

Wesley United Methodist Church – San Jose 5-Year Strategic Implementation Roadmap 2026–2030

Our Vision

To be a church rooted in love, formed in faith, and committed to justice.

This vision emerges from prayer, discernment, congregational listening, and reflection on our history and context. It reflects who we have been, who we are becoming, and who we believe God is calling us to be in the years ahead.

Wesley United Methodist Church stands in the heart of Japantown with a legacy shaped by Japanese-American resilience, intergenerational faithfulness, community partnership, and reconciling inclusion. This roadmap translates our Vision Narrative into measurable, intentional action over the next five years.

Our Core Values

1. Love That Welcomes.

(Love · Belonging · Compassion · Welcome)

We are a community rooted in God’s unconditional love, committed to inclusive welcome and deep belonging. We seek to be a spiritual family where all people are accepted as they are, cared for with compassion, and fully included in the life of the church.

2. Faith That Forms.

(Christ-Centered · Spiritual Growth · Authentic Discipleship)

We are grounded in a vibrant, Christ-centered faith that shapes how we live each day. Our spirituality is authentic, relational, and expressive, forming disciples who grow in love for God and neighbor and live their faith with integrity. We believe that true community is where faith is nurtured, questions are welcomed, and lives are transformed over time.

3. Justice That Acts.

(Service · Advocacy · Impact)

We believe that faith is to be active, visible, and engaged with the world - a tangible expression of God’s love made real through action. Rooted in our history and shaped by lived experience, we stand with those who are marginalized and work for justice, dignity, and healing in our community.

Implementation Overview (2026–2030)

This roadmap unfolds in five progressive and cumulative phases:

- **Year 1 – Foundation & Alignment (2026):** Clarify systems, build infrastructure, align leadership.
- **Year 2 – Activation & Engagement (2027):** Launch new pathways and

increase participation. • **Year 3 – Expansion & Integration (2028):** Scale ministries and deepen impact.

• **Year 4 – Multiplication & Sustainability (2029):** Develop new leaders and strengthen external witness. • **Year 5 – Evaluation & Renewal (2030):** Assess outcomes and prepare for the next strategic cycle. Each initiative below directly supports our vision of being rooted in love, formed in faith, and committed to justice.

Strategic Initiative 1

From Welcome to Belonging

(Rooted in Love)

We are committed to helping every person move intentionally from guest → known → connected → participating. True belonging happens when individuals are relationally integrated into the life and mission of the church.

Year 1 (2026): Build the Pathway

- Design and implement a clear “Next Steps” pathway.
- Establish consistent 48-hour guest follow-up.
- Launch quarterly newcomer gatherings.
- Audit small groups and relational ministries.

Target Outcomes:

90% guest follow-up within 48 hours; two new small groups launched.

Year 2 (2027): Strengthen Connection

- Expand small group participation by 20%.
- Develop structured serving pathways.
- Train hospitality leaders.

Target Outcomes:

50% of regular worshipers connected to a group or team.

Year 3 (2028): Broaden Access

- Launch digital onboarding.
- Develop affinity-based groups (young adults, parents, seniors).

Target Outcomes:

65% of active participants connected relationally.

Year 4 (2029): Multiply Community

- Train and deploy new small group leaders.
- Expand midweek engagement opportunities.

Target Outcomes:

75% of active participants connected in meaningful community.

Year 5 (2030): Evaluate & Refine

- Conduct comprehensive belonging assessment.
- Adjust connection model as needed.

Strategic Initiative 2

Faith for Real Life

(Formed in Faith)

Our discipleship must address the real experiences of everyday life. We aim to cultivate Christ-centered spiritual formation that heals, strengthens, and transforms.

Year 1 (2026): Strengthen Formation Infrastructure

- Map all formation offerings.
- Launch new short-term Bible study.
- Integrate “Faith for Real Life” sermon emphasis.

Target Outcomes:

15% increase in Bible study participation.

Year 2 (2027): Expand Depth

- Launch annual spiritual retreat.
- Introduce Q&A forums and theological dialogue spaces.
- Offer hybrid formation opportunities.

Target Outcomes:

30% participation in formation experiences.

Year 3 (2028): Integrate Generations

- Launch intergenerational discipleship cohorts.
- Introduce spiritual practice workshops.

Target Outcomes:

50% annual participation in formation opportunities.

Year 4 (2029): Develop Leaders

- Train small group facilitators.
- Expand youth and young adult discipleship.

Target Outcomes:

70% of participants report measurable spiritual growth in survey.

Year 5 (2030): Evaluate & Renew

- Assess transformation impact.
- Refine discipleship pathway.

Strategic Initiative 3

Compassion That Builds Trust

(Committed to Justice)

We will live out our faith beyond the walls of our building, strengthening partnerships and aligning outreach with our gospel identity.

Year 1 (2026): Align & Focus

- Audit outreach ministries.
- Identify 1–2 focused justice priorities.
- Standardize storytelling of impact.

Target Outcomes:

10% increase in outreach volunteer participation.

Year 2 (2027): Strengthen Partnerships

- Align ministries under unified Compassion Strategy.
- Deepen Japantown partnerships.

Target Outcomes:

25% increase in community partnership engagement.

Year 3 (2028): Congregational Engagement

- Launch annual Serve Week.
- Expand justice education forums.

Target Outcomes:

50% annual member participation in outreach.

Year 4 (2029): Broaden Impact

- Expand justice initiatives.
- Strengthen school and nonprofit partnerships.

Year 5 (2030): Measure & Report

- Gather partner feedback.
- Publish 5-year community impact report.

Strategic Initiative 4

Clear & Invitational Communication

(Supporting Love, Faith & Justice)

Communication is ministry. Our story must be clear, warm, visible, and invitational.

Year 1 (2026): Clarify Identity

- Finalize unified brand statement and visual identity.
- Redesign website with clear next steps.
- Establish consistent storytelling rhythm.

Target Outcomes:

30% increase in website engagement.

Year 2 (2027): Expand Reach

- Increase digital presence (short-form video, social media).
- Train leaders to articulate vision story.

Target Outcomes:

25% increase in online reach.

Year 3 (2028): Improve Visibility

- Launch digital onboarding journey.
- Strengthen Japantown signage and event presence.

Target Outcomes:

15% increase in first-time visitors.

Year 4–5 (2029–2030): Evaluate & Refresh

- Assess communication clarity.
- Refresh messaging and tools as needed.

Strategic Initiative 5

Intergenerational Strength & Shared Leadership *(Sustaining the Vision)*

Wesley's legacy is a gift; its future requires shared ownership.

Year 1 (2026): Clarify Structure

- Review leadership terms and succession.
- Identify emerging leaders.

Target Outcomes:

5–10 emerging leaders in mentorship process.

Year 2 (2027): Launch Mentorship

- Formalize intergenerational mentorship.
- Host annual leadership training.

Year 3 (2028): Transition & Empower

- Transition 20% of leadership roles to emerging leaders.
- Increase youth/young adult leadership presence.

Year 4 (2029): Secure Sustainability

- Develop succession plans.
- Evaluate leadership health.

Year 5 (2030): Prepare Next Cycle

- Conduct leadership review.
- Form next strategic planning team.

2030 Vision Benchmarks

By 2030, Wesley UMC San Jose aims to:

- Have 75%+ of active participants relationally connected.
- Engage 50%+ annually in formation opportunities.
- Engage 50%+ annually in outreach/service.
- Demonstrate intergenerational leadership diversity.

- Be recognized in Japantown as a trusted and visible partner.
- Sustain financial and organizational health aligned with mission.

Closing Commitment

This roadmap is not merely a management document — it is a covenantal commitment. It is our collective effort to live more fully into our calling:

To be a church rooted in love, formed in faith, and committed to justice.

As we walk forward together, we do so trusting that the same God who has led Wesley through generations of faithfulness will continue to guide, strengthen, and bless this community for years to come.