

First Christian Church Kearney Action Plan – Strategic Planning Process, Updated May 2011

Action Item	Priority	Assigned To:	Expected Completion Date	Status
Internal Ministries				
<p>I. Spiritual Gifts in the Church</p> <ul style="list-style-type: none"> • Develop and lead spiritual gifts (with assessments) classes at least once each year • Use that information and training when selecting leaders/workers for committees or projects • Assign this area to be implemented by Elders in the church 	1	Gene Ballew & Abigail Conley	ongoing	<ul style="list-style-type: none"> • Classes to be completed by September 2011, then offered as needed (at least annually) • Consideration in new leadership choices from database • Reports at monthly elders' meeting on Spiritual Gifts inventory process
<p>II. New/Potential/Existing Member Classes "Welcome to FCCK," and "You and FCCK"</p> <ul style="list-style-type: none"> • Deacons develop and lead classes for new/potential members at least annually • Deacons develop and lead classes for existing members that may not have an understanding of the church structure and/or opportunities to serve 	4	Pastor Gilpin	annually	<p>A "Today's Disciples" class planned for June 2011 to accomplish both tasks; assigned to pastor rather than deacons</p>

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<p>III. Sunday School/Group Studies/Small/Community Groups</p> <ul style="list-style-type: none"> • Change to a study group model • Offer a variety of opportunities and topics and communicate them effectively within the church and larger community • Rotate leaders & mentor new leaders • Start an 18-30 year old study group <p>(Numerous action points were identified under this heading; please see additional attachments if you would like more specific information.)</p>	3			<p>“Study Groups” are now advertised in all print materials in the church as well as on the website; two in-home study groups regularly meet; Mixed Nuts has switched to rotating leaders; new leader training planned for fall; targeting 18-30s with activity outings</p>

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<p>IV. Worship</p> <ul style="list-style-type: none"> Focus of worship should be on God – worship and praise not about congregation Use a variety of music in worship Create sermon series in advance and advertise the topics to the community Announcements & prayer concerns should be written down and not shared in worship Combine the 8:15 and 10:45 worship committees with worship leader as chair and individuals from both services. Create more unity. <p>(Numerous action points were identified under this heading; please see additional attachments if you would like more specific information.)</p> <ul style="list-style-type: none"> Consider a change in format times for at least the near term. 	5	Pastor Gilpin	ongoing	<p>Announcements and prayer concerns now communicated in a variety of ways; music teams implemented in 10:45; sermons planned 2 months in advance and communicated via newsletter and website; working toward a unified worship planning group between both services</p> <p>Not addressed at this time; this area will be addressed with worship committees after continuing new worship styles currently in progress.</p>
<p>V. Youth Programs</p> <ul style="list-style-type: none"> It is necessary to implement stronger youth programs ranging from Sunday evening fellowship to staffing a part- or full-time Youth Minister. 	2	Abigail Conley	ongoing	<p>We have formed a youth committee and are recruiting additional adult volunteers to plan and lead youth activities with Abigail's help.</p>

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External Ministries				
I. Improve Congregation’s Knowledge and Understanding of External Ministries				
Using the offertory meditation time for a Missions Moment- Ex: Have representatives from St. Paul, KCRM recipient, backpack program recipient or program coordinator, Tall Oak camp attendees and leaders share first-hand the churches ministries and effectiveness.		Missions & Outreach Committee	ongoing	One offering meditation on KCRM has already been offered; several others are planned through the fall.
We also recommend establishing an information center for people to learn about Kearney First Christian Church External Outreach Ministries and provide information on how members can contribute their time and resources to any of the many ministries.	2	Outreach and Communication Sub-Committee	May 2011 install-ongoing updates	Constructed and to be installed May 2011. Committee or individual needs assigned to keep updated.
Finally, with regard to providing a better understanding of each ministry we recommend using the PowerPoint Presentations, prior to each service, to share opportunities and accomplishments as a weekly visual reminder.		Missions Outreach Committee	ongoing	Information being sent to office for Pastor Abigail to include in announcements.
II. Expand the Reach of VBS				
Offer a small group or sermon series targeting parents immediately following VBS and inform potential attendees throughout the VBS week.		Pastor Gilpin	ongoing	Planned for 7/2011

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Coordinate with the VBS planning committee to determine if there is an opportunity to provide an activity for the parents of children attending. (Ex: a Saturday morning activity following the VBS week, some activity for parents during the VBS, or perhaps even an intergenerational VBS activity).		Missions & Outreach; Evangelism and Membership and Events Committee	In planning for 7/2011 VBS	Parent activities at youth house during VBS. Friday following VBS-ice cream social and youth movie night
III. Create a Database to Generate Greater Involvement in External Ministries				
We believe there is substantial benefit in creating a database that could be available on our Website which would allow people to match their gifts, skills, and areas of expertise with opportunities to serve others. This could be an interactive site on our Webpage or simply a directory of available services based on members willingness to serve in their areas of gifts and talents.		Pastor Conley and Communication Sub-Committee	ongoing	A Spiritual Gifts database is in place for office and other church participants' use. There is not a website feature currently planned.
IV. Create Small Group Opportunities for Community				
Provide small groups that target community needs that meet peoples' personal, financial, and spiritual needs. (Ex: parenting classes, support groups for people in mourning or dealing with divorce, individual responsibility for outreach, financial training, etc)		Pastor Gilpin	ongoing	Parent class following VBS; considering a living well study groups for fall
V. Overhaul the Current Website				
Enhance the current website with a missions section which would allow people to share opportunities for others to serve. Website visitors could experience Kearney First Christian Church's caring spirit through the many opportunities that they could become involved in.	1	Communications sub-committee & Pastor Conley	completed	In place; continually updated and built upon

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Facilities and Grounds				
I. General Building and Grounds Items				
Dividers could be used to make more classrooms. Also dividers used outside office to make a waiting room for those waiting to see the Pastor.	3	Property Committee	On hold	Discussion to acquire costs if needed. Youth house could accommodate 2-3 adult classes if needed.
Pew chairs could be pushed forward and eliminate the last row of chairs to make more space. Extra chairs for concerts or extra activities should be place behind pew chairs and removed after the event. This would help traffic flow on Sunday mornings.	1	Property Committee	Sept. 2010	Completed
Playground shade could be provided by planting trees.	2	Property Committee	Oct. 2010	Completed
Add additional asphalt for more parking. Could also use a temporary measure of laying a gravel base to use for overflow parking now, and pave over later when funds are available.	4	Property Committee	On hold	Discussions to consider when need is shown
II. Prioritize Acquisition of Classroom and Youth Space				
When funds are available we recommend the church add the office and classroom wing. Until that time we recommend the acquisition of a classroom trailer(s).	5	Property Committee	On hold	Property Committee does not recommend action at this time.
III. The Old Church Facility Question				

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Sell the property....perhaps owner financing.	6	Trustees	ongoing	5 yr lease
Governance				
I. Develop and Institute New Governance Model				
Update church governance	2	Governance Sub-Committee	Fall 2011/operational January 2012	Draft to be presented to Church board in next few months.
II. Develop Leadership Training Process				
Initiate on-going leader training programs that enable members to be better prepared when they engage in leadership roles	1	Pastors Gilpin and Conley	ongoing	Trainings for Shepherds (Nov 2010); Training for Worship Leaders (April 2011); Elders enrichment (led by Gene Ballew-head elder)
Communications				
I. Internal Signage				
The church should determine what signage is lacking and address that issue, focusing specifically on directional signs that point toward areas and labels on rooms/doors.	3	Communications Sub-Committee	ongoing	Temporary signs placed for feedback. Costs being obtained for permanent signs.
II. Minutes From Board Meetings				

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The church should continue with the distribution of board minutes and stress the availability of the minutes.		Church secretary and Pastor Conley	ongoing	Available in print or by email and summarized in newsletter.
III. Board Packet				
To continue in the tradition of transparency, the Board Packet should be available in its current form and the congregation should be reminded of its availability and how to obtain a copy.		Church secretary	ongoing	Available and summarized in newsletter
IV. Greeters				
The church should possibly initiate a regular training program on effective greeting so others may become comfortable in doing so and will be knowledgeable regarding directions, service questions, general informational questions, etc., for visitors and new members.		Communications team & Abigail Conley	ongoing	Plan to train greeters and have “tiers” of greeting.
V. Newsletter – (via e-mail)				
The church should continue with the monthly newsletter, possibly including member profiles for both new and long-tem members, adding community/mission activities, members’ faith stories, enhanced listing of calendar events, etc.	2	Pastor Conley	completed	Available through email, mail, and on website
VI. Bulletins				

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The church should continue with use of the bulletin, especially for the order of service, brief announcements/inserts, sermon outline, and weekly calendar. The church should also consider making changes that will make a more effective bulletin in terms of format and content.		Church staff	ongoing	Changes have been implemented to order of service and announcements
VII. Church services				
The church should continue to keep information communicated during a church service to brief messages or reminders of immediate upcoming events, with the primary focus of the church service as a worship experience.		Worship Committees	completed	Announcements are written down and given by worship leader or on PowerPoint and communicated throughout the week via email.
VIII. Signage (Outside church bldg. – on and off site)				
The church should explore potential locations for the placement of signage and cost of additional off-site signage to promote First Christian Church.				Not addressed at this time
IX. Mission Trip				
The church should continue its effective communication through the annual Mission Trip. As this ministry is so important to the church, frequent and informative communication with regard to the Mission Trip should be on-going with both the congregation and the community. Explore new opportunities to generate interest and enthusiasm within the congregation and the community.		Missions/Outreach Committee	ongoing	July 17 trip to Tulsa, OK (12 signed up to go); Tara Brown leading this trip

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X. Community Events (VBS, Harvest Sale, Concerts, Trunk or Treat, Jesse James Days)				
The church needs to continue communicating with the community through participation in local community events. Additional advertising in local publications may be effective as well.		Pastor Conley and various committees	ongoing	Courier weekly update. Contact local paper for events (Easter egg hunt); website
XI. Local Missions				
In addition to the information already being communicated, the church should explore additional vehicles to highlight this ministry (i.e., Local Mission of the Month section in the Newsletter, dedicated section potential bulletin/event board, dedicated section upon potential development of website).			ongoing	Newsletter includes local missions and event board will have area when installed.
XII. Pastoral Letter				
The Pastoral Letter is an important communication tool that must continue.		Pastor Gilpin and Pastor Conley	ongoing	In place and available electronically
XIII. Website				
The church should develop the website for use as a central information system.	1	Communication Committee	Completed and updates ongoing	Pastor Conley continues to enhance.
XIV. Bulletin/Event Board				

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The church should install and maintain a bulletin/event board placed in a highly visible area in the foyer or sanctuary.	4	Communication Committee and External Ministries	May 2011 install and ongoing update	Constructed by Todd Reynolds, install Property Committee, need person assigned to keep updated.