



Vision
& Strategic Plan
2023

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In The Beginning

Our story begins with the opening lines of the book of Genesis, “*When God first created the heavens and the earth...*” (1:1). Who we are and why we do what we do is grounded in the universal story that God has been telling since the very beginning.

As one spark of the grand narrative, we feel compelled to steward God’s story and this community well, to care for and tend to its life, and to be diligent and faithful with our calling.

It is this aim for which we publish our **Vision & Strategic Plan**. For those who consider **Spark Church** to be their home, and for those who have yet to join us, we hope this gives us all a clear sense of purpose and an excitement for the hope and future of our church.

In Christ,
Spark Church Board

October, 2023

Why Do We Exist?

Our **Mission** and **Core Values** published in our Charter in 2019 remain the reason for our existence and a guide for our vision and strategic plan.

Our Mission

To Inspire People to *Live The Way of Jesus*

Our Core Values



Love



Reputation



Reconciliation



Rescue



Resurrection

Our Vision

Spark is a church where people...



Experience God's Love



Mature in Discipleship



Connect in Community



Do Good Works



so that all may experience a New Life in Christ



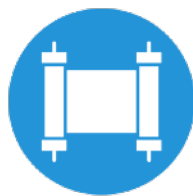
Experience God's Love

For this reason I bow my knees before the Father, from whom every family in heaven and on earth takes its name. I pray that, according to the riches of his glory, he may grant that you may be strengthened in your inner being with power through his Spirit and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.

—Ephesians 3:14-19

We want everyone at Spark to **experience the unconditional, overwhelming, and spiritually transformative **love of God found in Jesus Christ.****

“Love” is our business.



Mature in Discipleship

As he walked by the Sea of Galilee, he saw two brothers, Simon, who is called Peter, and Andrew his brother, casting a net into the sea—for they were fishers. And he said to them, “Follow me, and I will make you fishers of people.” Immediately they left their nets and followed him. As he went from there, he saw two other brothers, James son of Zebedee and his brother John, in the boat with their father Zebedee, mending their nets, and he called them. Immediately they left the boat and their father and followed him.

—Matthew 4:18-22

We want everyone at Spark to study, to learn, and to grow in their understanding of what it means to follow Jesus.

“Discipleship” is our work.



Connect in Community

For as in one body we have many members and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another.

—Romans 12:4-5

We want everyone at Spark to experience meaningful connection, true belonging, and a sense of “home”.

“Community” is our culture.



Do Good Works

Then the king will say to those at his right hand, 'Come, you who are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world, for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.'

—Matthew 25:34-36

We want our church to **be good and to **do good**; for ourselves, our neighbors, and our world.**

“Good works” are our product.



Strategic Plan

How do we accomplish our vision?

How We Accomplish Our Vision

We **develop and support competent ministry caretakers.**



We **ensure sustainable operations** with a **financially generous** and **fiscally conservative philosophy.**



We **create environments and experiences** through which our vision is realized.





Ministry Caretakers

To be effective in our aims we must take care of the “who,” the leaders, staff, and volunteers who run our ministries and embody our values and vision.

The governance of our church forms the foundation upon which all other teams are supported. Spark’s **Executive Board** is accountable to the congregation and responsible for Pastoral Supervision, Missional Caretaking, and Fiduciary Guardianship. The **Senior Pastor** is accountable to the Board and responsible for leading the development and execution of the church’s vision, leadership, and ministries. **Associate Pastors** are accountable to the Board and Senior Pastor, and are caretakers of the teaching, culture, and congregation. The **Executive Director** is accountable to the Senior Pastor, and is responsible for the business and operations of the church.

GOALS:

- Establish an Intergenerational Ministry for families, youth, and adults.*
- Ensure all our ministries are of consistent quality.*
- Encourage all volunteers to serve with enthusiasm, joy, and fulfillment.*

Key Strategic Objectives:

- *Hire a Pastor of Intergenerational Ministries.*
- *Overhaul all volunteer teams, visions, and responsibilities.*
- *Onboard five new small group leaders.*



Sustainable Operations

Money is like air. We do not live to breathe, but we must breathe to live. **All leaders, staff, and volunteers operate by a “financially generous, fiscally conservative” philosophy** in the handling of our money. Financial generosity commits to high quality products, long-term valued acquisitions, and honoring people well. Fiscal conservatism understands the source of our revenue, thinks in long-term sustainability, and refuses extravagant, careless, or irresponsible expenditures.

GOAL:

Balance the budget.

Establish an organization-wide philosophical consistency.

Key Strategic Objectives:

- *Increase annual giving by \$200k/year.*
- *Reformulate the Rescue & Benevolence Policies.*
- *Restructure staffing allocations.*
- *Train team members on “financially generous, fiscally conservative.”*



Environments & Experiences

The gathering of people in a purposeful program is the very life of the church. Services, activities, community gatherings, and meetings are the vehicles by which our vision and values are advanced. We currently create, and will continue to provide **Sunday Services**, weekly **small groups**, **Spark Learning Seminars**, **Rescue Service** opportunities, **retreats**, and **studies**.

GOALS:

*“Spark All Week,” the active usage of our space by the community.
Provide community opportunities for all Sparkers.*

Key Strategic Objectives:

- *Install a Space Committee and Manager to develop and deploy a marketing and outreach plan.*
- *Identify and secure sub-tenants for our space.*
- *Launch five new recurring community experiences.*

We will have succeeded when...

Because our outcomes are primarily *qualitative* rather than *quantitative*, we have no time frame, nor do we have numerical objectives. We will know that we have accomplished our aims when,

- people testify to a deepening of their relationship and commitment to Jesus,
- people testify to their experience of God's love through Spark,
- people testify to their sense of belonging,
- broken relationships are reconciled and healing processes are in operation,
- the hungry are fed, the sick are visited, the naked are clothed,
- the communities around Spark value our presence and work,
- our finances are well-balanced,
- children and youth want to "be" at church,
- parents find resources, support, and encouragement,
- and more...

We look forward to the next season of Spark, and being witnesses to the great things that God will do as we faithfully steward our responsibilities as a local church.

As always, we welcome any questions. We will continually strive to be transparent in our operations, sincere in our aims, humble in our objectives, and fiercely committed to the health of our organization.

We invite you to join us in this next chapter of the story that God is unveiling to us through the Holy Spirit in our midst. As you contribute to the life of this community, we together celebrate the incredible privilege of partnering with God, and sharing in the joys of this life of faith.

On behalf of the Board and Pastors, thank you all for *being Spark Church*. You are deeply loved, and greatly appreciated!



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