

# North Carolina Yearly Meeting

## STRATEGIC PLAN

### 9.0 CRITICAL SUCCESS FACTORS: (In order to be effective and relevant)

I. IDENTIFY WHO WE ARE

II. COMMUNICATE CLEARLY

III. SEEK AND EXPECT SPIRITUAL GROWTH THROUGH  
COMMITTED DISCIPLESHIP

IV. EQUIP AND EMPOWER LEADERSHIP AT ALL LEVELS

V. IMPACT THE WORLD

# North Carolina Yearly Meeting

## STRATEGIC PLAN

### CRITICAL SUCCESS FACTOR I: IDENTIFY WHO WE ARE

GOALS	ACTION STEPS	RESP.	Due Date
<p>1. Translate history into who we are today.</p> <p><b><u>Budget</u></b> Program like QLSP could be \$2,500/Location</p> <p>Alignment of NCYM committees</p> <p>Review of available information \$500</p> <p>"Quakerism 101" - current funds sufficient</p>	Introduce a program similar to the Quaker Study Program that covers the Bible, Christianity, and Quakerism.	NCYM	Fall 2006
	Make certain NCYM Committees are in alignment with Core Values.	Tompkins Committee (Larry Newlin)	Fall 2006
	Review currently available books and other publications.	Program Dept.	Fall 2006
	Find or develop material aligned with Core Values.	Scott Wagoner	Fall 2006
	Develop a "Quakerism 101" course.	Program Dept.	Fall 2006
	"Suitcase Quakerism 101" into local Meetings.	Program Dept.	Fall 2006
	Lift up the value of <u>Faith and Practice</u> for study and application.	M & C	
<p>2. Establish a Spirit-Led Task Force of key leaders from all perspectives of NCYM to discern our way forward.</p>	Name Friends gifted for this task.	Executive Committee	May 2006
	Gather information from Meetings and Quarters.	Task Force	Summer 2006

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GOALS	ACTION STEPS	RESP.	Due Date
3. Establish new Meetings or worship groups.	Gather present church plant leaders to discuss Quaker identity in light of current culture.	Church Extension Committee	Summer 2006
	Allow "strengths" of diverse groups to be models for new congregations.	Church Extension Committee	Summer 2006
	Develop a model for church planting to be given to Meetings for their consideration for church planting.	Church Extension Committee	Fall 2006

### How Success is Measured

Number of local Meetings that participate

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### CRITICAL SUCCESS FACTOR II: COMMUNICATE CLEARLY

GOALS	ACTION STEPS	RESP.	Due Date
1. Roll-out work of Visioning Team. <b>(Awareness)</b>  <u>Budget</u> Covered in current budget	Report to Mid-Year Gathering.	Visioning Team	March 24, 2006
	Report at Ministers Association Meeting.	Visioning Team	May 2006
	Visit each Quarterly Meeting to review materials.	Visioning Team & YM Staff	July 31, 2006
	Appoint a committee for each Quarterly Meeting to review and send input back to Visioning Team.	Quarterly Meetings	Aug. 15, 2006
	Meet and incorporate information from Quarters.	Visioning Team	Aug. 31, 2006
	Present final Vision to NCYM for approval.	John Porter with assistance as requested	Sept. 4, 2006
2. Roll-out work of Visioning Team. <b>(Advertising)</b>  <u>Budget</u> \$5,000+	Incorporate Vision on web page and on all correspondence from the Yearly Meeting.	YM Staff	Sept. 30, 2006
	Put together a campaign involving newspaper ads, bulletin inserts, possible DVD and radio/TV advertisements made available to all Meetings along with financial assistance to make utilization possible.	YM Staff with assistance as needed	Aug. 31, 2007

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GOALS	ACTION STEPS	RESP.	Due Date
	Make "Vision" the subject of the Yearly Meeting Annual Gathering.	YM Staff with assistance as needed	Aug. 31, 2007
	Make use of names and addresses of those who have participated in local Quaker schools, organizations, and programs.	YM Staff with assistance as needed	Ongoing
3. Roll-out work of Visioning Team. <b>(Acceptance)</b>	Ask Monthly Meetings for the opportunity to have the Visioning Team/YM staff visit and discuss our Vision Plan with committee chairpersons to determine how work can be aligned to Vision.	Visioning Team & YM Staff	Dec. 2006
4. Improve internal communications.	Ask YM committees to have workshops at YM about what they are doing.	YM Staff & Monthly Meeting Clerks	Ongoing
	Ask YM committees to rotate preparing reports for Friendly Newsletter.	YM Staff & Monthly Meeting Clerks	Ongoing
	Ask Meetings with programs that "work" to share with others.	YM Staff & Monthly Meeting Clerks	Ongoing

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GOALS	ACTION STEPS	RESP.	Due Date
5. Communicate who we are to the outside world.	Seek funding from Evangelism or Church Extension for a conference on how to make our Meetings more visible to our communities and how to do friendly outreach.	Evangelism Committee or Task Force	Aug. 31, 2007

### How Success is Measured

Increased enthusiasm for YM work  
Responses from Meetings and Committees

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### CRITICAL SUCCESS FACTOR III:

SEEK AND EXPECT SPIRITUAL GROWTH THROUGH COMMITTED DISCIPLESHIP

GOALS	ACTION STEPS	RESP.	Due Date
1. Introduce and offer renewed awareness.  <b>Budget</b> \$0	Introduce the description and concept through reports, stories, and established marketing.	John Porter & YM Staff	Now
	Ask Planning Committees and various groups for future events to give focus and attention to topics and speakers that will ignite us as seekers of spiritual growth.	YM Program Committee, YM Committees & Clerks	Now
	Seek to worship and pray together more in various small groups and collectively.	Committees, Boards, M & C, Spiritual Life Commission	Now
2. Establish a Spiritual Formation Program. (A format for spiritual study, experience, and development)  <b>Budget</b> Now & 2007 \$1,500	Collect and study available resources and established programs.	John Porter & Darlene Pittman (Form new committee with Representatives from Evangelism and M & C)	Oct. 2006
	Promote and facilitate involvement in local and national spiritual formation events.	Evangelism & M & C	Now
	Involve our Yearly Meeting in smaller programs, in order to evaluate and mold to fit our needs.	New Committee	Jan. 2007

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GOALS	ACTION STEPS	RESP.	Due Date
<b>Budget</b> Sponsor Gathering and Full Program \$5,000	Join in sponsoring a national or regional formation gathering, such as "Renovare". (This type of gathering provides an opportunity that challenges the Church to balance vision, spiritual disciplines, accountability, and growth into Christlikeness.)	Evangelism Committee	2007 - 2008
	Present a fully developed and proven program.	Staff & New Committee	2008
3. Build and emphasize small group ministry concepts.  <b>Budget</b> \$1,000	Sponsor workshops, training, and curriculums for leaders and groups.	John Porter & Darlene Pittman	Mid-Year Gathering 2007
	Provide resources for small groups.	John Porter Program Dept.	Fall 2006
	Create opportunities for small group ministry at Yearly Meeting gatherings.	YM Program Committee	Aug. 2006
4. Equip our Meetings with Holistic Discipleship ideas.  <b>Budget</b> Resources \$1,000  Special Event \$2,000	Provide and suggest resource materials on relevant issues: - Stewardship - Worship - Worship styles - Outreach, etc...	John Porter & Program Dept.	Now
	Host special events for Monthly Meeting Ministry and Counsel.	Yearly Meeting M & C	March 2007
	Update speaker lists and re-establish Traveling Minister concept.	John Porter & Evangelism Committee	Oct. 2006

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GOALS	ACTION STEPS	RESP.	Due Date
<b><u>Budget</u></b> New Staff \$30,000	Hire NCYM Staff member with responsibility to Monthly Meetings: - Nurture - Growth - Discipleship - Spiritual Formation	Executive Committee & Representative Body	Jan. 2008
5. Reach out beyond who we are today.  <b><u>Budget</u></b> \$1,000	Provide resources for education and experience in other cultures within our own communities.	Program Dept. & Evangelism & Outreach Commission	Ongoing
	Learn to minister to a variety of cultures.	Ministers Association & M & C	Ongoing

### How Success is Measured

Greater participation from local Meetings in the Yearly Meeting  
 Growth in membership  
 Increased attendance  
 Increased involvement  
 Stronger outreach

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### CRITICAL SUCCESS FACTOR IV:

### EQUIP AND EMPOWER LEADERSHIP AT ALL LEVELS

GOALS	ACTION STEPS	RESP.	Due Date
1. Examine, expand, and equip our Pastors as Leaders.	Revisit Ministers Association purpose and function.	MA Executive Committee & Tompkins Committee	Fall 2006
	Revamp Continuing Education Program: - Address Relevant Issues. - Seek Quality Speakers. - Support a Quality Conference.	M & C & Continuing Education Committee	Fall 2006
	Evaluate role of Pastoral Care and Pastor/Meeting Relations Committees.	Tompkins Committee	Fall 2006
	Review Recording Committee process and mentoring application.	Recording Committee	Ongoing
2. Develop and nurture Meeting Leadership.  <b><u>Budget</u></b> \$3000 - \$5000	Develop a Team of Congregational Coaches: - Define Vision/Purpose. - Identify people and gifts needed. - Establish Training Program. - Design an Implementation Process.	John Porter & Darlene Pittman & Executive Committee	Spring 2007

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GOALS	ACTION STEPS	RESP.	Due Date
	Equip our Congregational Coaches with expertise targeting: <ul style="list-style-type: none"> <li>- Change Management</li> <li>- Implementing New Programs</li> <li>- Vision</li> <li>- Conflict Resolution</li> <li>- Growth Strategies</li> <li>- Natural Church Development</li> </ul>	John Porter & Darlene Pittman & Executive Committee and M & C	Spring 2007
	Research and provide resources, training, and equipping processes which address KEY and Relevant ISSUES: <ul style="list-style-type: none"> <li>- Quakerism</li> <li>- Membership</li> <li>- Stewardship</li> <li>- Delegation/Empowering</li> </ul>	John Porter & Program Dept.	Summer 2006
3. Develop a culture of effective and functional structures.	Evaluate the purpose and effectiveness of each Yearly Meeting Committee and Commission.	Nominating Committee & (Tompkins Committee)	YM 2007
	Offer Training and Releasing Concepts of a "Gift-Based Culture" and "Team-Based Ministry."	Program Dept. & M & C	Fall 2006

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GOALS	ACTION STEPS	RESP.	Due Date
4. Continue to support and expand the opportunities that train, recruit, equip, and release individuals and groups into Leadership Roles.	Continue to sponsor and support our Yearly Meeting Intern Program.	Program Dept.	Ongoing
	Bridge into all generations the work of Friends Disaster Service.	Friends Disaster Service Coordinator & (FDS) Executive Committee	Ongoing
	Serve as a Missions/Service Hub for our Meetings.	Program Dept. & Missions	Ongoing

### How Success is Measured

Greater participation from local Meetings in the Yearly Meeting  
 Growth in membership  
 Increased attendance  
 Increased involvement  
 Stronger outreach  
 Function more efficiently  
 Greater unity  
 Fresh ministry at the Meeting level