



OUR PURPOSE

Introducing people to Jesus and inspiring everyone to follow Him fully

OUR PRIORITIES

- *Caring for one another in community*
- *Reaching Out with the hope of Jesus*
- *Growing to be the people God intends us to be*
- *Developing our gifts to serve and lead*

OUR PRAYER

Exalting God in everything

OUR PATHWAY

Equipping, empowering, and releasing healthy people for ministry

Hillside Church Strategic Plan

Revised, January 24, 2009

Four Essential Parts of Thinking Strategically:

- **Purpose** (Mission)
 - Introducing people to Jesus and inspiring everyone to follow Him fully
- **Priorities** (Values)
 - Caring for one another in community
 - Reaching out with the hope of Jesus
 - Growing to be the people God intends us to be
 - Developing our gifts to serve and lead
- **Picture of a Preferred Future** (Vision)
- **Plan of Action** (Initiatives)

Hillside Church's Vision: Picture of a Preferred Future for the next 10 years. *Note: Numbers are for reference, not indicating priority.*

Growing to be the people God intends us to be:

Hillside believes that intimacy with Jesus Christ, and moment-by-moment empowerment of the Holy Spirit is integral to a disciple's spiritual growth, obedience and empowerment for effective ministry. We desire that members of our church community understand the Bible, which is God's Word, and actively live out its teaching. Believing that spiritual formation is integral to each believer's life, we envision:

1. The development of a "Pathway to Spiritual Maturity", for individuals of all ages, that will guide our efforts to encourage spiritual formation and help our members grow into fully devoted followers of Jesus.
2. The development of multiple prayer opportunities within our church so that all the people and ministries of Hillside are regularly supported in prayer as well as the encouragement and training of individuals and families to grow in their prayerful dependence upon God.

3. The development of specific tools to assist individuals in the reading, study, and application of God's word. (Maximizing the use of the library, the internet, and other resources.)
4. The development of a marriage and family ministry where we can help couples and parents grow in their family relationships based on God's Word.

Caring for one another in community:

Ministry to the physical, spiritual and emotional needs of people was the heart of Jesus' ministry and is at the heart of Hillside's commitment. Our goal is to be a church body where all are cared for, have a sense of belonging, experience the love of God and the love of His people as we engage in active ministry to others. As we look to the next ten years we envision:

1. That each person connects with others beyond and outside of attending a worship service each week, through a caring community. (including groups like Adult Bible Fellowships (ABFs), small study groups, ministry teams, outreach ministries, choir, ROMEO, etc.)
2. The development of ministries to "needs" within our community including ministries to individuals at every life-stage, including single parents, those who are divorced, etc.
3. The development of a network with trusted professional counselors and mediators in our community and/or a professional counselor on site to assist the Elders and Pastors, providing professional help in time of crisis.
4. The significant enhancement of our connections ministry so that those who come to Hillside Church are welcomed and integrated into the church community.
5. Maintaining a current pictorial directory.
6. Create a place for new people to go and meet our leadership; up to six times per year.

Reaching out with the hope of Jesus:

Hillside desires to impact the world, locally and globally, with the message of the Gospel, building on outreach ministries already in place and opportunities that God places before us. Our target is an annual conversion rate of 10% through the local ministries of Hillside, yielding followers who are involved in the Great Commission and connected to a local church. In this regard we envision the following:

1. Provide regular training to equip each member of our congregation to be involved in evangelistic efforts consistent with their gifts. (e.g., Seeker-oriented classes, etc.)

2. The expansion of compassion ministries where we have opportunity to allow God to expand hearts through ministry to the poor and disadvantaged. (Although Farm Drive Ministries will be seen as a primary opportunity, we will also initiate ministries to widows and orphans, for example.)
3. Regularly celebrate the fruit of our outreach initiatives and inform the congregation about how they can be involved.
4. Develop a prayer-outreach strategy that permeates all ministry areas of Hillside (i.e., regularly “pray for the harvest”).
5. Develop three or four creative opportunities annually for pre-believers to hear the message of the gospel. (e.g., H₂O, Vacation Bible School, etc.)
6. Develop a culture that encourages and releases individuals to start new outreach ministries formed around compassion themes. Primarily establishing a clear ministry plan and charter, their model would encourage *out-of-the-box* initiatives with hopes that the fruit of their ministry would surface new, entrepreneurial interests.
7. Create a DVD that tells the Farm Drive history and inspires ministry involvement. Our desire is that everyone be aware of Farm Drive Ministry, potentially leading him or her to give, pray or volunteer.
8. Maximize effectiveness at Canoas School by reaching out to individual families; financially, and emotionally as spiritual needs arise.
9. Maintain a presence on Middle School and High School campuses with Student Ministries staff and volunteers.
10. As our ministries grow, expand our facilities, buying or leasing, in the vicinity. Both sites would be multi purpose.
11. Continued support of the Sunnyvale Church plant.
12. Develop a culture to *be the church in the world* through regular commissioning and prayer at Hillside gatherings
13. Encourage everyone in our congregation to initiate a new cross cultural ministry experience, either locally or globally.

Hillside also has a passion for global ministries. Building on our strategic involvement with our supported missionaries we envision:

1. Ten full-time missionaries, from within Hillside Church, sent out over the next ten years.
2. Sending 100 new short-term missionaries before 2012.

3. As we have adopted Tanzania as our first missionary partnership, we look to the adoption of a second missions partnership or “paraclete” relationship.

Developing our gifts to serve and lead:

Hillside takes seriously the scriptural role of training, equipping, and releasing servant leaders at every level of church life. Because we believe that God gives gifts that when unleashed can have a profound, positive effect on the local church and its ministry effectiveness, we envision:

1. Regular training of group leaders to facilitate caring ministries in mid-size and small groups at Hillside.
2. Developing a means by which each person is given the opportunity to identify their spiritual gift(s) and to use those gifts in meaningful ministry.
3. The development of a training and equipping ministry to prepare people for service.
4. Providing leadership training tracks to help individuals identify their spiritual gift(s) and actively use them in ministry. The following are some of the classes or means by which we will help individuals:
 - Catalyst
 - Spiritual Gifts
 - Bible interpretation
 - Mentoring
 - Etc.
5. Identify and mentor individuals, through an Internship Program, who we believe God may be calling into vocational ministry.
6. Assisting Iglesia Libre en Cristo to develop a new leadership structure for more active support and accountability as well as resources for establishing their own polity. (i.e., appointing Spanish-speaking Elders)

OTHER:

A. Ministry Facilities

Hillside is committed to making maximum use of the current ministry space God has provided. In addition, we are open to the multiplication of ministry sites within central San Jose where this makes sense for specific ministry purposes. Believing that we are stewards of the property God has given us and may give us in the future, we envision:

- An on-going method to evaluate, list, prioritize and complete facility improvements in order to enhance ministries of Hillside, initiated by a task force appointed by the Trustees, consisting of Facilities Coordinator, Trustee Team leader, and others (diverse in age and gender).

B. Staff:

Hillside is committed to developing a quality ministry staff who place a high priority on equipping individuals for ministry and multiplying ministry leaders in accord with Ephesians 4:11-13. We desire to staff for growth, providing adequate support, training, and encouragement so both ministry staff and lay ministers can maximize their ministry. We envision:

1. Implementing a comprehensive evaluation of all staff to ensure maximum effectiveness.
2. Expanding support staff to enable ministry staff to maximize their effectiveness.
3. Equipping individuals for ministry through an internship ministry; funding two or three interns that we can encourage in a specific area of church ministry.
4. Expanding custodial maintenance staff, to help with set-up, clean-up, repairs and security (opening & lock-up).
5. Equipping and nurturing the staff to live out their calling as Spiritual Leaders through encouragement in the following areas:
 - Community involvement
 - Training up others
 - Personal spiritual disciplines

2009 Strategic Initiatives

Through prayer and Spirit-driven collaboration, the Leadership of Hillside Church believes the following initiatives would make a significant impact, by edifying the congregation and expanding our influence locally and globally. The cost of accomplishing all of these initiatives exceeds the 2009 budget by an estimated \$60,000. Therefore we will move forward as priorities become more evident and as God provides. Although some of these plans may not be completed this year, we are confident that God gives us only that which we can handle, so we depend on His timing.

Joe Brown
Senior Pastor

Growing

- Offer marriage and parenting learning opportunities.
- Host two evening worship gatherings.

Caring

- Involve professional counselors in the Pastors' and Elders' ministry.
- Create an updated all-church pictorial directory.
- Host five "Meet Hillside" receptions for new attendees.

Reaching

- Send out 30 short-term missionaries.
- Tell more stories of changed lives through video and print.
- Create a DVD to expose more people to Farm Drive Neighborhood Center.

Developing

- Offer a class on Spiritual Gifts.
- Communicate the annual schedule of recurring classes: Meet Hillside, Discovering Hillside, Catalyst, Spiritual Gifts, H₂O, and Baptism.
- Appoint and equip Spanish-speaking Elders for Iglesia Libre.

Staff

- Establish an internship program.
- Finalize and implement staff evaluations.
- Encourage and release staff to visit and learn from other church ministries.

Facilities

- Expand custodial support.
- Install a bike rack.
- Develop a facilities improvement plan and prioritize to include, but not limit to, the following: lobby, library, classroom and choir chairs, signage, kitchen, bathrooms, and worship center audio/visual equipment.