

**Chapin Presbyterian Church (PCA)
Chapin, SC**

Ministry Compass for 2016-2019

Leader's Version



Strengthen the Stakes!

See the Opportunities!

Seize the Moment!

“Enlarge the place of your tent, stretch your tent curtains wide, do not hold back; lengthen your cords, strengthen your stakes. For you will spread out to the right and to the left; your descendants will dispossess nations and settle in their desolate cities.”

-Isaiah 54:2-3

MINISTRY COMPASS FOR 2016 - 2019

The first quarter of 2016 has provided the opportunity to review and to refine the ministry vision and plan—present and future—of Chapin PCA. The following discussion comes from the strategic planning questionnaire and discussion within the congregation. For the next three years, we will attempt to move in these directives in our **Come-Grow-Go** plans. This movement is a statement of faith, an expression of confident biblical expectation in God’s leading for present and future ministry. Read these plans prayerfully and expectantly as we transition to a new chapter in our life:

1. **Our Ministry Environment:** as we look around, what makes us weep and pound the table? What burdens and compels us to address this in this ministry?
 - a) We live in a consumer-fed, leisure-driven, relationally-broken society that seeks satisfaction and contentment from worldly pursuits that sometimes leads to obsessions (the love of money and excessive accumulation, alma-mater infatuation, workaholism, social stature, sports performance at-all-costs, popular entertainment—music, movies, etc.). Their effects are noticeable in the number of broken marriages, un-nurtured and stressed-out children, self-image issues in students of all ages (from parents that pressure them intensely to perform), addictions-of-all-kinds, and “status symbol” quests that seek success and social prominence.
 - b) We live in a demographically-booming area that is attributed to good schools, quality accessible health care, leisure/entertainment opportunities, a favorable climate and a retirement-friendly disposition. These factors have exploded Chapin’s growth over 141%,¹ since 2000.
 - c) We realize that much of our area “church life” is consumer-driven, offering a “cafeteria” array of programs to appeal to people with “felt needs”. These tactics attract spiritual “customers,” not disciples of Christ. We yearn to live out the gospel as a worshipping, maturing, reaching *family of believers* that want to restore this community in healthy and redemptive ways.
 - d) As a redemptive community, we must engage the social issues that fracture the Chapin community: marriage foundations, family nurture, racism, poverty and economic division (“the haves and have nots”), financial counseling, child-enrichment and care, and relational wellness. In order to be a healing magnet, we must saturate our lives in the realities of the gospel as a *relationally-driven community* in authentic, interpersonal, counter-cultural ways.
2. **Healthy Ministry Indicators:** What evidences show the gospel’s fruit at Chapin PCA? What qualities reveal the fullness of Jesus Christ’s presence in us? These ten indicators, drawn from questionnaire responses and discussion, are a vital part of our **Come-Grow-Go** efforts. This is where we want to go and what we want to be by God’s grace. Prayerfully, we want to move in this direction:
 - a) **Conversions:** New spiritual conversions among all ages, embracing the gospel for the first time.
 - b) **Family:** A *family ministry* that strengthens the traditional nuclear home and promotes marriage preparation and enrichment, parenting and grand-parenting effectiveness, family nurture, financial workshops-budgeting, marriage/family communication and intergenerational ministry. The family’s centrality and health is important for a strong church and stable society.

¹ <http://www.city-data.com/city/Chapin-South-Carolina.html>

- c) **Maturity:** Deeper growth in worship, Sunday school, growth groups, prayer, and discipleship.
 - d) **Stewardship:** Deeper stewardship commitments that are strategic and practical (better attendance, prayer, volunteerism, financial giving).
 - e) **Servant Leaders:** New servant-leaders in the church's outreach and internal ministries.
 - f) **Mentoring:** Spiritual mentoring in a healthy intergenerational and multigenerational environment (individuals and families) in formal and informal ways.
 - g) **Church Plants:** New churches strategically started in targeted communities around the Lake Murray region and beyond. As we grow, others are sent from us to daughter new churches. We want to multiply ourselves as salt and light for the Kingdom of God.
 - h) **World Missions:** Increase in faith-promise giving, missionary support, and in the number of church members that go on short-term missions trips. We want *our own church members* to be vocational pastors, church planters, missionaries, teachers, and leaders for Christ's kingdom.
 - i) **Debt Elimination:** Eliminate our \$2.5 million debt on our facilities, and see a healthy increase in giving for the general fund that will strengthen current ministries and fortify new initiatives. Currently, our principal and interest payments are our #2 highest expense while ministry funds (worship, missions, education, etc.) struggle at #4. This current alignment needs a "flip-flop."
 - j) **Worship:** Enthusiastic, engaged worship as a Reformed Church in the conservative Presbyterian tradition. We rejoice in our Reformation heritage and strive to live and to work in the "faith that was once for all entrusted to the saints" (Jude 3). We are *passionate Presbyterians* who are grounded in Christ's Lordship, His Word, sound doctrine, preaching, prayer and worship.
3. **Strategic Plan for 2016-2019:** Here are our ministry objectives, drawn from responses across the congregation and aligned with our ***Come-Grow-Go*** initiatives:
- a) *Music and Worship Ministries*
 - i) Identify, strengthen and increase the number of musicians within the church.
 - ii) Increase more worship places (praise team, children's Sunday school, a children's musical, all-worship nights, alternative summer service) and integrate the arts more in our worship.
 - iii) Promote community outreach through concerts, music and instrumental lessons, courses on worship and music history and a local coffee house ministry.
 - b) *Christian Education and Discipleship Ministries*
 - i) Increase the number of grow groups, involving more church members in the study of Scripture and in sound doctrine, with practical application, combined with a strong relational emphasis. Employ a multiplication strategy that encourages grow group expansion. Such a strategy is critical if we expect to grow as a church.
 - ii) Cultivate our life on life discipleship ministry. Establish a formal (1-2 year mentoring) initiative to equip members to become disciple-makers. A multiplication strategy is key.
 - iii) Establish training courses for new teachers and leaders.
 - iv) Offer continuing training opportunities for existing teachers and leaders.
 - v) Establish a discipleship master curriculum for all ages, instilling benchmarks in curriculum development for 1st-12 grade students, and providing rich curriculum resources for adults that emphasizes content, sound theology, and life application.

- vi) Establish a central curriculum library, offering recommended resources and tools for teachers and grow group/Sunday school teachers and leaders.
 - vii) Offer several elective courses per year in the adult Sunday school.
- c) *Evangelism Ministries*
- i) Establish a family ministries nurture-outreach that promotes marriage preparation and enrichment, family nurture-communication, parenting/grand-parenting effectiveness, financial workshops-budgeting and intergenerational mentoring in marriage and parenting.
 - ii) Establish outreach events that target specific “population pockets” through “affiliations” and “affinity” outreach clubs (affiliations: active military, medical community, all sectors of education, veterans, legal associations, music lovers. “Affinity hobbies”: history, sewing, quilting, gourmet cooking, gardening, woodworking, car enthusiasts, boating, fishing, etc.).
 - iii) Train members to pray and to share their faith as a lifestyle where they live, work and play.
 - iv) Formulate a strategy for daughter church planting in collaboration with Palmetto Presbytery.
 - v) Establish better attraction strategies-connections between new visitors and the church.
 - vi) Upgrade our technology and communication vehicles (website, social media, electronic communication, etc.) more effectively.
- d) *Children’s Ministries*
- i) Provide a safe, secure and nurturing environment for children and families with secure check-in areas, screened and trained volunteers and a cleaned, sanitized environment.
 - ii) Pursue biblical teaching of our children with excellence, establishing a gospel-centered master curriculum that emphasizes Scripture memory in appealing and engaging ways.
 - iii) Provide effective training of teachers.
 - (1) Continue to strengthen KidZ Spot ministry (catechism, the Lord’s Prayer, etc.).
 - (2) Instill good communication between teachers and parents.
 - iv) Outreach to Chapin children (in collaboration with evangelism and family initiatives)
 - (1) Continue the Good News Club at Chapin Elementary School.
 - (2) Strengthen Vacation Bible School and promote it as a church outreach.
 - v) Provide opportunities for children to serve in the church ministry.
- e) *Student Ministries*
- ReFormed exists to bring students into the visible Body of Christ, where they are nurtured to love God and all people in order to be equipped for the joyful service of disciple-making in their local, national and international neighborhoods. Our values and objectives:
- i) Joy-filled service: modeling Christ, building bridges, living out love, being faithful stewards, living with a missional focus, and helping others identify their call.
 - ii) Corporate worship: hearing the preached Word, partaking of the sacraments, living under the authority of the church, and belonging to the Body of Christ.
 - iii) Authentic relationships: with family, as friends, alongside leaders, for unbelievers and in the invisible church.
 - iv) Deep discipleship: by prayer, in intimate community, with biblical counseling, via confession, and through teaching reformed theology.

ReFormed team: adult leaders with faithfulness, passion, consistency, teachability, and calling.

f) Shepherding Ministries

- i) Encourage and start several co-ed groups.
- ii) Promote intergenerational ministry with evangelism and family ministry initiatives.
- iii) Offer training to small group leaders to foster intentional gospel community.
- iv) Encourage an outward focus in the small group ministry.
- v) Train elders and lay leaders in effective shepherding.
- vi) Encourage small groups to have intentional social gatherings for hospitality.
- vii) Offer pastoral care to small group leaders and shepherds.

g) CARE ministries

- i) Emphasize Christian love and compassion in the total church ministry (in worship services, CARE calendar, training volunteers in care and compassion).
- ii) Coordinate and establish the homebound ministry.
- iii) Enhance the bereavement ministry.
- iv) Foster more effective follow up of visitors (hospitality, communication).
- v) Emphasize volunteerism and appreciation in CARE ministry.

h) Administrative Ministries

- i) Direct all information from all parties to the proper channels, insuring all events are scheduled without conflict, put on the calendar, and notification/security is given.
 - (1) Accurately maintain the ACS database, our foundation for records and info.
 - (a) Training for all staff and lay leaders, training on AccessACS for members.
 - (b) Training on the website for staff and lay leaders.
 - (2) Provide timely/accurate information, support and coordination of information and reports as needed for smooth and seamless operation of the church.
 - (3) Handle all requests in a timely, efficient and courteous manner.
- ii) Improve communication between staff, officers, committees, congregation and community.
 - (1) Use all tools available (email, texting, social media, etc.) to inform all parties of events.
 - (2) Make publications as attractive and information as timely as possible, yet cost effective.
 - (3) Send reminders as needed to compile and to complete reports.
- iii) Remain flexible in order to provide and to fulfill the needs of the church.
 - (1) Continue to look for faster, easier, better, and more cost-effective ways.
 - (2) Offer suggestions, solutions and training when possible.
 - (3) Remain open to changes and different ways of doing things.

i) Stewardship Ministries

- i) Elimination of the \$2.5 million debt on our facilities.
- ii) Increase the general fund, faith promise giving for current and future expansion.

j) World Missions Ministries

- i) Increase faith-promise giving by 25% over the next three years (current: \$125,000).
- ii) See ten new members participate in a short-term mission trip for the first time each year.
- iii) Prayerfully, commission one church member every five years as a full-time missionary.

k) *Chapin Outreach Team (COT) Ministries*

- i) To be led prayerfully to find, to create and to publicize regular opportunities for individuals and groups to serve local people in need in the Name of Jesus (Matthew 25:35-40).
- ii) To see more people mature as disciples of Jesus who are engaged in service and missional living—going with Jesus on His gospel mission (Matthew 5:16; James 1:27). Encourage each grow group/discipleship group to participate in at least two opportunities per year.

Come-Grow-Go Leadership: Each ministry above, teaming with the pastors, staff, elders, deacons and lay leaders to implement Come-Grow-Go on every level in a strategy that facilitates movement, alignment with our vision, and celebration when people take a deeper step in their discipleship.

4. **What we Value:** uncompromising principles in our faith, life and work

- a) We seek to love the Lord our God with all our heart, soul, mind, and strength and seek to love our neighbors as ourselves (Mark 12:30).
- b) We believe the Word of God is eternal, inerrant, and authoritative, the standard for our faith and practice (2 Timothy 3:16-17). It speaks with clarity, relevance and authority.
- c) We believe Jesus Christ is the way, the truth and the life (John 14:6).
- d) We believe that Jesus Christ is building His Church (Matthew 16:18), proclaiming the gospel of His kingdom (Matthew 24:14), and building His people as living stones in an authentic gospel community where life-on-life discipleship is occurring (1 Peter 2; Acts 2:42-47).
- e) We believe the love of Christ compels us to action (2 Corinthians 5:14).
- f) We believe the gospel is the power of God unto salvation (Romans 1:16-17).
- g) We believe in the Great Commission (Matthew 28) and in the Cultural Mandate (Genesis 1:26b).
- h) We believe in presenting the fullness of Jesus Christ in our expository preaching and teaching, seeking to disciple others in life-on-life discipleship (Colossians 1:28).
- i) We believe in Spirit-filled, Scripture-driven, God-centered worship (John 4:24).
- j) We believe in the centrality of the family by defending, nurturing, and promoting human life as made in the image of God (Genesis 1 and 2). We believe in the education and nurture of children, families and the sanctity of hetero-sexual marriage.
- k) We value our history in the Protestant Reformation and our heritage as conservative Presbyterians in the Reformed Faith as expressed in our confessional documents.

5. **Our Milestones:** where we have come by the grace of God

- a) Started as seed in 1997, then approved as a church plant in 2002.
- b) **2003:** Church particularized on October 26 with 169 charter members and 7 ruling elders. In December, 14.67 acres on Old Lexington Hwy purchased for \$350,000.00. Tina McGready hired as PT music director and Kevin Figgins, youth director.
- c) **2004:** Building committee established in March. Architects hired in May. Dan Ratchford installed as pastor, Tim Hanley called as assistant pastor. Helen Anderson hired to staff. First mission trip to Acapulco (July 31-August 7); congregation raises \$1,194,187.57 to start building project. 319 members, 117 children in Sunday school.

- d) **2005:** First mission trip to Nicaragua in January, groundbreaking on March 20, additional 5 acres of adjoining land purchased. Hurricane Katrina Relief team sent September 1. 19 deacons elected in October. 338 members, 190 children.
- e) **2006:** Second mission trip to Nicaragua, first Easter Egg Hunt at Crooked Creek Park in April, Diana Smith and Allen Jones hired to staff, inaugural worship service on Reformation Sunday, October 26, in the new church building. 480 members, 129 children in Sunday school.
- f) **2007:** Third mission trip to Nicaragua in January, first Palmetto PresWic annual meeting here January 27, women's retreat and start of men's ministry in March, first Faith Promise to missions in April, first Vacation Bible School in July, first family fall festival in November, expansion plans for current facility approved. 490 members, 137 children.
- g) **2008:** Mission trips to Nicaragua, Mississippi (Hurricane Katrina), New Orleans and Hungary; Installation/Ordination of 3 elders, 6 deacons in January; Men's ministry BOW begins, Men's May Golf event, fishing and retreat in February; Women's Retreat in March; PresWIC Retreat in October; Women's Freestyle Olympics in September and Sweet Hours of Prayer in August; Annual Youth and Adult Super Bowl game; election of elders and deacons in December; Local ministries: Chapin Community Work Day in April; Labor day Parade in September, GoodWorks, HUB, Adopt A Highway, Eva's house, Giving Tree, Prayer Walk and DayBreak Dinner; Youth retreat in January; Fall Festival in November; 6th Church anniversary celebration in October; Promo Sunday in August; VBS in June; Bible Club in July; Sam Manual, Debbie Rowell and Shawn Hammond hired to staff; Work Day in July; two worship services become the norm ; Faith Promise raises \$107,140; April MOM event; April Volunteer and Color Group Sunday picnic; Faith Promise Sunday in April (Bill Jones); 536 members, 122 children.
- h) **2009:** Installation/Ordination of 3 elders, 8 deacons; Israel Trip led by Mark Gende; mission trips to Nicaragua, Hungary, and Egypt; Senior Adult ministry FOCAS events; Youth Ski trip and The Edge; Men's Retreat and Ladies Tea in February; Women's retreats in October and Fund raising for Phase 2 Building continues; Items sent to Haiti Hurricane Relief; Indelible Grace and Matthew Smith Concert in September; 4th Annual Youth Adult Super Bowl; Men's BOW in February; Faith Promise in May (Paul Kooistra); Volunteer Appreciation Sunday; Church-wide Color Group Kickball Tournament; VBS in July; Local ministries (listed above) continue; Color Groups volleyball & tennis tournaments; Fall Festival in November; 7th Church anniversary celebration in October; End of Summer Spectacular/Promo Sunday in August; Kim Folsom and Debbie VanDeusen hired to staff; 617 members, 127 children.
- i) **2010:** Installation/Ordination of 4 elders and 9 deacons; Men's Discipleship groups in January and retreat in February; 1st Men's Wild Life Dinner in October; Ladies Tea in January; 24 hour call to prayer in February and March; Phase 2 building project to proceed with administrative office to be incorporated into the construction; Faith Promise Sunday in April (John Batusic); Volunteer Appreciation Sunday in May; Ladies Morning Apart in April; 1st NiteLife worship on Saturday evenings in June; Women's Spring Retreat in March; Mission trips to Nicaragua in February, Appalachia in April, Hungary in July and Egypt in September and New Orleans in May; 5th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; Color Groups volleyball &

tennis tournaments; Fall Festival in November; 8th Church anniversary celebration-groundbreaking in October; End of Summer Spectacular/Promo Sunday in August; VBS in June; Hosted Community Thanksgiving service in November; Jack Carmody (Youth Director), & Jackie Linder (Children's Director) hired to staff; 618 members, 125 children.

- j) **2011:** Installation/Ordination of 3 elders, 11 deacons; Phase 2 building underway; dedication and ribbon cutting (October) and church office moved into church building; Men's Retreat in February; 2nd Wildlife Dinner in October; 4th annual Ladies Tea in February; Ladies Morning Apart in April; first Walk With Jesus/Egg Hunt; Faith Promise Sunday in April (Dr. Shelton Sanford); 2nd NiteLife worship on Saturday evenings in June; Women's Spring Retreat in March and October; Mission trips to Nicaragua (February), Uganda (July), Southern Sudan (October), and Due West, SC; 6th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; 9/11 Remembrance Service; 9th Church anniversary celebration in October; End of Summer Spectacular/Promo Sunday in August; VBS in July; Ordination & Installation service for Jack Carmody in August as Family Life Pastor; Gingi Cook hired to staff; 576 members, 123 children.
- k) **2012:** Installation/Ordination of 2 elders and 5 deacons; Valentine's Marriage Seminar in February; Men's Retreat in March; 5th annual Ladies Tea in January; Women's Sweet Hour of Prayer in August; Faith Promise Sunday in April (Dr. J. Robertson McQuilkin); 3rd NiteLife worship on Saturday evenings in June; Women's Spring Retreat in March and October; 1st Women's Simulcast with Priscilla Shirer in May; Mission trips to Hungary in June., Uganda in May; Atlanta, GA, Hurricane Sandy Atlantic City, and Dreher Island State Park; 7th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; Labor Day Blue Grass Concert in September; 10th Church anniversary celebration in October, End of Summer Spectacular/Promo Sunday in August; VBS in June; 40 Days of Prayer Challenge in October; Began Good News Club @ CES; Christmas Show Michael Kelley in December; 601 members, 101 children.
- l) **2013:** Installation/Ordination of 4 elders and 9 deacons; Church-wide curriculum developed and implemented (Foundations 101, 102, etc.); Men's Retreat in March; 6th annual Ladies Tea in February; Faith Promise Sunday in May (Bobby Gupta); NiteLife worship services on Sunday evenings in January; Women's Spring Retreat in March and October; Mission trips to Nicaragua in June; Mexico in June; SafeHouse, Atlanta, GA, and Hospitality House, Boone, NC; 8th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; 11th Church anniversary celebration in October; End of Summer Spectacular in September; Promo Sunday in August; VBS in July; Good News Club @ CES; Tim Hanley goes to serve with PEF; 516 members, 92 children.
- m) **2014:** Installation/Ordination of 4 elders and 2 deacons; Men's Retreat in February and Wild Game Dinner in November; 7th annual Ladies Tea in January; Faith Promise Sunday in May; Women's Spring Retreat in March and October; PresWIC gathering in March; WOW begins in September; Mission trips to Haiti in June; Week of Hope, Orlando, FL, and W. Virginia in July; 9th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; 12th Church anniversary celebration in October; Promo Sunday in August; VBS in July; Good News Club @ CES; Josh Vahle (Spiritual Life Pastor), Web Brown (Youth Director) and Andrea Looney (Nursery Director) hired to staff; 532 members, 86 children.

- n) **2015:** Installation/Ordination of 2 elders and 5 deacons; Come Grow Go ministry comes after 3 pastor retreat; 8th annual Ladies Tea in March; Faith Promise Sunday in May; Women’s Retreat in October; PresWIC gathering in March; WOW; Mission trips in June to Haiti W. VA, and Nicaragua; 10th Annual Youth Adult Super Bowl; Local ministries (listed above) continue: 13th Church anniversary celebration in October; Promo Sunday in August; VBS in July; Good News Club @ CES; Angie Bardin hired to staff as Nursery Care Giver; Dan Ratchford accepts new call; 551 members, 86 children.
 - o) **2016:** Installation/Ordination of 3 elders and 4 deacons; 9th annual Ladies Tea in April; Faith Promise Sunday in April (Monty Taylor); Women’s Retreat in October; PresWIC gathering in March; WOW; 10th Annual Youth Adult Super Bowl; Local ministries (listed above) continue; 14th Church anniversary celebration in October; Promo Sunday in August; VBS in July; Dr. Curt McDaniel called as Interim Sr. Pastor and Trevor Allen (Youth Director) hired to staff in February; 496 members, 101 children.
6. **Roadblocks:** what members say keeps us from experiencing greater effectiveness:
- a) *Strategic prayer:* the need for more intercessory and corporate prayer is vital.
 - b) *Visionary, initiating leadership:* what launched the church in its first ten years has been missing in recent years. A re-energized vision and implementation is essential.
 - c) *Complacency:* We must make God’s kingdom first (Matthew 6:33). Nothing must block passion.
 - d) *Participation:* We want to see wider involvement and participation among our members in congregational life and work, not just on Sunday mornings.
 - e) *Investment:* while many give generously, we believe that the giving capacity of our entire congregation can be greater, especially as we launch this new ministry plan.
 - f) *Communication:* we must improve communication in every way. In effective church ministry, the “left hand must know what the right hand is doing”and promote it!
 - g) *Facilities:* outgrowing our space in the youth and children areas.
7. **Our Resources:** what members say are our greatest assets:
- a) “God is FOR us” (Romans 8:31). The Lord wants to use us in all our frailty and brokenness!
 - b) We have dedicated pastors and a staff who are providing good leadership.
 - c) We have a committed Session who takes their leadership roles as shepherds/overseers seriously. We have an energetic diaconate that is serving our congregation well.
 - d) We have a number of quality teachers and lay leaders who labor faithfully with all ages.
 - e) We are balanced in age-diversity (even numbers of young, mid-life and senior life families).
 - f) When informed, we have responded with generous giving. We pray this ministry plan will increase giving to: 1) general fund, 2) eliminate the debt, and 3) more faith-promise giving.
 - g) We have an appealing environment to attract and to retain new people into our membership.
 - h) We have one another, bonds of love to “spur us on to love and good deeds” (Hebrews 10:24).

OPPORTUNITIES ARE BEFORE US.

WILL WE SEIZE THE MOMENT?