Vision Lead: Roman

Strategies	Metric Milestones
Know - Strategy #3: Refine and Implement an Assimilation Pathway (From Hello to Home) 1. Define the assimilation pathway from hello to home. (From first introduction to committed member) (21/Q3) a. incorporate guest services/connect team interaction 2. Develop and implement the Discover Hope Class (Curriculum, Timing, Rhythm etc.) (21/Q3)	**Budget** **Strategy Leader: ERIN** **Team:** (asks) Lauren Bowman Tim April Julie Kupecky
Grow - Strategy #1: Develop and Execute Church-Wide Leadership Development Process 1. Identify and invest in 6 future leaders with a focused plan for growth and leadership impact (21/Q4) 2. Define leadership pipeline and succession plan for leadership roles. (Elder, Staff, Ministry Leaders) (21/Q4) 3. Define and evolve operational model (Governance structure, Organization Design with sustainability) (22/Q2) 4. Build out HR processes including recruitment, onboarding, training, updated org chart, job descriptions, annual reviews etc.). (21/Q3) 5. Revamp the bylaws and membership process (22/Q1)	**Budget** **Strategy Leader: ROMAN** **Team:**
Grow - Strategy #3: Strengthen the Worship Experience Across Both On-site and Online Campuses 1. Increase opportunities to cultivate the heart of worship as a response to deeply valuing, treasuring and enjoying relationship with God. (21/Q4) 2. Build and grow a planning/design and execution team for Sunday gatherings, which unites us in worship through diversified experience which translates across platforms. (21/Q3)	**Budget**

**content, purposeful execution, creative elements, planning team for worship, integrated planning, design is one part of the strategy, moving hearts by integrated and intentional next steps and plans* 3. Implement the first set of changes from Sunday AM planning/design team. (22/Q1)	**Strategy Leader: NANCY** **Team:** (asks) Natalie James Jasmine Morrow Marissa Regii Derek Speese Mandy Desilets Eliu Cornielle

Vision Lead: George

Strategies	Metric Milestones
Know- Strategy #1: Develop and Implement an Engaging Discipleship Pathway Plan 1. Define the markers of a growing Christ follower. (21/Q3) 2. Develop a discipleship pathway to become a growing Christ follower (21/Q4) 3. Roll out and begin the implementation of the discipleship pathway. (22/Q4) 3. Revamp and align Starting Point to the Discipleship Plan. (21/Q4)	**Budget** **Strategic Leader: TRACEY** **Team: (asks)** Jerry Conicello Jim Paradis Bert Herrick Linda Handley Jennifer Hiltebeitel Nicole or Brenda Owuor Ondrej Nikel
Grow - Strategy #2: Engage Small through of emphasis of relationships. 1. Define the core tenants of a small group (growing relationships, prayer for each other, focus on God's Word, care) (22/Q2)	**Budget**

a. Expansion plan – multiply + sustainability 2. Expand mentorship opportunities (22/Q1) 3. Care and development plan for small group leaders and mentors (pour into them) (TBD)	**Project Manager: *JULIAN** *Using a Project Manager for this Strategy due to plans to reference outside models for groups.* **Team:**
Go - Strategy #2: Establish Love Works as a Model for Other Churches 1. Define and fund the development of the model (22/Q4) 2. Develop strategies for replication of the model (23/Q2) 3. Establish seed/launch fund (22/Q4) 4. Ensure the evangelical focus as the key component in all LW endeavors (22/Q4)	**Budget** **Strategic Leader: GEORGE** **Team:**

Vision Lead: Tim

Strategies	Metric Milestones
Know - Strategy #2: Evaluate and Improve Online and On-site Church Environments – TIM 1. Develop and execute an improved online environment (relevance, refresh, marketing, pastoral care) (Re-evaluate this deadline - 22/Q1) (Tim) 2. Evaluate all campus buildings with a specific focus on connecting and learning environments. Identify development opportunities and priorities/timelines. (21/Q3) (Tim)	**Budget** **Strategic Leader 1: TIM** **Team:** Ali Quedenfeld Vinnie Dargush Joel Confino Nancy Searfoss **Strategic Leader 2: Tim**

	Team
Go - Strategy #1: Developing and Implement a Volunteer Framework 1. Evaluate current volunteer landscape of Hope Church. (21/Q2) 2. Identify/Increase # of first-serve opportunities (21Q3) 3. Revamp/re-launch Serve class (22/Q1) 4. Create communication platform for opportunities (22/Q4)	**Budget** **Strategic Leader: KATIE** **Team:** Ashley Machon Becky DiSanto Nikki Erle Bob and Nan Huber Katie Langer Tim Desilets Didi Sison Brenda Owuor Samantha Paradis Bob Soulchin Laurie Vandegrift
Go - Strategy #3: Increase Missional Mindset of Hope Church 1. Define missional mindset/outreach strategy for Hope Church (21/Q4) 2. Develop a phased approach to being missional. (TBD) 3. Implement the first phase (TBD)	**Budget** **Strategic Leader: SCOTT** **Team:**