

LEXINGTON PRESBYTERIAN CHURCH (PCA)
LEXINGTON, SOUTH CAROLINA

MINISTRY COMPASS® & PLAN FOR 2024–2028

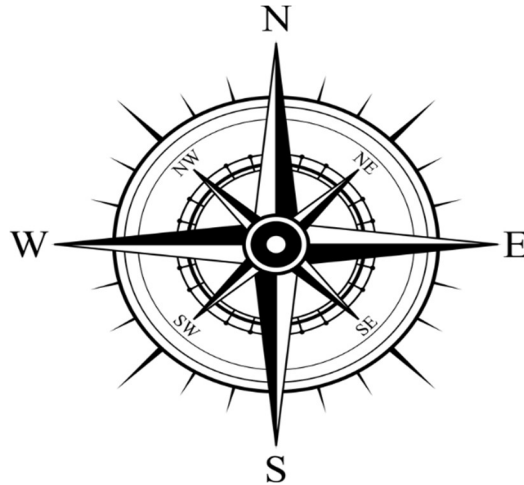
7/23/24: APPROVED UNANIMOUSLY BY LPC SESSION

8/12/24: APPROVED UNANIMOUSLY BY LPC DIACONATE

8/12/24: APPROVED UNANIMOUSLY BY LPC WOMEN'S MINISTRY OFFICERS

8/13/24: APPROVED UNANIMOUSLY BY LPC STAFF

8/25/24: APPROVED UNANIMOUSLY BY LPC CONGREGATION



WE WILL NOT HIDE THEM FROM THEIR CHILDREN, BUT TELL TO THE NEXT GENERATION THE GLORIOUS DEEDS OF THE LORD, AND HIS MIGHT, AND THE WONDERS HE HAS DONE...THAT THE NEXT GENERATION MIGHT KNOW THEM, THE CHILDREN YET UNBORN, AND ARISE AND TELL THEM TO THEIR CHILDREN SO THAT THEY SHOULD SET THEIR HOPE IN GOD AND NOT FORGET THE WORKS OF GOD.

~PSALM 78:4, 6-7

As the LPC congregation celebrates fifty years of God's faithfulness, provision, and favor in the Fall of 2024, these reminiscing and celebratory moments provide opportunities to envision the *next* fifty years of life, worship, witness, and service to the Lord Jesus Christ (should He tarry), as the baton will naturally pass from the founding and formative generations to the emerging generation of congregants and their leaders. In a time of transition and succession, it is always prudent to recall the foundations that marked the church's birth in 1974, and the ministry themes and priorities that lavished God's blessings upon her work and witness in the *first* fifty years. This revisitation of core values provides the solid ground not only to reflect with gratitude, but also to pivot *forward* in the setting of ambitious goals by faith, prayer, humility, and dependence upon the Holy Spirit.

OUR HOPE IS IN NO OTHER SAVE IN THEE;
OUR FAITH IS BUILT UPON THY PROMISE FREE;
O GRANT TO US SUCH STRONGER HOPE AND SURE
THAT WE CAN BOLDLY CONQUER AND ENDURE.¹

With a grateful devotion to the Lord, a renewed commitment to one another as a spiritual family, and a rejuvenated passion to reach the Lexington community and beyond as a witness, the following *Ministry Compass*® & Plan for 2024-2028 is drawn primarily from the responses in the Discovery Weekend in December

¹ John Calvin, "I Greet Thee, Who My Sure Redeemer Art," stanza 5. Trinity Hymnal, 168. Public Domain.

2023 (by McGowan Global), the congregation's participation in the Strategic Planning Questionnaire in January 2024, and from numerous dialogues with congregants arising from the questions posed.

This strategic plan represents how God is moving through the hearts of the LPC family, and the gospel-centric ways they will seek to minister by faith in the next 3-4 years as she enters another chapter. They reveal the passion of this congregation and how congregants will trust the Lord to use them to reach and to disciple others with the transforming power of the gospel. It is a humble statement of trust and confidence in God's grace that will enable them to serve as another chapter of life and opportunity unfolds.

CORE VALUES AND FOUNDATIONAL FOOTINGS

In reflecting upon LPC's "faith heritage" as she celebrates fifty years of the Lord's goodness, the following core values mark her foundations and humble reliance upon God's continued favor. Each of these foundations is a number 1 priority:

- *Gospel-Passionate*: LPC is an energetic congregation fueled with a passion for the gospel, best shown in the expositional preaching of the Scriptures to believers, and its applicable proclamation of biblical salvation to those that are spiritually lost. In the past, this has led to sponsoring (daughtering) other PCA congregations in Palmetto Presbytery.
- *Worship-Centric*: LPC is a corporate body dedicated to public worship and the faithful observance of the Lord's Supper (once a month). With a "Means of Grace" focus in ministry, they believe that God's blessing, nurture, and empowerment comes when diligence is shown to the ministry of the Word, to worship and prayer (public and private), and to the faithful observance of the sacraments. Their passion for corporate worship is most visibly seen in a blended style that draws from ancient and modern hymnody, theologically-rich gospel songs, and psalms with multiple instrumentations and a modern-times, progressive expression.
- *Discipleship-Driven*: LPC is a spiritual family motivated to discipleship and to growth in biblical maturity, especially in the disciplines that foster deeper faith (worship, prayer, Bible study, giving, witness, and the use of one's spiritual gifts in volunteerism). They believe that the spiritual formation and growth process best happens in small groups where believers share their lives with each other.
- *Relationship-Rich*: Complementing its identity as a spiritual household, LPC is noted for its emphasis on relationships and spiritual bondedness with one another, seen most vigorously in small group settings and in the CE hour classes when study, discussion, prayer, and *life* happen intentionally. This also appears in the spiritual oversight initiatives of the ruling elders and the way the congregation is structured so that they may shepherd their mini-flocks effectively.
- *Outreach-Oriented*: LPC is a missionally-driven church committed to the Cultural Mandate (being biblical salt and light to the culture with righteous presence and good deeds) and to the Great Commission (taking the message of the gospel to our community, county, state, nation, and world). This is seen numerous ways: the support of missionaries and missionary agencies, partnerships with local gospel-centered missions, community initiatives to promote good will and benefit, church planting, participation with Palmetto Presbytery and PCA causes, and collaboration with other evangelical congregations in the greater Lexington and Columbia area.
- *Confessionalist-Core*: As a congregation whose heritage rests in the theological tenets of historic biblical Presbyterianism,² LPC is a collaboratively-led spiritual ministry by the pastor and Session, each equally

² Ten tenets of biblical faith that are articulated in the *Westminster Confession of Faith*: **1)** Commitment to the glory of God and the exaltation of the Lord Jesus Christ, the only Savior of sinners and the King and Head of the Church (1 Corinthians 10:31, Jude 25, Acts 20:28, Ephesians 1:20-23, 4:11, 5:23, Colossians 1:18); **2)** Commitment to the inerrancy, authority, and infallibility of the Word of God (2 Timothy 3:16, John 10:35, Psalm 19:7, Isaiah 40:8); **3)** Commitment to the absolute sovereignty and providence of God in all things (Isaiah 45:5-7, Job 12:7-16, Psalm 115:3, Romans 11:33-36); **4)** Commitment to the proclamation of salvation by grace alone through faith alone in the Lord Jesus Christ alone (John 14:6, Acts 4:12, Ephesians 2:8-9); **5)** Commitment to the covenantal structure of biblical

submitted to the other as brothers and servants in the Faith, deeply zealous for one another and for the spiritual growth and unity of the flock, along with its peace and purity. As a spiritual community deeply committed to in-depth biblical exposition and to life-on-life discipleship in the Reformed World and Life View, LPC is committed to catechizing their children, youth, and adults in the “*Solas*” of the Protestant Reformation.

MINISTRY ENVIRONMENT

When congregants were asked to think about their community—the world that they go to everyday to live, to work, and to play, what burdens and concerns did they state about Lexington and the South Carolina Midlands that provoked them to weep and to pound the table?

- *The societal breakdown of the nuclear family.* One LPC couple stated, “The enemy has attacked God’s design for marriage and the family since the Garden of Eden and we are grieved and angered to see the success Satan has had over the past several decades... We see a great need to restore God’s ordained purpose for the family.” Complementing this statement, another member added, “Fathers need to be fathers.” Several members noted the rise of the LGBTQIA influence in the greater Lexington area and the need to help and resource congregants struggling with family members outside LPC who are affected to various degrees in this dilemma. The need was repeatedly stated to do everything possible to rebuild and to strengthen the nuclear family unit in the community.

Along this same theme of *family*, a consistent drumbeat complementing the need to support the nuclear family was the desire of many members to see LPC *continue* and even strengthen its longtime emphasis as a *spiritual family* in welcoming and embracing people in all walks and stages of life: single, divorced, widowed, “empty nesters,” and couples without children. A hallmark strength within LPC through its fifty-year history has been and continues to be the congregation’s pursuit of deep, rich relationships within the body through small groups, CE classes, missions’ trips, local outreach events, church socials, and ministry volunteerism.

- *The social plight of the community.* From those gripped with drug addictions to the homeless, from poverty to child abuse, from violent crime to single-parent fractured homes, consistent mention was given by members of the social dysfunctions and breakdowns present and active in the Lexington area. Oftentimes these pockets of despair were most notably seen and felt in the public school system despite the thankful presence of believers attempting to be an active light for Christ there. The need for a creative and engaging gospel witness in word and in deed to people affected by these social problems was repeatedly stressed.
- *The quandary of loss:* LPC members recognized how people they know from all walks and stages of life in this community have experienced and continue to feel the staggering effects of loss in its many dimensions: the death of a spouse or a child (young or adult), the decline of health and loss of wellness, a miscarriage and its emotional effects, a loss of job or promised opportunity, the forfeiture of a dream, and/or the

redemption as the framework of God’s relational dealings with his people (Genesis 15:18, Isaiah 61:8-11, Matthew 26:28, Hebrews 8:6-13, 9:15, 12:24); **6**) Commitment to the centrality of the church as the instrument of gospel and kingdom advancement in the world (Matthew 16:18-19, 28:18-20, Acts 1:8, 8:12); **7**) Commitment to the primacy of the Great Commission and the Cultural Mandate in the advancement of the gospel and the kingdom in the world (Matthew 5:13-16, 24:14, Colossians 1:19-20); **8**) Commitment to the doctrinal truths of Biblical Christianity as articulated in “*Solas*” of the Protestant Reformation (Christ alone, faith alone, grace alone, God’s glory alone, the Bible alone); **9**) Commitment to the ministry oversight and governance of a plurality of elders in the spiritual leadership, oversight, and polity of the church (Hebrews 13:17, 1 Peter 5:1-4, 17, 1 Timothy 3:1-7, Titus 1:6-9); **10**) Commitment to the priesthood of all believers in the context of the local church for ministry within the body and outside the body (1 Peter 2:9, Revelation 1:6, 5:10).

departure of cherished friends due to death or to an out-of-state move. In each case, the need for caring and supportive relationships, the type felt in genuine *community*, was stated as a priority.

- *Growing unchurched population from the Dechurching dynamic:* nearly every evangelical denomination or independent church present in the SC Midlands has experienced to some extent a period of stagnant or declining attendance and/or participation *decrease* in the past 5 years. Obviously, a recognizable percentage of this dormancy was attributed to the COVID pandemic and its ongoing effects towards attendance, involvement, and volunteerism. Other factors such as declining trust in institutions as a whole (seen as a national trend), moral failures of church leaders, and increasing numbers of community opportunities on weekends (youth sports, games, concerts, special events) have thwarted local congregations’ efforts to appeal and to attract individuals and families to worship services and to congregational events. Finding ways to attract people to church not only for worship services, but also for other events (concerts, cook outs, family events, etc.) was repeatedly voiced. Perhaps one member stated it best, “Seeing the ‘unchurched’ playing soccer across the street from our church on Sundays makes me sad. I miss the days when everyone was in church on Sunday.”

LEXINGTON PRESBYTERIAN CHURCH’S PURPOSE

Vision and Mission: LPC’s mission statement asserts, “**For God’s glory, we are making disciples of Jesus as we worship, love, and serve.**” When members were asked to state the congregation’s purpose for ministry, a number of directives surfaced that connect to this mission statement. These responses reveal that congregants to a great degree understand what LPC’s identity is and that they are attempting to fulfill it in their life, personal witness, and corporate participation. Members stated the following:

To proclaim and to teach the gospel.	To worship and to glorify God in all we do.	To be a community of followers of Jesus.
To be a beacon of light to a dark world.	To love another as Christ loved us.	To bring people to Christ.
To grow in the grace and knowledge of Christ and His Word. Commitment to the disciple-making process.	To be a family to one another and a Body of Christ to those in the community who are seeking a spiritual family	To seek out the lost in our community, and to spread the gospel of Christ throughout the world as He leads.
To provide tools and resources for knowing and worshipping God.	To build and to strengthen our membership, and to help each other grow spiritually.	To serve others in our church family and beyond.
To prepare God’s people for the work of ministry and service.	To exercise the “one another’s” in Scripture.	Striving for spiritual unity in love.

VALUES

When asked what values in worship and work were seen that affirm the above purpose for LPC’s vision and mission, congregants stated the following:

Faithfulness in worship: the use of Scripture, doctrinally-rich hymns/songs, prayers, confessions in worship.	Commitment to expository preaching and in-depth teaching.	Desire to fulfill the Great Commission through local and world missions.
The pursuit of genuine friendships and community	Generosity in giving of time and offerings to support the	Growing in Christ-likeness as we worship, love, and serve

within the Body: being a family to one another.	mission out of love and obedience to God.	joyfully. Commitment to the disciple-making process.
Showing gratitude for what God has done for us.	To be the hands and feet of Jesus in this world.	The integration of knowing God's Word with living it.

**LEXINGTON PRESBYTERIAN CHURCH'S OBJECTIVES:
HOW THE CONGREGATION PICTURES HEALTH AND VITALITY IN MINISTRY**

Visible signs: When they were asked to state the clear signs that visibly show the fullness of Christ's presence at work in the body, LPC members stated the following prominent markers:

Participatory worship: robust singing and engagement with worship theme. Musicians using their skills and the choir.	A welcoming atmosphere for visitors and guests. A genuine sense of caring for one another.	Joy, love, and peace in the journey with one another.
Spiritual hunger for preaching and teaching. The pursuit of deeper knowledge of the Scriptures and of doctrine.	Strong prayer life, both in small groups and personally for one another.	Strong support for the body's ministry with generous tithes, offerings, and faith-promise missions giving.
Healthy participation in children's, youth, and adult CE ministries and in small groups.	Strong outreach programs both locally (like ROMANS and Mentor Moms) and with Palmetto Presbytery and the PCA (RUF, MNA, MTW).	A greater number of church members discovering and using their spiritual gifts in ministry, showing unity.

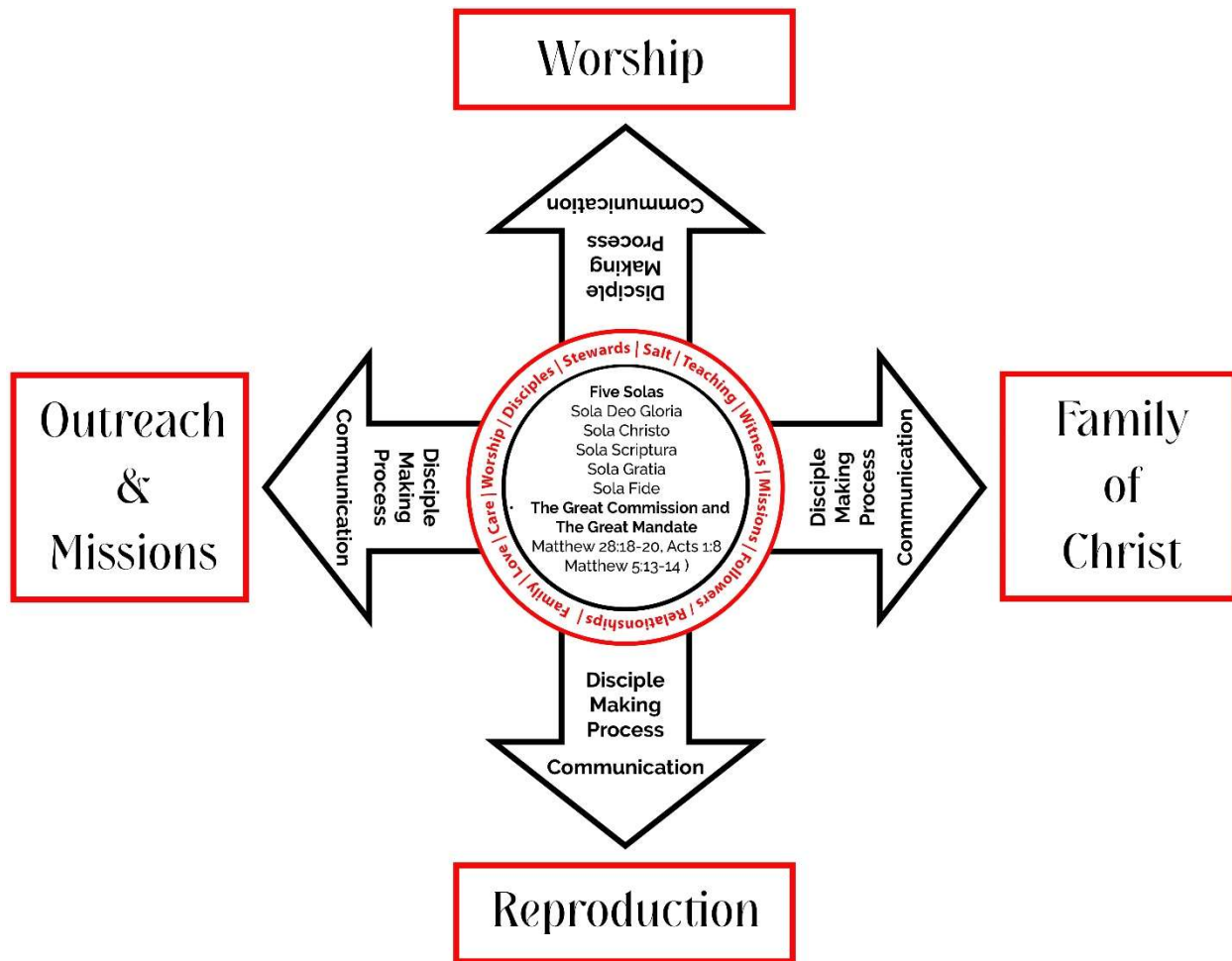
MISSIONAL BEING & DOING: HOW LPC LIVES OUT ITS CORE VALUES & BELIEFS

At the February 2024 Session retreat, the elders reviewed and discussed the responses from the congregational questionnaire and the Discovery Weekend report and concluded that in the nearly 50 years of LPC's existence (since 1974), this congregation's ministry—*then and now*—has grown and prospered around two core foundations connected to Jesus Christ, the chief cornerstone:

- *The five Solas of the Protestant Reformation: Soli Deo Gloria* (God's glory alone), *Sola Scriptura* (Scripture alone), *Sola Christus* (Christ alone), *Sola Gratia* (Grace alone), and *Sola Fide* (Faith alone). In her early years, LPC's motto was, "In all things Christ preeminent."
- *The Great Commission and the Cultural Mandate:* Going into all the world with the message of the gospel, and making disciples of all the nations in the power of the Holy Spirit for the honor of Christ and to the glory of God the Father. Also, being the salt of the earth and the light of the world to our own community by doing good deeds of love, peace, and goodwill to our own neighbors.

These are the core beliefs and footings that established LPC's foundations in 1974, and they continue to this day. They are seen as her "grounds of being," the reason she exists and the purpose for which she was called into existence by God for this time and this place in history (identity). From these foundations (being), the following actions, coming out of a commitment to the disciple-making process, form the steps of action or "doing" that expresses and communicates the ways LPC prioritizes ministry:

- | | |
|-----------------------|-----------------------|
| ○ Worship | ○ Relationships/Care |
| ○ Love | ○ Family |
| ○ Preach/Teach | ○ Prayer |
| ○ Disciple | ○ Followers of Christ |
| ○ Evangelize/Outreach | ○ Stewards |



MISSIONAL STRUCTURE: HOW LPC IS ORGANIZED INTERNALLY TO DO MINISTRY

Coming out of this revisitation of core foundations, plus current strategic planning discussions, and experiences learned from the past, the LPC Session believes it needs to return—in a more modified and efficient way—to the committee structure of ministry oversight and governance that marked previous chapters of ministry growth and organizational health. After much prayer, thoughtful discussion, and discernment, 6 permanent Session committees surfaced, each aligned in one way or another with the core beliefs stated above (“being”) and its expressive core actions and practices (“doing”):

- *Worship*: Oversight of all Lord’s Day and special worship services, worship teams, recruitment and the development of more musicians and singers.
- *Family of Christ*: Oversight of ministries intended towards building up the traditional *nuclear* family, the Christian education of children, youth, men and women, the discipleship ministries found in small groups, and the nurture and enrichment of marriages and the Christian home, all done towards the pursuit of making LPC a deeper *spiritual* family.
- *Outreach*: Oversight of all local (Lexington area and Palmetto Presbytery), national (PCA-MNA), and world (PCA-MTW) Great Commission and Cultural Mandate ministries.

- *Administration*: Oversight of all church organization and management, budget, communications, and the hiring of all paid personnel on the church staff (in collaboration with the deacons). The strategic evaluation and implementation of the *Ministry Compass*[®].
- *Shepherding and Ethics*: Oversight of the nurture, care, and shepherding of communicant members and their families, care for those sick and homebound, outreach ministries of care such as Mentor Moms, ROMANS and others, promotion of conflict resolution (Peace Makers ministry), and care of troubled marriages, along with congregants involved in moral failures and dilemmas.
- *Stewardship*: Oversight of volunteerism in all ministries (both the opportunity listings for service and to the placement of volunteers in collaboration with the staff, deacons, and lay leaders), the promotion and implementation of spiritual gifts training and assessment within the congregation and in the Inquirers' Class (in collaboration with the Christian Education Ministry Team), and the development with the deacons of a comprehensive educational plan for financial stewardship education within the church.

THE STRATEGIC IMPORTANCE OF MINISTRY TEAMS UNDER SESSION COMMITTEES

Under each of the 6 permanent Session committees, there will be specific ministry teams formed that focus on the *promotion and planning of that respective committee's responsibilities in ministry*, along with the recruiting of volunteers needed to make that ministry team operational and productive. For example, consider the **Family of Christ Committee**. There will be teams formed under this Session committee's oversight such as, but not limited to the following:

- Children's Ministry Team
- Youth Ministry Team
- Women's Ministry Team
- Men's Ministry Team
- Christian Education Ministry Team
- Plus, additional teams as this particular ministry grows and opportunities surface.

The objective behind this approach is to *involve* as many LPC members as possible in the ministry or areas where they have spiritual giftedness, passion, and interest in serving. Out of these respective ministry teams come *task forces: groups of people who are the "worker bees" of the hive, doing the practical details ("tasks") of ministry work, service, and engagement*. Examples: VBS Task Force, Missions Conference Task Force, Youth Retreat Task Force (e.g., "The Edge"), Sanctuary Advent Decorations Task Force), and others. The advantage of task forces is that *they come, and they go* with the season and the need, allowing members to concentrate their energies and priorities towards the specific areas of ministry volunteerism that *they feel gifted and enthusiastic to serve when they are able to serve*.

In summary, LPC’s missional structure is geared at 3 levels of participation:

6 Session Committees (Spiritual Oversight and Leadership, Vision, Direction).



Ministry Teams Under Each Committee (Planning and Promotion of Ministry)



Task Forces Under Each Ministry Team (Action and Implementation of Details)

MINISTRY COMPASS® & PLAN FOR 2024-2028: STRATEGIES AND DIRECTIVES¹

After much thought, prayer, and discussion among ministry leaders for more than 5 months, the following plans, objectives, and strategic operatives are offered in humble submission and reliance upon the Holy Spirit’s enablement, and also with the recognition that these directives can *only* be accomplished with the Holy Spirit’s empowerment upon the LPC congregation to fulfill them with their prayers, attendance, talents, spiritual gifts, priorities, and financial support. The opening words of Psalm 127 echo this sentiment and belief:

**“UNLESS THE LORD BUILDS THE HOUSE,
THOSE THAT BUILD IT LABOR IN VAIN.”**

This strategic plan is categorized and organized under LPC’s missional structure in the 6 areas of Session oversight and spiritual leadership and governance:

1. **WORSHIP MINISTRY: CONTINUED CULTIVATION OF A ROBUST REFORMED, GOSPEL-CENTRIC, CONFSSIONAL WORSHIP THAT ENGAGES THE MIND, HEART, AND SOUL FOR THE GLORY OF GOD. PLANS:**
 - a. Reaffirm our historical commitment to use with balance 3 bodies of worship music (classic hymns, modern hymns, Psalms) and their respective styles with blended, relevant expression in their alignment to the worship/sermon theme for a particular service.
 - b. Systematic coverage of Reformed Standards (e.g., *WCF*, catechisms, creeds) in the liturgical order as they relate and give explanation to the worship and sermon theme.
 - c. Increase the pool of musicians and number of instrumentalists for worship teams.
 - d. Hire a full-time Director of Music and Worship who will collaborate with the pastor in planning the music for all services (regular and special), plus explore ways and means to develop more musicians and instrumentalists.
 - e. 5th Sunday of a month: have a combined worship with congregational lunch afterwards.
 - f. Develop ways to instruct the congregation in classic and modern hymnody (hymnology).
 - g. In collaboration with the deacons, develop and implement a plan to upgrade the sanctuary’s sound, lighting, A/V, stage, flooring, and appearance (paint).

¹ Incorporating responses from the January 2024 Congregational strategic planning questionnaire, the December 2023 Discovery Weekend, The February 2-3, 2024, Session Retreat, and the February 27, 2024 Staff Retreat.

- 2. FAMILY OF CHRIST MINISTRY: CONTINUED NURTURE AND PROTECTION OF THE TRADITIONAL NUCLEAR FAMILY AND THE CULTIVATION OF THE SPIRITUAL AND CONGREGATIONAL FAMILY LIFE WITHIN LPC. PLANS:**
- a. Call full-time ordained/ordainable Assistant Pastor of Family Ministries who will oversee all the Family of Christ, discipleship, CE, and spiritual gifts discovery ministries at LPC, including the staff members in these areas.
 - b. In collaboration with the deacons, develop the 6.26-acre parcel next to LPC as an “LPC Family Park” (See diagram on p.17) that will enhance the family of Christ ministries at LPC with ideas such as, but not limited to:
 - A Picnic pavilion with tables
 - A concert/sound stage
 - Ball field
 - Walking trails
 - Community food bank garden
 - Gymnasium
 - Other (congregational input and creative ideas requested and welcomed!)
 - c. Children’s:
 1. Find ways to increase and to improve consistent children’s attendance in a total ministry plan.
 2. Expand the outreach of Kids Quest.
 3. Develop and implement a systematic and comprehensive plan of Christian education for children.
 4. Find ways to complement and to assist families with children that are in both children’s and youth ministry.
 5. Develop resources for family worship and help parents disciple their children.
 6. Continue the outreach-oriented emphasis of VBS and other appropriate venues.
 7. Continue the Children’s Catechism ministry.
 - d. Youth:
 1. Hire full-time Director/Pastor of Youth Ministries whose focus is on worship, discipleship, evangelism, and the nurture of students.
 2. Hire Assistant Youth Director with focus on ministry to girls.
 3. Increase the size of the Youth Ministry Team.
 4. Develop and implement a systematic plan of Christian education for youth and the youth ministry small groups.
 5. Continue an emphasis in short-term missions’ trips, retreats, and other outreach-oriented venues.
 6. Involve youth more with the deacons’ widow ministry, and in ROMANS, where applicable.
 7. Connect youth more with adult seniors in a variety of ways.
 8. Conduct Christian worldview training.

- e. Christian Education
 1. Promote and implement a Spiritual Gifts Discovery Course for all youth and adults in the congregation.
 2. Strive to have 70% of the congregation in small groups and in CE classes.
 3. As stated above in children and youth ministries, develop a systematic and comprehensive Christian education plan for adults, incorporating Christian apologetics especially in the youth and adults' curriculum.
 4. Increase the pool of teachers and also increase the quality of teaching through teacher training workshops and events.

- f. Women's:
 1. Continue to provide weekly/monthly opportunities for regular fellowship and Bible study running year-round.
 2. Organize four quarterly special event gatherings.
 3. Increase participation in LPC WM by 10% each year.
 4. Increase participation by 10% in Palmetto Presbytery women's events each year.
 5. Create additional intentional means of communication to include web presence, printed media, social media, and fuller utilization of the Church Center applications.
 6. Continue to seek out opportunities for LPC WM to increase and create new opportunities for intergenerational events, studies, and fellowship gatherings.

- g. Men's:
 1. Continued implementation of Joshua's Leaders to raise up more young, emerging leaders.
 2. Men's churchwide gatherings 4 times/year (socials, workdays, etc.).
 3. Increase number of men's Bible studies.
 4. Explore a parallel mentoring ministry to men (similar to Mentor Moms) as an outreach.
 5. Hold a men's retreat once a year.
 6. Explore more ways for men to serve together.

- h. Marriage/Parenting/Christian Home:
 1. At least 1 time/year: a conference for either marriage enrichment, parenting skills, or something on Christian home nurture.
 2. Explore a churchwide family retreat 1 time/year.
 3. Help men understand how to be the loving, shepherding spiritual head of their home.

- i. Those that are widowed:
 1. Explore the possibilities of a ministry like Anna's Tea (like what is seen at Riverland Hills BC, Irmo).
 2. Assign deacons to widows and singles for any help they may need.

3. **OUTREACH MINISTRY: CONTINUED CULTIVATION AND DEVELOPMENT OF THE CONGREGATION’S WITNESS IN THE GREAT COMMISSION AND THE CULTURAL MANDATE TO HER “JERUSALEM, JUDEA, SAMARIA, AND TO THE UTMOST PARTS OF THE EARTH.” PLANS:**
 - a. Locally:
 - i. Use the new “LPC Family Park” as a venue for community outreach events such as, but not limited to: Fall Festivals, 4th of July BBQs with a concert, Spring Easter Egg Hunts, Youth bonfires, Labor Day cookouts, and many other imaginative possibilities.
 - ii. Schedule regular times of evangelism training (“How to Share Your Faith”).
 - iii. Continued active engagement with ministry partners such as Samaritans’ Well, Chris Myers Children’s Place, LaVie Pregnancy Care Center, Camp Joy, Central Midlands Transition Retreat, Bethel Christian Camp, School Time Bible Ministries, and others.
 - iv. Replicate ROMANS to other area churches.
 - v. Host periodic seminars for the public based on interest and need. Examples: “How to Recover from a Life-Altering Loss,” “Landscaping Your Yard for a Wow Effect!” and many others, utilizing the skills and expertise of congregation members. The idea is to create connection points to the community around topics of common interest and need. One member stated it like this (others similarly): “Host various workshops/seminars and ‘how-to’ classes (nutrition, exercise, woodworking, cooking, plumbing, electrical), inviting not only members of the congregation, but those outside our church, starting each session with a devotional.”
 - b. MNA
 - i. Have an organized disaster response team.
 - ii. Explore potential sites for the next church plant.
 - iii. Schedule annual missions (local and MNA) emphasis weekend each year.
 - c. MTW
 - i. Provide yearly short-term trips for youth and adult, utilizing the congregation’s present partnerships, plus the PCA-MTW opportunities.
 - ii. Schedule annual world missions conference each year, equidistant from the local and MNA weekend emphasis.
4. **ADMINISTRATION MINISTRY: CONTINUED CULTIVATION AND DEVELOPMENT OF MINISTRY INFRASTRUCTURE THAT WILL FACILITATE HEALTHY ORGANIZATION AND TIMELY IMPLEMENTATION OF MINISTRY OBJECTIVES-DIRECTIVES, HUMAN AND FINANCIAL RESOURCES, AND STRATEGIC COMMUNICATION WITHIN AND TO THE CONGREGATION-AT-LARGE. PLANS:**
 - a. Hire full-time Church Administrator.
 - b. Empower deacons with budget formulations in discussions with staff and ministry leaders.
 - c. Develop a more extensive and comprehensive communications strategy—internally and externally (website, social media, church app, etc.) that will promote more effective ministry communications within the congregation, and towards the community.

- d. Develop and implement a personnel ministry team that will encourage, oversee, and supervise paid employees' compensations, ministry reviews/evaluations, and benefits.
 - e. Develop and implement a long-range planning and implementation ministry team that will evaluate and assist Session committees in implementing the ministry objectives and directives of this *Ministry Compass*[®] and Plan.
 - f. Participate in the PCA Partnership Shares ("Askings") for the PCA² and for Palmetto Presbytery.
5. **SHEPHERDING AND ETHICS MINISTRY: OVERSIGHT OF THE NURTURE, CARE, AND SHEPHERDING OF COMMUNICANT MEMBERS AND THEIR FAMILIES, SMALL GROUPS, CARE FOR THOSE SICK AND HOMEBOUND, OUTREACH MINISTRIES OF CARE SUCH AS MENTOR MOMS, ROMANS AND OTHERS, PROMOTION OF CONFLICT RESOLUTION (PEACE MAKERS MINISTRY), AND CARE FOR TROUBLED MARRIAGES, AND CONGREGANTS INVOLVED IN MORAL FAILURES. PLANS:**
- a. Shepherding
 - i. Develop an efficient system that tracks membership attendance and participation for better elder awareness and shepherding.
 - ii. Develop and maintain an accurate shepherding folds' list and church roll to help each elder to shepherd more effectively and to connect better with the congregation.
 - b. Small groups
 - i. Promote small group participation in the congregation, and develop basic guidelines for small groups.
 - ii. Recruit and train more small group leaders, and develop better training.
 - iii. Develop and maintain elder-team accountability assignments for small groups and for those not in small groups.
 - c. Congregational care
 - i. Find ways to collaborate with Children's and Youth Ministries to identify family needs and then communicate these needs to the congregation.
 - ii. Continue collaboration with pastor on communion visits to those home bound.
 - iii. Offer seminars of interest to the 60 and old age group in conjunction with Bible study.
 - iv. Continue Lexington Health and Safety Fair as an outreach.
 - v. Form task force on elderly, widowed, and shut-in's visitation and cards
 - vi. Continue assessment of needs within the congregation and connect these needs to resources within the church and community, always pointing people to Christ.
 - d. Mentor Moms
 - i. Find ways to strengthen the Mentor Mom's outreach to the community.
 - ii. Encourage greater congregational participation in Mentor Mom's ministry.

² 51st General Assembly Commissioners Handbook, 308, states that for 2024, the "askings" is \$115 per communicant member.

- e. Mercy
 - i. Continued emphasis and utilization of ROMANS within and outside congregation.
 - ii. Provide counsel and support to congregants needing help with financial and legal issues.
 - f. Ethics
 - i. Promote and provide conflict resolution training in general to the congregation.
 - ii. Empower Session committee with powers of a commission in specific instances to deal pertinently with church members' moral failures or marriage breakdowns.
 - iii. Host Peace Maker training/seminar for interested participants.
 - iv. Develop a policy and protocol for spiritual abuse allegations.
6. **STEWARDSHIP MINISTRY: OVERSIGHT OF VOLUNTEERISM IN ALL MINISTRIES (BOTH THE OPPORTUNITY LISTINGS FOR SERVICE AND THE PLACEMENT OF VOLUNTEERS IN COLLABORATION WITH THE STAFF, DEACONS, AND LAY LEADERS), THE PROMOTION AND IMPLEMENTATION OF SPIRITUAL GIFTS TRAINING AND ASSESSMENT WITHIN THE CONGREGATION AND IN THE INQUIRERS' CLASS (IN COLLABORATION WITH THE CHRISTIAN EDUCATION MINISTRY TEAM), AND THE DEVELOPMENT WITH THE DEACONS OF A COMPREHENSIVE EDUCATIONAL PLAN FOR FINANCIAL STEWARDSHIP EDUCATION WITHIN THE CHURCH. PLANS:**
- a. Spiritual Gifts
 - i. In cooperation with Christian Education Ministry Team, promote and implement spiritual gifts discovery course to the congregation and to the Inquirers' Class.
 - ii. At the completion of this spiritual gifts' discovery course by congregants, develop a continuing comprehensive list of each member's stated spiritual gifts.
 - iii. Share this updated comprehensive list regularly with Session committees, ministry teams, staff, deacons, and ministry leaders.
 - b. Talents/Volunteerism
 - i. In consultation with Session committees, ministry teams, staff, deacons, and ministry leaders, develop and post a comprehensive list of all volunteer opportunities that LPC members can sign up and participate.
 - ii. Implement congregational volunteer fair 1 time/year, highlighting the joy of ministry volunteerism and working in love with congregants in ministry.
 - iii. Promote congregational volunteerism through testimonies (printed, video, etc.).
 - c. Enfolding
 - i. Develop systematic plan for assimilation and enfolding of new members.
 - ii. Recruit and train more church greeters.
 - iii. Explore better ways to connect with newcomers and guests.
 - d. Financial Stewardship
 - i. Develop with the deacons a comprehensive plan for financial stewardship (education and awareness).
 - ii. Explore bringing a financial/budgeting course here for LPC members and as an outreach.

CONCLUSION

In response to the strategic planning questionnaire’s inquiry, “How will we know that the fullness of Christ is at work in our congregation,” the following member’s response aptly summarizes the collective thoughts of most of the congregation:

“Faithful worship always overflows in faithful living. Thirty years ago, there was a picture outside the nursery that asked, ‘How are we doing?’ The answer was, ‘ask us in 20 years and we’ll tell you.’ Many of the boys in those nurseries have gone on to be teaching and ruling elders, some are deacons. Many of the girls in those nurseries are now married to teaching and ruling elders, and most are active in other churches in different capacities.”

What LPC faithfully does *now* with her prayers, time, energy, devotion, spiritual gifts, and financial resources will determine—by the grace and power of God—how the *next* fifty years will look like in ministry effectiveness and fruit, as she waits expectantly for the Lord Jesus Christ to return.

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