

Session Strategic Plan 2023/2024

A Church to Call Home is Thriving, Inviting, and Connecting

1. **From the time that our new vision to be a “Church to Call Home” was created, we’ve seen God do a mighty work at Springhill.** We’ve weathered the storm of COVID and emerged stronger. We welcomed new staff members, including Rev. Brian Yount, Julie Snyder, Darcy Vanbeek, and Rachel Grey, each of whom brings unique talents that align with the church's new direction. We’ve paid off our debt in full. We have implemented robust, Word-focused discipleship amid new life groups, weekly parent equipping, a new men’s retreat, a new mom’s group, and most recently Awana’s and a new college ministry initiative.

2. **As we give God thanks for where we are, we recognize that God has called us to press on.** In addition to a renewed commitment of our mission, vision, and values at both sites we identified the following three areas of needed focus:
 - a. A church to call home is **THRIVING**.
 - After years of dedicated efforts to establish a cohesive governance structure, the Session has determined that both sites should have their own distinct yet interconnected leadership teams.
 - While Springhill operates as a two-site church, it also functions as two distinct congregations during Sunday morning services.

 - The elders of Springhill are committed to ensuring that both sites flourish under our shared mission, vision, and values, extending beyond Sunday morning worship."

 - GOAL: By the end of 2024 the Session believes God is calling Springhill to hire a third full-time EPC ordained pastor to lead our Legacy Site.
 - This pastor will play a pivotal role in implementing outreach events, leading Bible studies, providing pastoral care for shut-ins, officiating at funerals and weddings, establishing an after-school ministry for the neighboring schoolhouse, organizing summer events for families, regularly contributing to the preaching team, and overseeing the planning and administration of Sunday morning worship services."

- GOAL: To achieve this objective, we will convene a congregational meeting to elect a pastor nominating team. This team will collaborate closely with our Ministerial Committee of Presbytery to initiate the search for our new site pastor and will be responsible for recommending a suitable candidate to the Session in a timely manner.
- GOAL: Additionally, the Session of Springhill will establish a new Legacy leadership team, spearheaded by this new pastor, who will implement these initiatives under the authority and with the full support of the Session. This new pastor will also hold a seat on the Session to ensure seamless continuity between sites."

b. A church to call home is **INVITING...**

- GOAL: By the end of 2024 Springhill will have four annual outreach initiatives that partake in existing community events in the Gallatin Valley.
 - a. To achieve this goal, the Session has renamed our Neighbors Deacon to Deacon of Evangelism and Outreach.
 - i. This new deacon position will be tasked with creating a team to ensure these activities are carried through in 2024.
 - b. In addition, the church will continue to be challenged to invite their neighbors, colleagues, friends, and family to Springhill by again highlighting new sermon series with intentional invite cards throughout the year.
- GOAL: In addition, by the end of 2024 a streamlined process of hospitality will continue at both our Legacy and Bozeman Sites to include:
 - a. Connect Cards and welcome from front...
 - b. A book/gift offered to all first-time guests (at end of worship)
 - c. An elder/ deacon at a designated welcome table ready to meet new folks and exchange gift.
 - d. Follow up by pastoral staff the following week by email/ text/ phone.
 - e. Intentional quarterly follow up by pastors with an invitation to discovery class.

c. A church to call home is **CONNECTING**.

- GOAL: By the end of 2024 Springhill will aim for at least 80% of the church involved in a weekly connecting ministry outside of Sunday morning worship. This includes life groups, bible studies, men's groups, discipleship, women's groups, college ministry, youth group, or Awana's.
 - a. To achieve this goal, the Session will create a new deacon of Life Groups/ Connection that will be tasked with intentionally looking over the Springhill membership to better understand who is not connected and why.
 - b. Also, to achieve this goal, this deacon will continue to equip and release new life group leaders to multiply and diversify the existing pool of groups.
 - c. Finally, from the pulpit, the pastors will routinely highlight the importance of being connected in community at Springhill with an ongoing invitation to join a group.