

Ark and Dove Presbyterian Church
Odenton, Maryland
Open Hearted, Open Minded

2005 Long Range Plan

The Mission of Ark and Dove is to Joyfully Serve God by:

- Spreading the word of God through evangelism and education
- Celebrating the love of God through worship
- Providing a family of caring for our members
- Reaching out to the local and world community through mission
- Welcoming all God's children as brothers and sisters in Christ by being open hearted and open minded.

Our core values are rooted in the life and ministry of Christ Jesus:

- They are Love, Respect and Faith

Our support values are rooted in our energetic interpretation of God's call to us in scripture:

- They are Service, Commitment, Enthusiasm, Risk Taking, Compassion and Unity.

2005 Long Range Plan Vision Statement

By 2010 Ark & Dove will grow to become a healthy and loving community of 400 members who joyfully serve God. We will praise God and nurture individual faith with two lively and diverse worship services that are supported by strong music, drama and multi media. We will offer and fund a variety of children's and adult programs that promote spiritual growth, meaningful relationships and quality fellowship including a year round youth ministry and a rich mission outreach to the community and the world. 2/3 of our members will be committed stewards of their time striving to contribute 5% of their income. Our mission will be supported by a larger facility, a more effective leadership structure, and a staff of two full time pastors, a paid nursery coordinator and a youth ministry professional.

2004-2005 Goals and Objectives

During the next two years Ark and Dove will solidify our place as a program sized church in the West Anne Arundel County area. This will be achieved by reaching out to our community to grow our membership from 248 to over 350 members with an average Sunday worship attendance of more than 200 while maintaining the smaller joyful assemblies amongst our membership that we have come to

enjoy. To achieve this growth in a healthy and happy way the following goals need to be carried out:

1. Promote and expand programs and services in all areas that create and nurture loving relationships in and outside the church family.
 - a. Continue to evaluate, establish and expand programs in the area of children and youth.
 - i. Add more than 30 participants and double the number of adult volunteers for the LOGOS program [22].
 - ii. Create options within LOGOS for every grade [22].
 - iii. Schedule a weekly (or monthly) youth fellowship event (non-LOGOS) [14].
 - b. Continue to evaluate and develop programs that serve members, friends and our community.
 - i. Hold "Coffee House" activities on a quarterly basis that will utilize our facilities at Ark & Dove as an outreach tool [13].
 - ii. Establish a School of Music that is recognized in the county for its learning and performance opportunities [12].
 - iii. Organize an inaugural summer music camp [10].
 - iv. Provide seasonal musical performances outside of Ark & Dove (at schools, nursing homes, churches) [10].
 - c. Increase programs and activities that promote outreach, interaction among members, and personal relationships.
 - i. Increase funding to support a monthly Church Life event [21].
 - ii. Hold monthly pot luck suppers [15].
 - iii. Build a foundation of at least 6 families/couples to continually coordinate dinner groups [11].
 - d. Continue to promote and expand the small group ministry.
 - i. Motivate 200 members to become part of a small group [11].
2. Establish the necessary infrastructure of staff, buildings and funding for growth, expansion and viability
 - a. Develop and implement a plan for operations financial stability that includes member and friend education tying spiritual commitment to pledging.
 - i. Get 80% of membership to pledge at least 5% of their income and ***fulfill*** their tithing responsibilities [20].
 - b. Expand facilities to at least the minimum necessary to support the current church life of Ark & Dove.
 - i. Draft a plan to add at least 4 rooms for Christian Education [17].
 - ii. Draft a plan to build a large multi-purpose room that can be segmented [15].
 - iii. Design plan to expand the sanctuary size that could support a worship attendance growth of up to 20%.

- c. Evaluate and implement a plan that eliminates long term debt as an inhibitor to growth of facilities.
 - d. Update and revise current building plans to support funding and growth of facilities, as well as maintain existing structures.
 - i. Establish an outdoor recreation area with a playground, ball court, and toddler area for picnicking and fellowship events (including a garden for spiritual reflection/labyrinth) [30].
 - e. Evaluate and expand staff as needed to support the growth of the church ensuring staff is compensated competitively and rewarded appropriately for their time and efforts.
 - i. Dedicate a resource (Assoc. Pastor) in order to sustain LOGOS throughout the summer [26].
 - ii. Hire a childcare provider for the nursery [25].
 - iii. Call a full time Associate Pastor [23].
3. Promote and expand mission by reaching out to the local and world community.
- a. Regularly evaluate and expand mission projects in the local community.
 - i. Set up a program for middle school youth to provide a place for studying (including interactive spiritual studies), reading, computer use, and arts/sports [13].
 - ii. Increase support for community Mission projects (incl. Habitat for Humanity, Sara's House, Odenton Food Pantry & CAP) [12].
 - iii. Start a mission outreach that would utilize members and church space to address a problem in the community (e.g. meals for the homeless, emergency funds for the needy, or providing a winter shelter) [6].
 - b. Establish mission-giving goals and follow through on them.
 - i. Increase the Mission budget to at least 10% (in tithing; funds, time & talent) of the total annual budget [16].
 - c. Explore and implement mission projects that serve those outside the community and expand the faith of the congregation.
 - i. Support at least 2 mission trips each for youth and adults every year [21].
 - d. Nurture and understanding of God's justice in the hearts of the congregation.
4. Establish or improve existing infrastructure to support a program sized church
- a. Empower and train members of the congregation to take leadership roles in partnership with Session.
 - i. Determine if streamlining governance structure is needed to improve efficiency and participation (e.g. reducing the number of formal committees, spawning the creation of more ad-hoc subgroups) [20].
 - ii. Increase committee size to no less than 6 members [12].

- iii. Design a program to encourage activity and leadership starting with a Developing Spiritual Gift class [11].
 - iv. Evaluate and move the role of clergy and staff toward a church where they recruit, train and deploy leaders.
 - v. Ensure democratic participation among members where every member has input and a stake in the shape of church life and can use their talents to help the church's mission.
 - b. Evaluate and improve evangelism and assimilation processes.
 - i. Outline an assimilation process that involves elders or members of the congregation to assist visitors or potential new members in becoming a part of Ark & Dove.
 - c. Evaluate and improve the network of communication to the community and among the membership.
 - i. Improve our celebrated website by expanding content and increase the number of monthly hits by 30%. Make it renowned within Presbytery [10].
5. Nurture and develop an atmosphere where the congregation feels comfortable and challenged to allow their spirituality levels to thrive and grow.
- a. Develop and provide creative tools for individual spiritual growth.
 - i. Create an Adult Sunday school program during both services [21].
 - ii. Bring back Drama to worship [18].
 - iii. Build a group that will work to enhance worship services by adding in multi-media [14].
 - iv. Start a bi-monthly lecture series focused on spiritually topics with external speakers [12].
 - v. Have a person at service(s) that can sign for deaf members or visitors [11].
 - vi. Improve the library with content including politics, faith and spirituality topics; plus a media center [11].
 - b. Establish a greater level of member-to-member Christian caring.
 - i. Double the number of retreat opportunities (couples, families, men, women, etc.) [34].
 - c. Continue to nurture the congregation through high quality music program.
 - i. Grow the youth choir [11].
 - d. Continue to promote and expand the small group ministry.
 - i. Add 12 more active adult small groups [15].
 - ii. Join the Presbyterian Women's Circle [14].
 - e. Establish programs and activities that promote prayer.
 - i. Create a prayer sanctuary that provides a place for prayer and reflection; providing tools and information for praying.
 - ii. Construct a labyrinth that can be set up either inside our outside [12].

- f. Develop and implement a plan to intensify the personal prayer life of the membership.