

We exist to lead people to *life* in Jesus Christ. We accomplish this by *making disciples* who are engaging in *gospel-centered worship, gospel-centered community, and gospel-centered service.*

1. **Increase opportunities for connectedness into church-life through *group+life***

- **Make room for more.** Launch new life groups and multiply existing groups to increase capacity for participation in Biblical community.
- **Short-Term Groups:** Implement a series of short-term [discipleship] groups that offer spiritual development opportunities and that serve to connect people relationally. Short-term groups will be topical and will include but will not be limited to the following:
 - *Spiritual Foundations* for new believers, followers of Jesus and spiritual seekers.
 - *Relational Stewardship and Crisis:* Marriage, Parenting, Divorce-Care, etc.
 - *Spiritual Disciplines:* Spiritual Gifts, Relational Evangelism, Financial Stewardship.
- **Mid-Size Groups** Build on momentum of mid-size environments that serve as a *gateway* to connect people relationally and facilitate small-group opportunities. (men's, women's, college, young adults)

2. **Take Responsibility for our community by being *good neighbors***

- Lead our church family to be a *good neighbor* to the surrounding community while empowering individuals to be *good neighbors* right where they live.
- *Pursue* our community aggressively and extravagantly with a sharper focus on meeting needs in specific areas. (See below)
- Contribute to the presence of a multiethnic, multicultural big 'C' church in Salisbury focused on unity, reconciliation and service to our community. This includes our own continued growth as a congregation in ethnic/cultural awareness and diversity.
- Seek out and facilitate opportunities to work collaboratively alongside other churches.

3. **Continue to shift the paradigm of our *volunteer* culture to be defined by ownership, disciple-making and multiplication**

- Build a culture where it is not only a privilege to serve, but where those who serve are trained well (initially and regularly) and given opportunities to further develop in their giftedness, talents and abilities. Serving should be a process of disciple-making not only for those being served, but for those who are doing the serving.
- Expand the impact of our children's ministry (Lifekids) to become an unequivocal disciple-making ministry for children and families in the Salisbury community. This involves elevating standards of excellence, increasing the number of disciple-makers and shifting more ownership, creativity, leadership and development to our volunteers.

4. **Emphasize and facilitate participation in one-on-one discipleship**

- Launch a Mentorship Program that will facilitate one-on-one mentoring relationships among adults. This will include recruiting and training mentors who will be paired (same gender, various ages) with those who have expressed an interest in being mentored.

- Encourage for all Covenant-Members and Regular-Attenders to participate in Mentorship (mentoring someone *or* be mentored by someone) by the end of the year.
5. **Launch a comprehensive ministry to men that is multigenerational and innovative in nature**
 - Take aggressive steps to further develop a ministry to men that is relevant, excellent and effective in **meeting men where they are** and where they are going.
 - Build various opportunities for men to not only meet together, but to walk together by building deep, genuine, honest, safe and non-superficial friendships.
 6. **Narrow our missional focus *locally* on our schools**
 - Deepen relationships and on-campus presence with schools in proximity to our physical location. This includes but not limited to *Isenberg, Koontz, Overton, Knox, Salisbury High*.
 - Continue development on our initiative of building a thriving relationship and a strong on-campus presence with *Livingstone College* that matches that of Catawba.
 7. **Firmly establish a reputation for being a *sending* church (not a *destination* church)**
 - Increase the amount of regular opportunities to *send* people into the community and the world to serve and engage others with the Gospel.
 - Develop a training ground that transforms people from church attenders to 'agents of grace,' on mission to take the Gospel to the world.
 8. **Complete the development of a comprehensive CARE ministry that meets needs among our church family in an expedient and extravagantly loving way**
 - Recruit, train and further mobilize a team who systematically and aggressively provide ministry-care across our church body, alongside staff and leaders, through prayer, visitation, counseling, and weekly follow-ups. This includes increasing ministry "presence" on Sundays and at other corporate gatherings
 - Further develop on our initiative to be a church saturated in and empowered by *prayer*
 9. **Complete renovations on our building by developing unoccupied space**
 - Best steward the physical resource of our church building by finishing offices and additional spaces to meet needs of ministry each week.
 10. **Hire Additional Staff: Grow our staff team to adequately meet the needs of equipping the body of Christ for works of service**
 - ***Additional Pastor*** (full-time; title to be determined) who will further develop and oversee processes for care, spiritual development, leadership development and/or community mobilization. This person will also serve to provide general pastoral support and part of the weekend teaching rotation.
 - ***Communications Coordinator*** (part-time) who will oversee internal and external communications of the church (website, social media, weekly updates, event and ministry promotion) in addition to the development and management of a volunteer *communications* team made-up of writers, photographers, artists and designers.