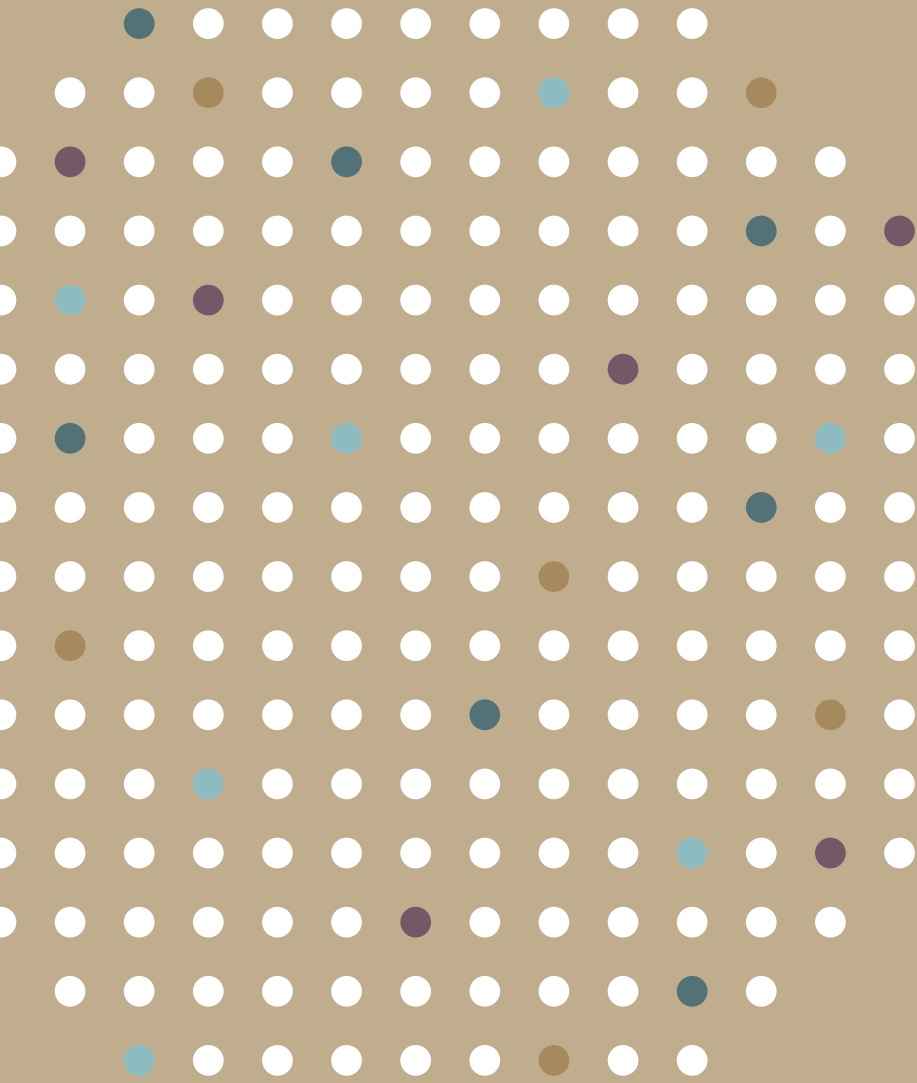


the master plan



 HOPE COMMUNITY CHURCH
2023 - 2025

asking hard questions

where we are: our history

Hope Community Church has been reaching people for Christ since 1970 and continues to reach people for Christ. Our church family has had an impact on the people in Cottage Grove and surrounding areas for 53 years. Since 1986, Hope has led 1,549 people to the Lord and baptized 299 people. We praise God for the lives transformed by the grace of Jesus!

A lot has changed in the 53 years that Hope has existed, and so, in the winter of 2022, the Elders under the leadership of the Lead Pastor thought it was time to take a step back and provide clarity as we move forward into the future, asking the hard questions to evaluate our Kingdom impact.

why we exist: our mission

Love God, Love People, and Make Disciples

This is why we exist. We seek to fulfill the Great Commission by living out the greatest commandments.

But once we know why, then what does fulfilling our mission look like?

what and who we are: introducing core values

Living in light of our mission brought us to what we will be calling our core values.

Our core values are the goals to be strived for and the markers of success. They cement us in who we are and what we do.

We are a part of the Christian and Missionary Alliance. More can be learned about who we are, our story, and what we believe as a denomination at cmalliance.org/who-we-are/.

asking hard questions

core values

We are all about Jesus.

Once we experience His grace, we choose to live in relationship with Jesus. He has saved us from our past, remakes us to be like Him, heals our brokenness, and is coming again as our King.

We daily encounter the Father by the power of the Holy Spirit and bring Him the glory.

God the Father speaks by the Holy Spirit through His Word, prayer, circumstances, and the Church. The Spirit enables believers to put faith into action. We choose to live our lives in worship of the one true God.

We walk through life together. “Community” is our middle name.

From Genesis to Revelation, we see God exist in community in the Trinity. We are made in His image, so we do best in community. Every person of every generation is welcomed, needed, and wanted. There is always room for one more.

We are unbelievably generous.

We know that everything we give goes into everything we do and recognize it is more blessed to give than to receive. It's all God's anyway.

We join in the mission.

We are spiritual contributors, not spiritual consumers. We don't attend church, we are the church – a purposeful gathering of believers who exist in and for the world. We are called and equipped.

We believe that every person was created on purpose for a purpose.

You were made in love, by love, and for love. You matter to God, you matter to us. We don't just count people, we see that people count. There is always room for one more.

We go to hard places, because we aren't afraid to get messy.

One relationship, one conversation at a time, we seek to live in the tension of God's grace, truth, and love as we take the gospel into our community and around the world. We trust God and are faith-filled risk takers that seek to share His peace.

*The combination of why we exist, what we do, and who we are gives us where we are going. This led us to then ask how, which brought us to a process called master planning. Master planning is a prayerful process where a coach guides a group of members of the congregation to look at the church's present state and seek to identify future challenges and opportunities. This then reveals a set of priorities for Hope in three areas that we are calling our “how.” The three areas (**Ministry, Staffing, and Facilities**) work together to begin to answer those questions. Based on these priorities, Pastor Mark sought to identify common themes and has grouped them into goals in each area for the next few years and the Elders have affirmed this direction.*

We have taken the time to look up and ask God to lead and guide us as we join Him in the work that He has for us. As we continue to build upon what God has already established at Hope, we see four goals as we move forward in ministry.

Goal 1: Disciple and Equip Inwardly

As Christ followers, we are called to daily become more like Christ (Romans 12:1-2, 2 Corinthians 3:18, 1 John 2:6). In Acts 2:42 NIV, it says that the disciples “devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.” As we say, “Community is our middle name.” We walk through life together. It is important for people to participate in the Christian community. Walking through life together is fellowship. Fellowship is more than just getting together and hanging out, it is a vital role in making disciples. People who have created meaningful relationships with other believers are more likely to grow in their faith. It’s gathering with the group of people who love and support one another in their daily walk with Christ.

For this to happen we want to emphasize the following:

- 1. The importance of regularly gathering in-person together** for corporate teaching, fellowship, worship, and prayer. Those who are already connected at Hope know how much of a family we are. There are 59 “one another” commands throughout the New Testament and Hope provides a place for us to do this “one another” life together as we gather, worship, serve, pray, and grow spiritually together. This cannot be done well without being in regular, in-person community. We were created for relationships, not isolation. As a church, we need to reach out to those who are absent and encourage them to come back in person. The Elders will also be building shepherding groups to assist the church in fall 2023.
- 2. The power of prayer.** We have started to add more prayer challenges during the Sunday morning worship experience and having leaders available to pray with people at the end of a service. The pastoral staff will be looking into a way to semi-regularly ask the congregation how we can pray for them and then build a prayer team to do so by the end of 2025.
- 3. Equipping disciples to make disciples.** Jesus primarily disciplined his disciples in every day life by walking together, our community groups are the most natural place for this to happen, but we want to specifically seek to work on teaching Hope:
 - a. How to reach people for Christ** - By summer 2024, a plan will be identified by the Elders on how to train and equip people at Hope in evangelism.
 - b. How to grow in their faith** - We encourage those wanting to grow in their faith to take a next step at Hope. One such next step is to join the Alpha class that will be offered again in the 2023 - 2024 school year.
 - c. How to be developed as a leader** - Starting fall 2023, our ministry leaders will be equipped every trimester in leadership by going through intentional trainings led by the Lead Pastor or outside resources.
- 4. Gathering to celebrate what God is doing at Hope.** Part of being made into more of a disciple is celebrating what God is doing in our lives. Master Planning and Kickoff Sunday is our first such event. This will continue to be a once a year Sunday Celebration in 2024 and 2025. We will also encourage our ministry leaders and church families to share stories as well as wins with the Elder team. If appropriate, the elder team will pass them onto the congregation.

Goal 2: Become Outward Focused

It is vital that Hope seeks to reach Cottage Grove and surrounding areas with the gospel of Jesus Christ. There should be a burning passion in our hearts to reach our community, our friends, and our neighbors for Jesus. There should be a desire to engage with our community and serve our community, showing the love and compassion of Jesus. After Jesus washes the feet of his disciples in John 13:34-35 NLT, Jesus says these words,

“A new command I give to you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.”

Paul shows us the importance of bringing the gospel to those around us in Romans 10:13-15 NLT, where it says,

“For everyone who calls on the name of the Lord will be saved. But how can they call on him to save them unless they believe in him? And how can they believe in him if they have never heard about him? And how can they hear unless someone tells them? And how will anyone go and tell them without being sent?”

That is why Scripture says, “How beautiful are the feet of messengers who bring good news!” (Isaiah 52:7 NLT). Acts 1:8 says, “But you will receive power when the Holy Spirit comes upon you. And you **WILL** be my witnesses, telling people about me everywhere – in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth” (NLT, emphasis added).

For this to happen we need to prioritize the following:

- 1. Creating community events for all backgrounds to learn that they can belong even before they believe.** Opportunities like the Night to Unite event that happens in August are great ways to continue to connect with our community. In 2024, we will seek to experiment and triple our amount of community events. This will include some events for all ages, but also events like our Playdates in the Park designed for kids and new events to be determined by the next gen pastor for youth. This will then be tweaked and continued into 2025.
- 2. Creating opportunities for those with questions about the faith to be able to find answers and be mentored.** We have just completed our first run through of the Alpha series and will schedule another series to start in the 2023-2024 school year.
- 3. Reworking our assimilation strategy.** We are so proud of how our church does an amazing job collectively welcoming new people to Hope. In the church, assimilation is a process in which people are welcomed, given opportunities to ask questions, get plugged in, and be disciplined in Christ. We want to develop a better strategy to make people feel welcomed from the time they come through our virtual “front door” (online), when they arrive in our parking lot, and, ultimately, when they leave.
 - a. Streamlining communication.** Part of assimilation is communicating with both new guests and the church through effective means. This means finding processes that help with clear communication, regularly updating our virtual “front door” of our website versus expecting people to come in-person to find out what’s happening, and having access to information outside of the physical church building. In the last year, we have started to switch all of our communication into one integrated system called Church Center and will continue to make this change into 2024.

- b. Creating inviting spaces where people feel comfortable and welcomed.** Our building and gatherings should reflect that we are ready for guests to come through our doors. This applies to everything we do at Hope, but especially in our lobby, kids ministry, and youth ministry spaces. In winter 2023, the Church Management Board (CMB) will make a plan to declutter, reimagine, and rework our spaces. God has given us a great space and we need to make sure we are utilizing it in a way that reflects our core values. This will continue to be a multi-year project with some steps already identified. These are shared in more detail in the Facilities section.
 - c. Creating and staffing a “Next Step” kiosk in the lobby.** This “Next Step” kiosk in our lobby is where a trained team member would listen to our guest’s story, help answer questions, and share about Hope and any next steps. Our goal is to create this kiosk before the end of 2023.
 - d. Refreshing our follow-up process.** Once a new guest comes, we want to give them the opportunity to share their experience about Hope and welcome them with a gift. We then want to build a methodical plan to reach out by multiple methods like phone and email as touchpoints throughout their week to show that they matter to God and they matter to us. We will be implementing this plan before the end of 2023.
- 4. Building strategic partnerships where we make a collaborative effort to expand our Kingdom Impact by praying, giving, and going.** We will be sharing about the following intentional strategic partnerships that we are committing to on these dates:
- a. Crestview Elementary School** - September 3 & 10
 - b. Basic Needs Washington County Food Shelf** - September 17 & 24
 - c. New International Worker Family Launching in January 2024** - October 1 & 8
 - d. Envision Twin Cities** - October 15 & 22

Goal 3: Encourage Intergenerational Ministry

Psalm 78 is one of multiple passages in the Bible that shares the importance of intergenerational ministry. We are called to pass on our faith to the next generation.

For this to happen at Hope, we want to prioritize the following:

- 1. Designing guys and women nights each trimester.** It is important for all ages to come together and do life together and we recognize that sometimes life does not allow a regular commitment, so these will be intentional times to grow in relationship with others. This will start in fall 2024
- 2. Continuing to encourage healthy marriages, which helps create healthier families.** We will continue to encourage this by sharing opportunities to go with multiple ages to the Weekend to Remember event as well as by hosting a Parent Nights’ Out in February 2024.
- 3. Hosting quarterly fellowship events at Hope.** Starting 2024, we will host at least three fellowship meals and one worship night each year to give our greater church family the opportunity to come together for the glory of God.

Goal 4: Evaluate Kingdom Impact

It was once said that the definition of insanity is doing the same thing over and over again and expecting different results. Therefore, we need to take time to evaluate and tweak to maximize Kingdom Impact.

For this to happen, we will be:

- 1. Restructuring kids ministry.** The kids ministry team is in process of asking the hard questions and implementing necessary changes. The biggest change will be safety and security protocols in September 2023. More discussions on overall structure and desires to come in the future. This timeframe is affected by the next gen pastoral position.
- 2. Changing our grief group curriculum.** In the past we have worked through Smile Again Ministries, but are excited to start in fall 2023 with GriefShare, a support group to help people move through the grief process.
- 3. Reworking the Christmas program.** For Christmas 2023, we are going to be doing a STELLAR Christmas. This is directly connected to our Kids Camp this summer and will be a great way to invite back the families who came as well as invite any other kids to come join in this fun, interactive event for the whole family.
- 4. Evaluating and exploring community groups' format.** By spring 2025, the Lead Pastor will meet and discuss with each ministry leader. He will then share with the Elders and they will evaluate if any tweaks are necessary, and if necessary, they will help facilitate the changes by winter 2025.
- 5. Updating our church bylaws, policies, and procedures.** Times have changed and our bylaws, policies, and procedures haven't since 2007. The Elders alongside the Lead Pastor will work with the district on necessary changes that will be introduced spring 2024 and beyond.

staffing

As part of the master planning process, the participants were asked to look at the staffing needs of Hope Community Church in paid and volunteer roles. Congregation size, budget, vision and ministry needs all play a factor in the staffing of Hope. In our master plan, we are most interested in identifying and pursuing staffing needs directly related to our new ministry goals.

Identified staffing needs include:

- **Full-time Next Gen Pastor** - This pastor will oversee the kids and youth ministries. He will also hand-in-hand with the Lead Pastor to make disciples within Hope to create events and strategically become outward focused to these age groups in Cottage Grove. We are currently searching for the right person that God has for Hope.
- **Custodian/Building Maintenance Coordinator** - In the near future, our custodian will be retiring. There will be a need for cleaning, setting up and tearing down for events, and general upkeep of the facilities. The CMB will oversee this transition and the possibilities of a new hire or organizing cleaning teams.
- **Content & Connections Coordinator** - This individual will assist the pastoral staff with administration, assimilation, graphic design, communications, ministry and prayer coordination, and church organization. This position will be either part-time or have a stipend. The Elders will take the lead on this and coordinate the hiring process in 2023 - 2024.

facilities

God has blessed Hope Community Church with 3.9 acres in the middle of a neighborhood. As part of the process, our participants were asked to walk around the inside and outside of our property, looking at the current state of our building and our land. British evangelist and preacher Campbell Morgan said it well when he said,

“Whereas the house of God today is no longer material but spiritual, the material is still a very real symbol of the spiritual. When the Church of God in any place in any locality is careless about the material place of assembly, the place of its worship, and its work, it is a sign and evidence that its life is at a low ebb.” (The Westminster Pulpit, 8:315)

We want our facilities to reflect the joy and light of a life in Christ to the outside world. We want our facilities to show people that we care so that we can share about Jesus.

Here are areas we have identified needs:

Goal 1: Prioritize Safety

- **Lower level rear door replacement (by end of 2023)** - The security of our Hope Kids area should be of utmost importance.
- **Front steps, railings, and entryway tiles (2024)** - Making sure people are able to access the building in a safe manner, this communicates we care by intentional, cohesive design.
- **Get rid of the church van (by end of 2023)** - We hope to donate this to a ministry that can work on it, because in it's current state it is not useful for Hope and has been vandalized multiple times.

Goal 2: Develop Curb Appeal of Grounds

- **Garage pedestrian door and big door (by winter 2023 and summer 2025)** - Due to vandalism, both doors need to be replaced. A solar security light will be added.
- **New sign (by summer 2024)** - Update the first thing people see when they drive by or onto the property with current branding.
- **Improving landscaping by entrance and french drain (end of 2023)** - Better landscaping will improve our curb appeal. We have already put into effect having a company spray for weeds this past summer and plan to continue to do it in a way to love our neighbors.
- **Trash enclosure (end of 2024)** - Ripping out the walls and pad and rebuilding with a masonry block per city codes.
- **New parking lot (spring 2025)** - Our parking lot is falling apart and needs to be redone from the ground up.
- **Playground (end of 2025)** - We want to look into moving the playground into one location versus two separate areas.

Goal 3: Refresh and Refocus Inside the Building

- **Upper room overhaul (By November 2023)** - The youth have painted, the couches have been thrown away, and the flooring is done! We will continue to work on final design tweaks and purchasing of supplies needed for this space.
- **Adding a “Next Step” kiosk (end of 2024)** - This will help with communication at Hope and provide a space to get to know and answer questions of new guests.

facilities

- **Updating our signage (2024)** - This is a simple step to accurately welcome guests by helping them easily see where to go for what they need like bathroom, Hope Kids, family room, etc.
- **Build Tracker a classroom (early 2024)** - This space will allow the Tracker class to have a space uniquely designed for them and allow the multipurpose room to be used for bigger games and purposes without interfering with their lesson.
- **Sanctuary upgrades & sound deadeners (end of 2024)** - We want people to freely enter into worship with their church family so we need to continue to be updating equipment and room acoustics.
- **Refresh lower level lobby (end of 2024)** - We want the lower level to match the aesthetics of the spaces around it and become an intentional space of its own versus a pass-through.
- **Decluttering and Organization (on going - 2025)** - We believe it is possible to declutter and reorganize to improve our space utilization both in our main building and our garage. Interior and exterior regular maintenance will ensure that we continue to properly care for our facility.

conclusion

As your church leaders, it is our honor and privilege to serve alongside you and lead Hope Community Church. We thank God for our church family and we are so excited to see how God will continue to work through Hope Community Church as we step out in faith to follow where God is leading. We ask that you would join us in our pursuit of what we believe is God's master plan for Hope Community Church.

As your church leaders, we ask that you would join us in making a commitment to:

- **Engage in regular prayer** for our church and leaders (**U**nite, **P**rotect, and **S**anctify Us)
- **Join the mission** of *Loving God, Loving People and Making Disciples* and support the master planning
- **Choose to authentically do life together** in community at Hope
- **Bring friends and neighbors** who need the light of Christ in their life.
- **Give generously**, trusting that everything you give goes into everything we do.

Master Plan is a tool that provides the framework or roadmap to achieve our goals. Ultimately, God is Sovereign and deserves all the glory. Our desire is to bring Him all the glory by exemplifying and carrying out the mission of Hope Community Church on a daily basis. As your leaders, we approve of the development and implementation of this master plan and commit to use it to guide our decision making and pursuit of excellence. With a sense of shared purpose and unity, we adopt this plan to help us remain a biblically grounded, relevant and valuable resource in the lives of people in Cottage Grove and the surrounding areas.

We praise God for what only HE can do in the future of Hope Community Church!

Lead Pastor: Mark Wiggins

Elders: Tyrell Eckdahl, Cey Jordan, Brad Quiggle, and Stephen Wong

LOVE GOD
LOVE PEOPLE
MAKE DISCIPLES

