

**Situational Analysis**

External

- \* Homogenous Caucasian population (1,647 South Charleston, 2,543 Madison Twnshp), large agricultural community
- \* Gather at minimart, sporting events, Shoemakers, VFW, Purple Monkey
- \* Culturally conservative and Christian, by practically speaking, atheist/agnostic over Christian
- \* Value sports, family
- \* Partnership between Methodist, Catholic, Presbyterian churches
- \* Pursue knowledge via library, village historical presentations, senior center

Internal

- \* Membership 160, average attendance 100, 2 services/styles oriented by music
- \* 7 Sun. School class through high school, one adult class
- \* 7 Small groups currently
- \* Ministries include Pioneer Clubs (30-50), Young Life (10), Campaigners (3)
- \* No debt on building, 8 usable classrooms, rental house (TLC needed), new addition gets lots of community use, manse has historic value but \$ to fix
- \* Both adults & teens have come to faith here during past 5 years
- \* Remaining members are faithful through giving, labor & relationships
- \* Members network socially through family, small groups, sports/school
- \* Church attendance due to habit, obligation, spiritual renewal, curiosity, family

**Mission Statement**

Breathing new life into our communities, by forging intentional relationships centered on Knowing, Showing, and Sharing the hope of Jesus Christ.

**Needed Resources**

- 7 Elders
- 6 Deacons
- Staff: 3 pastoral (2 fulltime, 1 part-time), 1 support, 2 custodial, 2 music
- Budget of \$275,000
- Special Project Asks— approx. \$90,000

**10 Year Vision:** We look for the day when First Presbyterian Church becomes a community influencer for the gospel in South Charleston in most aspects of our daily life: socially, generationally, culturally, and spiritually by active small groups that will, along with the regular ministries of the church, address the physical, emotional, and spiritual care of our congregation and community. God is using us as a congregation and leadership to reach others with the love of Christ (know), build these individuals up in the faith through a relational discipleship and small group culture (show), and send FPC members to reach others with the gospel (share). In continuity with our historical and confessional convictions, we hope to develop and maintain a depth of character and a breadth of influence to reach South

**5 Year Vision:** We see in the next five years the development and further support of the core ministries and initiatives of the church. We will see this come into reality by creating a clear avenue for leadership training and selection, staffing the church strategically and according to our vision, prioritizing attention toward relationship building and small group growth and leadership, and preparing our congregation for a generosity campaign and year of Jubilee to celebrate our seventh year of labor.

**Goal #3—Facility 5-year Vision—Chuck Wildman, Jim Hildebrand**

- Phase 2 & 3 completion/review (completion by Dec. 2019)—deacons
  - ◇ Phase 2
    - Sound/light introductory work—Brad Timmons
    - Flooring/HVAC—Bob Entler
  - ◇ Phase 3
    - Pastor's Office—Bob Entler
    - Overflow—Pam Vaughn
    - Basement—deacons
- Manse—superficial care—deacons

**Goal #2—Leadership Transition—Pastor Aaron, Aaron Baldauff, Rob Vaughn**

- Define Deacon/Staff/Session Roles/Responsibilities
- Communication
- Session discusses implementation
- ~~JH outreach breakfasts, HS 1-on-1 discipleship with adults~~ (Revised to "First Fridays")
- Evaluating tool for evaluating Pastor, Elders, Deacons, Finance Team, Mission Team
- Cycles in Detail—Pastor Aaron, Janine Miller, Aaron Baldauff
- Children's Ministry Director full-time hire—Aaron Baldauff, Pastor Aaron, Dave Morrow

**Goal #1—Small Group Planning/Launch—Dave Morrow, Janine Miller**

- Create foundational document
- Discipleship Director (2018-19 volunteer, 2019-2020 paid)—Don Grigorenko
- Select/train leaders (3-4 leaders)—Oct-Mar—Don
- Communication (Spring '19)—Rachel Baldauff
- Leaders recruit members (Summer 2019)
- Sermon Series (begin late Aug. '19)—Pastor Aaron