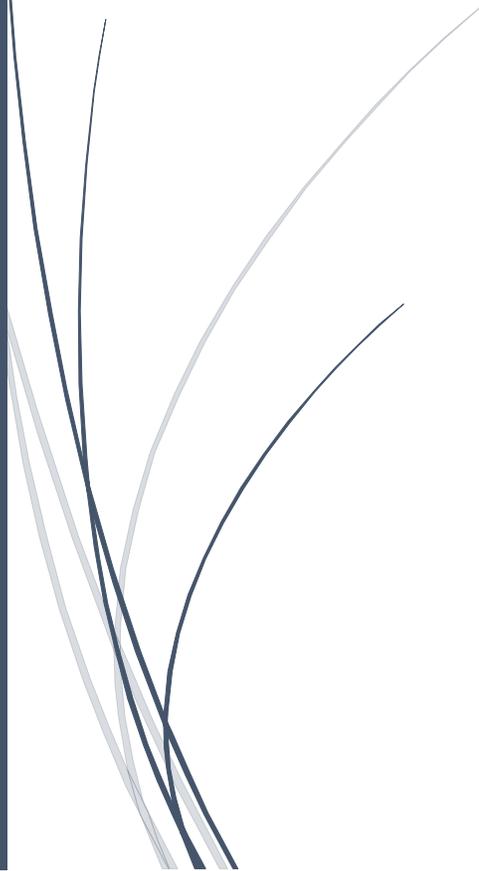




September 2018

# Five Year Strategic Plan

## Chardon United Methodist Church



CUMC Leadership Board

# Chardon United Methodist Church Strategic Plan September 2018

## *A Shared Understanding*

As our congregation “Looks Ahead”, we have three foundational points on which we must agree – head and heart – in order to move forward in Unity in Christ:

- First, we must understand and agree that while our church has a strategic nature to its organization, we are neither a business nor a non-profit social service agency. We are the Holy Church of God Almighty.
- Second, we do NOT have a product, and we have nothing to sell – not even figuratively. Our sole purpose for existing is to make and mature disciples of Jesus Christ for the transformation of the world.
- Third, God decides who comes to our church, and IF we allow it through surrender to God’s will, we hold to God’s promise that God will save and redeem the ones God wants to save and redeem using the gifts and resources to which we have been entrusted, through selfless acts of love, sacrifice, and service.

This document describes our vision for Chardon Church. The vision, values, and goals are based on our dream of becoming a Christian Community as described in Ephesians 4:1-16:

### *Ephesians 4:1-16 – Unity in the Body of Christ*

*<sup>1</sup> I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, <sup>2</sup> with all humility and gentleness, with patience, bearing with one another in love, <sup>3</sup> eager to maintain the unity of the Spirit in the bond of peace. <sup>4</sup> There is one body and one Spirit – just as you were called to the one hope that belongs to your call – <sup>5</sup> one Lord, one faith, one baptism, <sup>6</sup> one God and Father of all, who is over all and through all and in all. <sup>7</sup> But grace was given to each one of us according to the measure of Christ's gift. <sup>8</sup> Therefore it says,*

*“When he ascended on high he led a host of captives,  
and he gave gifts to men.”<sup>[a]</sup>*

*<sup>9</sup> (In saying, “He ascended,” what does it mean but that he had also descended into the lower regions, the earth?<sup>[b]</sup> <sup>10</sup> He who descended is the one who also ascended far above all the heavens, that he might fill all things.) <sup>11</sup> And he gave the apostles, the prophets, the evangelists, the shepherds<sup>[c]</sup> and teachers,<sup>[d]</sup> <sup>12</sup> to equip the saints for the work of ministry, for building up the body of Christ, <sup>13</sup> until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood,<sup>[e]</sup> to the measure of the stature of the fullness of Christ, <sup>14</sup> so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. <sup>15</sup> Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, <sup>16</sup> from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.*

**Mission Statement**

**Gives us purpose and meaning for our life together**

*To make and mature disciples of Jesus Christ for the transformation of the world*

**Guiding Principles**

**Direct us in the ways of the Lord**

*Love like Jesus  
Learn His ways  
Lead by His example*

**Vision Statement**

**Represents what we continually strive to become  
in our walk with Christ**

*We are a Christian Community surrendered to God's will, led by prayer and His word, and fulfilling His purposes through Spirit-led service (Ephesians 4:1-16)*

**Core Values**

**Represent our convictions and passions**

***Dynamic Communication***

Demonstrating the creative power and relevancy of God's word for today

***Healthy Families***

Developing strong bonds for all families to live faithfully in Christ

***Sharing Hope***

Encouraging others through compassionate words and actions for Christ

***Community Connections***

Addressing in tangible ways the needs of the vulnerable through Christ

***Committed Prayer***

Cultivating a lifestyle of communicating with God personally and collectively

***Passionate Worship***

Lifting the father, Son, and Holy Spirit above all things on a daily basis in all we do

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***Five-Year Goals: Our Expanded Vision***

*In five years:*

*We will have a Christian Community that has adopted worship of God as a lifestyle.*

Individuals in our church will know God personally – because of our love relationship with Jesus Christ through the Holy Spirit, and we will honor God with our lives every moment of every day, in all that we do. We will make prayer personal – for everyone, all the time.

*We will have a Christian Community that takes personal responsibility for individual spiritual growth.*

We will better understand the role of the Holy Spirit as God's intervention for Christ-led service. And we will know and understand the power of our spiritual gifts and find joy through Christ-led ministries and missions, each according to his or her gifts.

*We will have a Christian Community that acts a catalyst for Jesus Christ in the Chardon community in word and deed, leading to transformation*

We will be linked in and connected to our community needs, both spiritually and physically, and develop a network of community-based outreach ministries. Our practical solutions will include events, activities, and invitation.

*We will have a Christian Community that uses its facility and campus to embrace and embody Christian hospitality to new guests and current members.*

We will communicate and share our love for God and each other by welcoming and greeting new and returning guests with the love of God. We will design and maintain a space that is welcoming, warm, reverential, and fresh – using color, images, scripture, sensible layout, and holy conversation. We will use our facility to serve human needs.

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***Our Key Faith Indicators (Three-Year Goals)***

**Key Faith Indicators (KFIs)** help us recognize and name our positive impact on the world. As we begin to influence these indicators with our words and deeds, we begin to see the fruit of our ministry and grow closer to Christian Community.

Below are three tangible things we can do to take us closer to our vision of realizing a Christian Community that is surrendered to God's will, led by prayer and His word, and fulfilling His purposes through Spirit-led service.

*1. Increase the number of Christ-based relationships formed in transformational ministry*

Transformational ministry is the act of reaching out and forming new Christ-centered relationships through worship, hospitality, small groups, and in the community through outreach and service. It is a strong indicator of our spiritual growth.

In order to have effective transformational ministry, we must each identify and develop our spiritual gifts as a way of directing our lives to achieve God's purposes. At the same time, we must come to understand the needs in our direct community so that we can put our gifts to work through a network of community-based outreach ministries that effectively matches gifts with needs.

*2. Increase the number of lives positively impacted by our words and deeds, within and outside our walls*

Our words and deeds touch others and have the potential to transform lives through the power of the Holy Spirit. Our ability to positively impact others through words and deeds makes a powerful statement about our Christ-centeredness, our willingness to grow in Christ's love, and our ability to share His Great Love with others. For example, a small group ministry uses the power of teams to mobilize resources for greatest impact.

*3. Increase in the number of people who join our church based on profession of faith*

When people join our church through a profession of faith, we understand that they have come to know Jesus through our worship, hospitality and service. By way of joining our church, they are willing to share with us the joy of having their hearts touched and opened to God's Great Love.

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*Next Steps...*

Dear Beloved Sisters and Brothers in Christ:

In the next several months, we invite you to join our staff and ministry teams to develop tactical plans to influence the Key Faith Indicators described above, allowing us to fulfill our vision and goals. This phase of planning must be done carefully to ensure the greatest chance of success, avoid false starts, and be sure to discern the will of God throughout.

For example:

- Under the direction of our Lead Pastor, the Board is currently developing a staffing plan to support these initiatives
- A Discipleship Team could foster an awareness of spiritual gifts, then develop a Small Group Ministry that focuses on spiritual development and Christ-led service
- An Outreach Team could partner with United Way, the schools, local police and other agencies to develop an understanding of needs in our local community
- Once the needs analysis is complete, a team of Trustees can develop a facilities plan to address critical facility needs designed to meet ministry needs

Please pray with and for the Leadership Board, staff, and ministry leaders as we move together down this path towards Christian Community.

If you find yourself wanting to get involved, please follow that impulse and reach out to myself or somebody on staff or the Leadership Board.

May your heart be stirred by the Holy Spirit to fulfill the plans He has made for you. God bless.

Signed,

Pastor Tom Snode and the 2018 Leadership Board

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**Appendix 1 – The Leadership Board 2018**

The CUMC Vision Statement was approved by our Leadership Board in January 2018. The expanded Vision – including our long-term goals – and our Key Faith Indicators were prayerfully developed and prepared by the Chardon Church 2018 Leadership Board. It was our heartfelt intention to discern and communicate God’s plans and purposes for our church.

The 2018 Leadership Board comprises the following members:

<b>Name</b>	<b>Role</b>	<b>Email Addresses</b>
Tom Snode	Lead Pastor & Staff Liaison	<a href="mailto:tsnode1@gmail.com">tsnode1@gmail.com</a>
Mary Owen	Chairperson	<a href="mailto:maryowen@windstream.net">maryowen@windstream.net</a>
Jen Scerbo	Secretary	<a href="mailto:scerbos.oh@netzero.net">scerbos.oh@netzero.net</a>
Bruce Bennett	Lay Leader	<a href="mailto:bruce.e.bennett@gmail.com">bruce.e.bennett@gmail.com</a>
Bob Emmons	Finance	<a href="mailto:remmons@windstream.net">remmons@windstream.net</a>
Mark Hinesley	Finance	<a href="mailto:mark.hinesley@utas.utc.com">mark.hinesley@utas.utc.com</a>
John Forbes	Finance	<a href="mailto:forbes@hwco.com">forbes@hwco.com</a>
Mike Ostovic	SPR	<a href="mailto:msostovic@windstream.net">msostovic@windstream.net</a>
Mark Maronde	SPR	<a href="mailto:mark.maronde@cppcorp.com">mark.maronde@cppcorp.com</a> and <a href="mailto:maronde@live.com">maronde@live.com</a>
Rochelle Dellaria	SPR	<a href="mailto:rochelledellaria@yahoo.com">rochelledellaria@yahoo.com</a>
Jeff Suszynski	Trustees	<a href="mailto:jsuszynski@pauldavis.com">jsuszynski@pauldavis.com</a>
Mike Williams	Trustees	<a href="mailto:Mike.KandMInsurance@gmail.com">Mike.KandMInsurance@gmail.com</a>
James Emch	Trustees	<a href="mailto:jamesemch@yahoo.com">jamesemch@yahoo.com</a>
Diane Casavecchia	Associate Pastor	<a href="mailto:dcasavecchia@chardonumc.org">dcasavecchia@chardonumc.org</a>
Linda Mitchell	Conference Representation	<a href="mailto:2bglass.12@gmail.com">2bglass.12@gmail.com</a>
Melissa Jeric	Youth Representation	<a href="mailto:jeric.melissa@gmail.com">jeric.melissa@gmail.com</a>

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**Appendix 2 – The Ministry and Mission Core Team 2018**

While the Leadership Board determines the vision, long-term goals, and ‘Key Faith Indicators’ (KFIs) for our church, Ministry and Mission Teams decide how those goals will be fulfilled. Ministry and Mission Teams are charged with deciding what will influence our Key Faith Indicators.

In other words, these teams are the hands and feet of our Lord in fulfilling the church’s mission, guiding principles, vision, and long-term goals.

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**Appendix 3 – The Chardon Church Staff 2018**

<b>Staff Title</b>	<b>Leaders</b>
Lead Pastor	Tom Snode
Administrative Assistant	Jennifer Zirm
Associate Pastor of Discipleship and Pastoral Care	Diane Casavecchia
Director of Modern Worship	Paul Hagan
Business Administrator	Anita Eltzroth
Organist/Keyboards	Pam White
Director of Music	Linda Prusha
Youth Director	Kimmy Farone
Infant/Toddler Room Coordinator	Madeleine Max
Custodian	Don Baird
Custodian	Janet Stearns