

COVENANT CHURCH 5 YEAR PLAN 2025-2030

BACKGROUND

Proverbs 29:18 underscores the importance of having a vision. With that in mind, on January 16, 2024, the Covenant Church Council commissioned a 12-person team to develop a Vision Plan that would guide the direction of our church for the next 1-5 years. The vision team found guidance in Joel 2:28 as they sought to discern God's will for Covenant going forward. They developed the Joel Vision Plan.

Nine (9) categories of opportunity emerged. They were prioritized based on their impact on spreading the Gospel of Jesus Christ. Timeframes were established for the targeted completion of each.

On January 18, 2025, the Church Council voted to implement the Joel Vision Plan. Council added an emphasis on coming alongside our young adult members and their children because they are, on a daily basis, battling to sustain their faith and raise their children according to Scriptural teachings in a world hostile to the Gospel.

The Covenant Church 5-Year Plan is summarized below so that all members may know the purpose of the plan and the initiatives that will be pursued.

This Plan will be presented to the entire Covenant membership at a live Town Hall meeting in the sanctuary at 3:00 PM on February 23, 2025. Thereafter, updates will be provided via Town Hall meetings, emails and covenantgreer.org. Members may direct questions regarding the Plan to the Church Council Chairperson.

As the Plan is implemented, Church Council calls on every Covenant member to pray for continued guidance from the Holy Spirit and asks each member to also seek their role in support of our young families.

THE 5-YEAR PLAN PURPOSE STATEMENT

The Plan was developed under the inspiration of the Holy Spirit to unite the entire Covenant Church Family in ministry for the next 5 years to "Ignite Faith and Change Lives" with an emphasis on families with children, a critical segment of our membership under intense attack from damaging cultural influences.

COVENANT'S CORE VALUES

The Covenant Church 5-Year Plan is grounded in Covenant's Core Values.

Christ is Essential

Worship is Necessary

Community is Vital

Giving is Transformational

Serving is Life-Giving

All Covenant members are asked to specifically pray regarding each initiative throughout the implementation of the Plan. It is important that in all matters guidance of the Holy Spirit prevail, the Gospel be effectively shared, and God be glorified.

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PLAN INITIATIVES

Nine Plan Initiatives are prioritized first by their impact on sharing the Gospel and then on attendance data, urgency and feasibility. Most initiatives require additional steps to further define needs, feasibility, resources and timeframes.

1. DEBT MANAGEMENT.

Effectively managing Covenant's debt of approximately \$3.4 million will position Covenant to expand ministries and make campus renovations. A debt reduction campaign is targeted for completion by year-end 2026.

2. WORSHIP

Because three worship services strained the choir, orchestra, worship volunteers, staff and traffic flow, the number of services was reduced to two effective 1/5/25. Meeting times for Sunday Groups were adjusted accordingly.

To maximize sanctuary seating and comfort without requiring a building permit, Church Council appointed an ad-hoc committee to engage an architect and develop a plan by March 2025.

3. CAMPUS IMPROVEMENTS

The high-volume and anticipated growth of Gospel-based programs conducted for all ages on our campus requires improvements in our multifunctional ministry spaces. Existing spaces are inadequate in these areas: Gym and Recreational Facilities; Fellowship Hall; Fellowship Kitchen; Children and Youth Classrooms and Parking.

Considering scope and cost of campus improvements, by September 2025 Council will appoint a Task Force comprised of Trustee Committee, staff and at-large members to conduct a professional feasibility study.

4. STAFF

The right number and placement of talented, committed and Christ-centered staff is essential to all Covenant ministries. In light of growth rates in our ministries, and to prevent burnout among current staff, Church Council will work with the Staff Parish Relations Committee to hire qualified candidates in the following areas by August 2025:

- A Female Youth Associate Director to teach and mentor female students;
- An Assistant Coordinator of Children's Ministry; and
- An additional Pastor to share Pastoral ministries.

5. CHILDREN AND YOUTH

God is blessing children of all ages through Covenant's ministries and their numbers are growing.

Noting that the Campus Improvements study will address additional space for these ministries, staff leadership will evaluate classroom assignments and space utilization to address Sunday morning overcrowding by Easter (April 20) 2025. Lay input may be provided as needed.

6. OUTREACH AND MISSIONS

Covenant embraces “the Great Commission” as the central focus of our ministries. The Outreach and Missions Committee is asked to shape this aspect of the Plan by:

- formulating a Vision Statement for Missions and Outreach that will define “missions” and unite membership around this vital aspect of ministry;

- identify local, domestic and foreign mission opportunities that can involve families and multigenerational groups in sharing the Gospel;

- collaborate with the Finance Committee to create guidelines, financial allocations, and tracking of funds used for Outreach and Mission projects.

Recognizing the Covenant Christian Academy (CCA) as a highly valued outreach program, and acknowledging the burden of tuition costs, a Covenant Community Education Scholarship Program will be developed to expand current levels of scholarships being offered to church members and non-church members. An ad-hoc committee including selected members of the CCA Board and the Finance and Missions Committees will begin working on this initiative in March 2025.

Aware that public education exposes young children to social mores and teachings contradictory to Scripture, Council will form a Task Force to explore the feasibility of adding Elementary Education to Covenant’s outreach programs with a targeted completion of the study by year-end 2025.

7. RECREATION MINISTRIES

Covenant increasingly shares the Gospel through recreation ministries. Our Basketball Ministry is rapidly growing, causing a very tight gym utilization schedule for team practices and games. Our gym facilities are small, outdated and limited in use options. Additional square footage and modernized facilities would allow growth in these types of ministries and will be included in the Campus Improvements study.

8. COVENANT GROUPS

Church Council recognizes the important work being done in this ministry so vital to the spiritual growth of our members and the living out of Covenant’s Core Values. Adult Sunday Groups meet at 9 AM and 10:30 AM, and may select other meeting times subject to room availability. Covenant will continue supporting Adult Groups with resources such as books, teachers, technology and Leadership Training.

9. ENDOWMENT FUND

A “Covenant Endowment Fund” will be designated to manage current endowments and to receive additional financial gifts by the first quarter of 2026. An Oversight Committee will be formed and will report directly to the Finance Committee. Endowment Fund monies will not be used to support Covenant’s annual budget, but may be used for purposes such as scholarships, mission trips, and Ministry Interns.

Beginning in 2025, Covenant members will have opportunities to learn about Legacy Giving to the Covenant Endowment Fund.

This 5-Year Plan represents Covenant's collective desire to move forward in the power of the Holy Spirit to Ignite Faith and Change Lives by sharing the Gospel of Jesus Christ in all we do.