



# Growing In Oneness

A Strategic Plan for the Ephrata Church of the Brethren  
2018 – First Edition

## Strategic Planning Team

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## ECOB'S VISION/MISSION/PURPOSE/CORE VALUES/BASIC BELIEFS

And the Lord answered me: "Write the vision; make it plain on tablets, so he may run who reads it. For still the vision awaits its appointed time; it hastens to the end—it will not lie. If it seems slow, wait for it; it will surely come; it will not delay. Habakkuk 2:2-3

### VISION

We see the Church, growing in oneness with Jesus Christ and each other, living out the Great Commission, through equipping and supporting the saints.

### MISSION

CONNECT.GROW.LIVE.RADIATE

We are a family of disciples that seek to connect to, grow in, live out, and radiate the transformative power of Jesus in the world.

CONNECT - 1 Peter 3:8; 1 Corinthians 1:10; Romans 16:17

GROW – Jeremiah 3:15; Philippians 4:19

LIVE – 1 Peter 2:9, Romans 12:2

RADIATE – Mark 16:15; Matthew 28

### PURPOSE

Living with Jesus so other will know Him!

### CORE VALUES

1. Accountability - Romans 14:12-13; Ezekiel 33:6
  - a. Holding ourselves and others to do what we say we will do.
2. Unconditional Love - Mark 12:30-31; Matthew 5:43; 1 Cor 13:13; Isaiah 43; Romans 5:8; John 13:34-35
  - a. Love with no hindrances, loving people enough to call them to transformation: has no boundaries, no barriers. Love is not dependent on feelings and means to extend oneself for the well-being of another.
3. Compassion - Luke 6:36
  - a. Being merciful and gentle.
4. Sharing Jesus - Matt 28:19-20
  - a. Show God's love through action and words with the intention of moving people closer to God in Jesus Christ.
5. Prayer – Matthew 6:9-13
  - a. Talking and listening to God. Walking with God and practicing the discipline of being in His presence.
6. Christ Centered - Colossians 1:18; John 14:6; Matthew 25:45

- a. Looking to Jesus Christ above ourselves, we model our lives after Jesus Christ. Everything we do is consistent with the character of Jesus Christ as He is the focal point of our lives, what we do, and how we do it.
- 7. Service - Ephesians 6: 6-12; John 13:14-17; Phil. 2:6-11; Romans 12:4-8
  - a. Using the gifts God gave to further his kingdom, we give up of ourselves to meet the needs of others. Courage to witness for Jesus.
- 8. Worship - Romans 12:1; Ephesians 5:19-20
  - a. Prayer, connecting, praise meditation, study and service to God.
- 9. Authenticity - Matthew 5:37
  - a. Reliable, genuine, trustworthy, true, real, the real deal.

## BASIC BELIEFS

- 1. Bible - 2 Tim 3:16, John 1:1, Ps 119:105, Rev 22:18-19
  - a. Is the word of God that instructs us in faith and living? Is foundation for our beliefs. Is trustworthy
- 2. Jesus - Romans 10:9; Ephesians 2:8 John 14:6; John 3:16, Acts 4:12
  - a. Only way to salvation by grace. Model for living, how to love, forgive. Teacher, example.
- 3. Prayer - Matthew 6:9-13, Ephesians 6:18; 1 Thessalonians. 5:17
  - a. Power of Prayer. Talking and listening to God. Cultivating a relationship with God and aligning our hearts with Him.
- 4. Resurrection and its power is available to us - 1 Corinthians 15:13, Matthew 28, John 11:25, Romans 8:11
  - a. Jesus Rose from Dead - We have power to conquer death and sin in our lives. Defeats sin and death and brings possibility of eternal relationship with God and abundant life.
- 5. John 3:16
  - a. For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.
- 6. Trinity - John 14:26; matt 28:19-20; John 1:1; Galatians 4:6; Gen 1:1
  - a. God the Father, Son and Holy Spirit.

## STRATEGIC PLAN

### MISSION TARGETS

- 1. Connect - Fellowship/Ministry
  - a. Encourage the congregation to focus on those activities that support fostering / growing authentic, intimate relationships with our God, between congregation members of ECOB, the communities we live in, and in the regional ecumenical communities
- 2. Grow - Discipleship/Welcoming
  - a. Equipping the congregation, at all life stages, to focus on activities that orient us toward developing existing believers into deeper discipleship, education and implementing a personal call with a purpose. Educational and experiential focused.
- 3. Live - Stewardship/Worship/Leadership
  - a. Empower our congregation to focus on practical opportunities to implement day to day Biblical principles in order to maximize Kingdom impact
- 4. Radiate - Evangelism/Missions
  - a. Energize our congregation to focus on opportunities to share and live out their faith locally, nationally, and globally

### MISSION GOALS

- 1. Connect

- 1.1 Deepen relationships within our congregation, heritage, and ecumenical communities
- 1.2 Discover and encourage the use of ECOB's gifts, talents, and time
- 1.3 Develop opportunities to share the mission/vision/values of ECOB with the congregation and community
- 2. Grow
  - 2.1 Develop "on ramps" in order to integrate those who are new to ECOB
  - 2.2 Encourage a deeper personal investment of discipleship across all age groups and life stages
  - 2.3 Create and enhance opportunities to care for and support the ECOB family (maybe might better be listed as
- 3 Live
  - 3.1 Steward ECOB's structures, facilities, and finances for the greatest kingdom impact
  - 3.2 Equip, encourage, and empower lay leaders and staff towards a deeper level of ministry effectiveness.
  - 3.3 Focus on ways that we can live out healthy and holistic spiritual disciplines
- 4 Radiate
  - 4.1 Discover a deeper sense of faith sharing in our congregation and community
  - 4.2 Create, enhance and expand local, national, and global missions

## MISSION INITIATIVES

### 1. CONNECT

#### 1.1 DEEPEN RELATIONSHIPS WITHIN OUR CONGREGATION, HERITAGE, AND ECUMENICAL COMMUNITIES

INITIATIVES	STAFF/TEAM
1.1.1 Congregation – Create opportunities for various age groups, ministry/life groups, and life stages within our congregation to participate in connect events that specifically encourage fellowship within the body.	Carol Connections Team
1.1.2 Congregation – Provide opportunities that allow us to celebrate what Jesus is doing in our midst and in the life of our community and congregation. (testimonies, online, print)	Carol Communications Team
1.1.3 Congregation – Enhance and create opportunities for better congregational communication	Carol Communications Team
1.1.4 Heritage – Hold a 4-6-week elective class connected to themes within our heritage every 2 years	Rob
1.1.5 Heritage – Support COB missions locally, nationally, globally through finances, communication, and active participation	Brian Leadership Team
1.1.6 Heritage – Preach about our heritage – either in a series or making sure preachers use learnings from our heritage within their sermons	Brian Preaching Team
1.1.7 Ecumenical – Develop at least one opportunity/year that will engage the ecumenical community to a greater sense of unity	Brian Leadership Team
1.1.8 Ecumenical – Partner with one church/year to pray together and for one another	Brian Leadership Team
1.1.9 Ecumenical – Become more engaged in the life of the Ephrata Ministerium (participating in meetings and events)	Brian Leadership Team

## 1.2 DISCOVER AND ENCOURAGE THE USE OF ECOB'S GIFTS, TALENTS, AND TIME

INITIATIVES	STAFF/TEAM
1.2.1 Hold a yearly gift discovery class (SHAPE or something similar)	Sharon SHAPE Team
1.2.2 Create a database that has all the gifts/passions/talents of those in the congregation in a location that can be accessed by congregational leadership and staff	Carol Connections Team
1.2.3 Provide opportunities for all age groups to serve in the life of the congregation	Carol Connections Team
1.2.4 Identify individuals in the ECOB community who God may be calling to ministry/ordination	Brian Personnel Team
1.2.5 Celebrate members who have gone above and beyond in their service to Christ and the church	Carol Connections Team

## 1.3 DEVELOP OPPORTUNITIES TO SHARE THE MISSION/VISION/VALUES OF ECOB WITH THE CONGREGATION AND COMMUNITY

INITIATIVES	STAFF/TEAM
1.3.1 Develop and enhance communication tools to share the news/mission/vision of Jesus's work at and through ECOB (online, print, news, banners, mission moments, graphics or visuals around the church, invite cards, mailings, yard signs, float in parade, etc.)	Carol Communications Team
1.3.2 Utilizing the church facility, create visuals that share the vitality of ECOB	Rob Front Line Team
1.3.3 Preach and have classes dedicated to sharing this goal	Brian Preaching Team

## 2 GROW

### 2.1 DEVELOP "ON RAMPS" IN ORDER TO INTEGRATE THOSE WHO ARE NEW TO ECOB

INITIATIVES	STAFF/TEAM
2.1.1 Deepen our partnership with the Children's Center through implementing various "touch points" with that mission	Sarah Children's Center Standing Committee
2.1.2 Encourage a deeper sense of welcome in the life and ministries of ECOB	Rob Front Line
2.1.3 Develop a pathway from guest to member – outlining specific goals and needs along the way – creating a deeper level of engagement from various teams and the congregation	Rob Front Line (Carol and Connections)
2.1.4 Enhance and expand our Front-Line ministry	Rob Front Line

### 2.2 ENCOURAGE A DEEPER PERSONAL INVESTMENT OF DISCIPLESHIP ACROSS ALL AGE GROUPS AND LIFE STAGES

INITIATIVES	STAFF/TEAM
2.2.1 Create a Discipleship Pathway from birth - death	Rob
2.2.2 Enhance and expand KidMin	Lindsay KidMin Team
2.2.3 Create a Young Adult ministry	Ryan Young Adult Team
2.2.4 Enhance and expand Student ministry	Ryan Student Ministry
2.2.5 Celebrate milestones in both spiritual and personal lives – encouraging congregation to document these celebrations	Rob Discipleship Pathway Team
2.2.6 Develop a weekday ministry that brings the congregation together in order to live out our mission statement (i.e. connect.grow.live.radiate) – included in it (meal, discipleship options, musical options, support groups, etc.)	Rob Jericho Ministry Team
2.2.7 Hold or participate in “Emmaus” (or similar) opportunities	Dean Spiritual Discipline Team
2.2.8 Develop more one on one opportunities for discipleship (accountability partners, mentoring programs)	Rob Deacons Team
2.2.9 Create regular opportunities to experience elements of our mission (connect.grow.live.radiate) for the purpose of transformation in Christ.	Brian Staff Team

### 2.3 CREATE AND ENHANCE OPPORTUNITIES TO CARE FOR AND SUPPORT THE ECOB FAMILY

INITIATIVES	STAFF/TEAM
2.3.1 Utilizing life groups – train leaders in discovering ways in which their groups can provide care for its participants	Sharon Life Group Ministry Team
2.3.2 Create a lay-care team that will call/visit/text/email congregation members as a supplement to deacons and pastors	Rob Deacon Team
2.3.3 Provide caring opportunities at various points in a person’s life (support new moms/birthday celebrations/death/surgeries)	Rob Deacon Team
2.3.4 Develop a process for knowing when people are coming to and leaving the church	Cindy
2.3.5 Create opportunities for prayer and healing throughout the year	Kim Spiritual Discipline Team

## 3 LIVE

### 3.1 STEWARD ECOB’S STRUCTURE, FACILITIES, AND FINANCES FOR THE GREATEST KINGDOM IMPACT

INITIATIVES	STAFF/TEAM
3.1.1 Update our current facilities to engage both congregation and community needs (reworking office space, separate space for KidMin, open spaces for gathering/fellowship, repurpose gym for alternate use, etc.)	Brian Building Team

3.1.2 Encourage a deeper sense of generosity through preaching, teaching, print and electronic means	Brian Finance Team
3.1.3 Partner with local organizations to develop a utilization plan for ECOB facilities	Cindy Trustees
3.1.4 Shore up our financial policies and procedures	Brian Finance Team
3.1.5 Continue to monitor and adapt ECOB's structure so that it fits our current needs and vision for the future (gifts discernment, personnel, leadership, teams, etc.)	Brian Leadership Team
3.1.6 Create facilities, structures, and ministries that provide for the safety of all ages	Brian Leadership Team
3.1.7 Connect, evaluate, and implement all ECOB ministries under one umbrella strategy utilizing our mission statement – connect.grow.live.radiate	Brian Leadership Team

### 3.2 EQUIP, ENCOURAGE, AND EMPOWER LAY LEADERS AND STAFF TOWARDS A DEEPER LEVEL OF MINISTRY EFFECTIVENESS

INITIATIVES	STAFF/TEAM
3.2.1 Develop quarterly training/retreat opportunities for staff	Brian Personnel Team
3.2.2 Create a yearly, week of ministry assessment with staff and Leadership Team	Brian Personnel Team
3.2.3 Coordinate yearly training events for those taking on new roles in the life of the church (teachers/youth leaders/KidMin/life groups/mission leaders, Safe Church, etc.)	Carol
3.2.4 Provide a reporting structure for this strategic plan	Brian Strategic Planning Team
3.2.5 Encourage and support ECOB staff to set and implement spiritual, physical, mental, and emotional yearly goals	Brian Personnel Team
3.2.6 Evaluate, discern, and implement a strategy moving ECOB from a Staff Led/Staff Driven Structure to a Staff Driven/Lay Led Structure	Brian Leadership Team

### 3.3 FOCUS ON WAYS THAT WE CAN LIVE OUT HEALTHY AND HOLISTIC SPIRITUAL DISCIPLINES

INITIATIVES	STAFF/TEAM
3.3.1 Expand music opportunities for children, youth, and adults – vocal, instrumental, various groups	Dean Worship Ministry Team
3.3.2 Deepen the congregation's awareness of spiritual disciplines	Dean Spiritual Discipline Team
3.3.3 Hold 6 non-Sunday worship services a year (men's and women's worship services – 2 each, 2 other services of choice – possibly healing service, prayer service, Taize service, etc.)	Dean Worship Ministry Team
3.3.4 Develop a team of lay-leaders to help in the Sunday morning worship ministry	Dean Worship Ministry Team
3.3.5 Develop a ministry that encourages and supports peacemaking and reconciliation	Rob Team – TBD

3.3.6 Discover and implement ways in which we can carry the message of the weekend into every day of the week (Sermon follow up, discussion groups, FB, blogs, etc.)	Carol Communications
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## 4 RADIATE

### 4.1 DISCOVER A DEEPER SENSE OF FAITH SHARING IN OUR CONGREGATION AND COMMUNITY

INITIATIVES	STAFF/TEAM
4.1.1 Hold “Bridging the Gap” retreat/classes to encourage people to share their faith	Brian BTG Team
4.1.2 Create quarterly events that provide opportunities for congregation members to share their faith with the community	Brian BTG Team

### 4.2 CREATE, ENHANCE AND EXPAND LOCAL, NATIONAL, AND GLOBAL MISSIONS

INITIATIVES	STAFF/TEAM
4.2.1 Identify partnerships - locally, nationally, and globally, that will encourage missional participation from ECOB individuals, families, and groups	Brian Missions Teams
4.2.2 Local – Hold 2 events/year that create opportunities to serve the community	Brian Lovephrata Team
4.2.3 Local – Start a welcome to the neighborhood process	Rob Front Line Team
4.2.4 Local – Deepen ECOB’s relationship with local schools, their staff, families, and students through various “touch points” and ministries.	Ryan Family Ministries
4.2.5 National – Promote national mission trips (BDM, Workcamps)	Brian National Mission Team
4.2.6 National – Support national ministries through prayer and finances	Brian National Mission Team
4.2.7 Global – Hold at least one global mission trip/year with the focus on developing relationships with communities rather than a “hit and run” model	Brian Global Missions Team
4.2.8 Global – Provide support to those serving globally through prayer, finances, and communication	Brian Global Mission Team