

Goal Options – Revision 2

Worship

1. Within two-three years, create/establish a worship system that involves most individuals in an active part in the service, to include but not be limited to:
 - a. incorporating emergent worship elements into the worship experience
 - b. expanding music offerings during worship, e.g., choirs at all services, increased choir size, youth band/choir
 - c. incorporating mission aspects of the church's programming at least quarterly
2. Develop and implement alternative worship service(s) (both style, locations, and times) within two years.
3. Within two years, create a partnership with area churches to offer a rotating series of special services at approximately two-month intervals across the year.
4. Within 18 months, develop worship opportunities for the unchurched in our local community, including outreach to our Hispanic community.
5. Within three years, develop worship resources to share with the world (ala Faith Quest).
6. Develop liturgical teams for worship for the purpose of developing creative and involved worship at the Kirk (seasons of Advent/Christmas, Lent/Easter, and Pentecost).

Mission

7. Establish and operate within two years a "rapid-response" Southeastern Disaster Network such that a functional church team is on-task within 24 hours of an expressed or observed need.
8. Within two years, develop and implement a neighborhood-oriented outreach program such that at least 100 neighbors participate in a church-sponsored activity three times a year, to include:
 - a. developing Vacation Bible School with the intention of reaching out to the community
9. Within two years, expand the diversity of mission programs (content, location, length, style, skill sets needed) such that 40% of church members of all ages are involved in at least one mission activity annually. This expansion should include but not be limited to:
 - a. partnering with other organizations (e.g., Urban Ministries, Safe Child, Wake County Mental Health)
 - b. informing congregation of specific needs
 - c. clinics
10. Set up a designated endowment of \$1,000,000 to support mission programs (yielding approximately \$40,000 annually).
11. Within two years, select a long-term theme (e.g., reducing world hunger, building a Habitat House) that will drive at least 50% of mission activity on an annual basis.
12. Develop a strategy for the Kirk to be involved in justice and peace issues that seek to address the conditions that lead to suffering.

13. Within one year, increase Kirk participation such that additional children can participate in the KOALA program.
14. Within 18 months, expand our international mission activity in partnership with local and international churches and NGO's that require multiple skills (e.g., doctor, nurse, builder, teacher).

Education

15. Create a diversity of educational programming (subject matter {such as prayer, Bible study, marriage enrichment, young adult, older adult, Christian Education University}, length of program, time of offering) such that every church member has the desire and opportunity to participate and 50% of all adults do participate in one program each year.
16. Within one year, further enhance Sunday school for high school youth by providing curriculum that is relevant to their daily lives and Christian education.

Strengths to Build On

17. Develop a comprehensive ministry for children, youth, and young adults to enable them to discern their call to ministry (i.e., medicine, ministry, education, etc.).
18. Expand our refugee ministry such that more people are involved in the procedures and processes required to help refugees come to the Kirk, establish a home, find work, become enrolled in schools, if applicable, etc., and begin a new life in the United States.
19. Within one year, develop a strategy to further the Kirk's involvement of its congregation (youth and adults) in Presbytery.

Care Giving

20. Expand personal support growth by building on Stephen Ministry and Care Givers so that all members are afforded the opportunity to have a support network through the Kirk.
21. Within one year implement a Transportation Ministry such that those who no longer drive, are unable to drive, etc., can remain involved or have their specific personal needs met during a time of crisis.

Member Involvement

22. Expand number and variety of small groups such that 50% of church members participate in at least one small group activity on a continuing basis, are connected to the body of Christ, and are prepared for service.
23. Develop within one year two types of new member classes with one focusing on an easier way to join (with thought given to those who are already active members of another church but transferring their letter) and a more in depth approach with focus on faith development and renewal (confirmation for adults)..

24. Develop a system of involvement with the goal that every member will be involved in ministry (e.g. interview teams, time and talent, shepherds, sponsors, mission, education, special attention to new members, etc.) that:
 - a. enables all members to recognize and identify their spiritual gifts
 - b. provides a means to understand all opportunities to serve at the Kirk
 - c. intentionally helps all find a place to serve
 - d. develops a system of checks and balances that ensures members are involved (this would include follow up if participation decreases or concerns are raised to discuss their situation and ensure that other care is provided if necessary)
 - e. offers bi-annual picnics with musical entertainment that provides information on programs offered at the Kirk for people to be involved in (e.g., Habitat, KOALA, food bank)

Aspiration

25. Eliminate building debt and develop guidelines regarding debt that could be assumed in the future.
26. Within one year, develop a 3-year system of stewardship that leads people toward proportional giving and tithing with the goal that 95% of the members will be giving financially to the Kirk.
27. Convert to an environmentally-friendly church, developing practices and policies to minimize our impact on the environment.
28. Within two years, expand music and arts outreach via concerts, dramas, musicals, etc., such that two programs are offered each year for the Kirk and community.
29. Enrich the instrumentation in the sanctuary and increase the intimacy of the music program with the congregation.
30. Develop a mission of evangelism by identifying and encouraging congregational members to be involved in a ministry of visitation.
31. Within 18 months, develop spirituality as a major emphasis for the church that provides a suite of spiritual development programs to include daily devotional exercises and meets people where they are and to move them forward in their faith journey.

Staffing

32. Develop an appropriate staffing strategy to accommodate and align with the church size, growth, and programs.
33. Committees of the Kirk are to identify and network with other churches and their areas of programming and concern such that committees can expand as needed for outreach (e.g., Stephen Ministry network).

Improvements

34. Reorganize the Session for the purpose of leadership (visioning and organizing toward visions) and reorganize the committees (or potentially ministry teams) in a way to increase involvement of members in ministry.

35. Within one year, develop a communication system that is appropriate for a 1000 member church and include multiple venues of communicating and via the Kirk web page.
36. Within one year, develop additional men of the Kirk programs so that their specific needs and support are enhanced (much like PW and Circles).
37. Create fellowship/fun activities (of all kinds and of mixed kinds) such that the proportion of young families (define later) in the church is at least 40%, such as two fellowship/fun opportunities per year for the church to celebrate our life together.

Building Additions/Space Needs

38. Within one year, develop a master plan for the next phases of building, including timeline, capital funds initiative process, and estimate of cost, with a focus on renovation/replacement of Activities Building.
39. Within one year, develop a master plan that strictly deals with the timeline to accomplish and funding necessary to:
 - a. renovate the Classroom Building and Great Hall
 - b. renovate the Fellowship Hall and replace kitchen equipment
40. Find a viable, long-term solution to parking problems.
41. Within two years, develop a plan for financing expansion off of the office wing to add additional classroom space for education.
42. Develop plans for an off-site campus that maximizes the use of the primary facility and the quality of our programs as a means to address growth of the church and the community.
43. Explore and develop plans for new church development in Apex/Holly Springs area with 75 members of the Kirk committing to starting this church and remaining present for a minimum of 5 years.
44. Within one year, analyze space and usage of existing facilities, local facilities, and technology to meet the needs to growing church programs.