

First Presbyterian Church Evanston
2022 GOALS
Benchmarks for 2020

January 21, 2019

The information below includes the draft that resulted from the two day visioning process led by Ministry Architects consultants and experienced by around 60 FPCE leaders at the annual Leadership Retreat held January 11-12, 2019.

Action steps listed below, if adopted, will be worked into the current timeline being follow during our strategic process. The Design Team, staff and Session will need to collaborate to implement the work needed to achieve these benchmarks.

GOAL #1: By January 2022, church membership has increased by 300 and 225, or 75% of the new members, are under 40 years old.

BENCHMARK: By January 2020, FPCE has increased church membership by 100.

Action Steps:

1. Establish a team/task force (including a staff member) to lead charge
2. Research and develop an intentional strategy to reach <40 that informs event planning, hospitality and follow up processes, and includes training members on how to extend hospitality to newcomers.
3. Create a comprehensive game plan for taking a person from visitor to membership.
4. Establish universal and accessible church infrastructures (e.g. calendar)
5. Publicize events at the church through existing resources:
Pastor Ray's weekly newsletter
School for Little Children
Souper Saturday
Links to Northwestern Students

GOAL #2: By January 2022, Two thirds of the FPCE members have joined a small group.

BENCHMARK: By January 2020 20% more of the membership is involved in small groups than were involved January 2019.

Note: Need to get the current numbers and do the math to have a clearer metric.

Action Steps:

1. Define strategy for growing small group participation with staff and member team:
 - Survey current congregation to identify who is not in group and why
 - Create marketing plan for small groups to increase visibility and accessibility
 - Take inventory on all small groups in church and evaluate whether to add more groups or bring more attendees to existing groups or both
 - When open new groups, create an emphasis on leadership development

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY
LABORATORY OF ORGANIC CHEMISTRY

REPORT OF RESEARCH
BY
[Name]
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF
[Degree]

ADVISOR
[Name]

CHICAGO, ILLINOIS
[Date]

ABSTRACT

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- Clarify and refine small group initiatives to reduce duplication or confusion
 - Try short term thematic small groups to introduce others
 - Explore hybrid models that include virtual and in person components.
(more ideas on the pages from the workshops)
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GOAL #3: By January 2022, 100 FPCE members have experienced a robust training and development program for lay leadership that resulted in new lay leaders, mentors, and volunteers.

BENCHMARK: By January 2020, build an intentional program of discipleship opportunities based on stages of spiritual maturity utilizing inventory of spiritual gifts and mentorship opportunities.

Actions Steps:

1. Identify a spiritual gifts assessment tool to be completed by all current church members and also integrated into the membership process for new members.
 2. Clarify how and where leaders will be deployed after spiritual gifts are assessed.
 3. Explore hosting an Enneagram workshop for lay leaders and potential lay leaders.
 4. Research what leadership training and development has been effective elsewhere
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GOAL #4: By January 2022, 100 kids have regularly attended PYGS and 100 kids have regularly attended NUBS.

BENCHMARK: By January 2020, 25 more kids have regularly attended PYGS and 25 more kids have regularly attended NUBS than in January 2019.

BENCHMARK: By January 2020, _____ (specific # TBD) fourth and fifth graders are actively involved in FPCE.

Action Steps:

1. Establish a Game Plan for 5th Grade Transition to NUBS resulting in 80% coming up.
 2. Create a digital community presence showing what FPCE youth group does and highlighting its value to teens.
 3. Explore an internship program with North Park, Moody, Trinity, and McCormick to supplement church volunteers.
 4. Increase the intergenerational opportunities for the whole church family to create relationships and serve together with children and youth.
 5. Build and nurture current and future leaders in children's and youth ministry.
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GOAL #5: FPCE has developed a comprehensive Christian education program to promote biblical literacy and mature Christian faith for all children and youth.

BENCHMARK: By the end of March 2019, FPCE has made a decision regarding the staffing structure for children's ministry.

Action Steps:

1. Clarify the timeline for the current interim children's ministry director.

2. Confirm with trustees the budget allocations available for staffing children's and youth ministries.
3. Consult with Ministry Architects for staffing structure recommendations and potential job descriptions.

BENCHMARK: FPCE has held a Christian Formation Summit for children's and youth ministry.

Note: Design Team discussed doing this as early as Spring 2019, but also expressed desire to have resolved the staffing of children's ministry first so as to involve any new staff members in the process. Timeline of these two benchmarks needs to be coordinated.
