

CORNERSTONE PRESBYTERIAN CHURCH

STRATEGIC PLAN

LOVE GOD - LOVE OTHERS



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A LETTER FROM PASTOR BILLY

On November 6, 1994 a group of about 50 people gathered in the cafeteria of Kemblesville Elementary School for Cornerstone's first worship service. Earlier in the year several families from Evangelical Presbyterian Church in Newark led by Mark Van Gilst had begun meeting to dream about planting a church in the Landenberg area. After lots of living room prayer meetings, God had finally opened the door to hold their first worship service.

GEARED FOR GROWTH

From its earliest days Cornerstone experienced great growth. Within four years of that first worship service, a new church building was completed on our present grounds. On November 1, 1998, we held our first worship service in our new building with nearly 300 people in attendance. By the following year plans were being announced for a building expansion as the congregation was already outgrowing its new space. Many of those in attendance each Sunday had little or no church background.

By 2001 Cornerstone began work to be "a church that plants churches." Tony Stephens was hired as our church planter. Taking a small group of people with him, he would go on to plant Stillwaters Presbyterian Church in Kennett Square.





2009 saw the completion of a major addition to our church building which included our current fellowship hall and education wing. At this point Cornerstone had grown to an average weekly attendance of 475 people.

SERVED WELL BY MANY STAFF

As Cornerstone grew the need for more staff became apparent. In 2002, we hired our first youth pastor, Tim Malone, who continues in the position today as the longest serving member of our staff team.

In 2005, an associate pastor, Dave Strumbeck, was added to our staff team. Pastor Dave served for 10 years at Cornerstone. In 2015, Billy Haines was hired as our new associate pastor.

In 2014, our founding Pastor Mark Van Gilst announced plans to retire. A pulpit committee was formed the following year and in 2016 Billy Haines was elected as our new senior pastor. The following year Dave Phillips was hired as our newest associate pastor.

Today our staff team has grown to include a music director, a children's ministry director, an admin who also serves as our nursery coordinator, a preschool director along with preschool staff, a facilities manager and a custodian, an office manager, and an audio & lighting team leader. Plans are currently in place to hire our first women's ministry director.

A FRIENDLY CHURCH WITH A SHARED MISSION

From the very beginning two core values were apparent.

One was a strong sense of *belonging to one another*. One of the frequent comments we still hear from newcomers is how friendly the congregation is. In the earliest days of Cornerstone, it was easy to spot visitors as everyone knew everyone else. As the church has grown over the years, this sense of community has remained intact, but it's no longer possible to really know the entire congregation. For this reason, small groups, and particularly our Life Groups, have come to play a major role in sustaining our sense of togetherness.

The second core value that has been with us from the beginning is a sense of *shared purpose in reaching out to others*. The congregation has never needed to be convinced of the importance of sharing the gospel with others. We have had a particular concern for meeting mercy needs in the community. Real and meaningful partnership with missionaries domestically and abroad has always been important. All the way back in 1997 the elders set the goal of one day being able to designate 10% to our annual budget to missions. This goal was achieved several years ago. Our missions committee is set this year to oversee the disbursement of over \$100,000 to about a dozen of our missionary partners.





FORWARD TOGETHER!

This past year has been the most tumultuous season in the history of Cornerstone. From an extended quarantine to fresh reminders of the divisive times in which we live, 2020 was a tough year. While the pandemic has been a disruptive force, God has clearly been using it for good in our church.

In the midst of it all we were able to move forward with opening our new preschool which is serving many families including a few who have little or no church connection.

We have more fully entered the digital age with our livestream services. Our engagement with new people through this technology continues to grow each month. We have a small group of people who join us each week from the barn of a local farmer as well a group who tunes in from Uganda. That's pretty cool!

As we adjust to a “post-pandemic” world we see lots of opportunities for growing God’s kingdom. You hold in your hands the product of over a year’s worth of work as we seek to articulate a new vision for Cornerstone. I hope you will see that this new vision is not a radical departure from our past but rather represents the next step we believe God is calling us to take as we allow him to write the story of Cornerstone.

There is a lot of work yet to be done! On the pages that follow you will find a sketch of some of the “big ideas” we are excited about. In the weeks and months ahead, we look forward to dreaming and fleshing this out together. I hope you will join us in prayer and in person as we seek to move forward together!

Pastor Billy





STRATEGIC PLAN TIMELINE

SEEKING TO UNDERSTAND
WHERE WE ARE AS A CHURCH
AND WHERE GOD MIGHT
BE CALLING US TO GO.

APRIL 2019

Elders begin discussion of evaluating
God's Vision for Cornerstone

AUGUST 2019

Elders begin working with a church consultant

EARLY SEPTEMBER 2019

Congregational survey conducted

LATE SEPTEMBER 2019

Consultant analyzes survey results, flies in to conduct
one-on-one interviews with key CPC leaders

LATE SEPTEMBER 2019

Consultant presents a thorough needs analysis with our
strategic planning team to better understand where we
are as a church

NOVEMBER 2019

Consultant meets with our strategic planning team over
a weekend-long retreat to create a ministry plan

JANUARY AND FEBRUARY 2020

Focus teams meet to build on the initial work begun on
the planning retreat

MARCH 2020

Ministry leader luncheon is planned to get feedback on
the work completed thus far

MARCH 15, 2020

The world grinds to a screeching halt! Behind the scenes
the vision plan quietly informs key decisions during the
pandemic

JUNE 2020

A short "Forward Together" Vision is presented to the
congregation to chart a course through the pandemic

NOVEMBER 2020

Elders formally re-engage with the strategic ministry
plan seeking to re-align and re-adjust in light of all the
changes in 2020

DECEMBER 2020 - FEBRUARY 2021

Focus teams begin meeting once again to flesh out work
on the plan

FEBRUARY 2021

At long last the ministry plan is presented to ministry
leaders for feedback

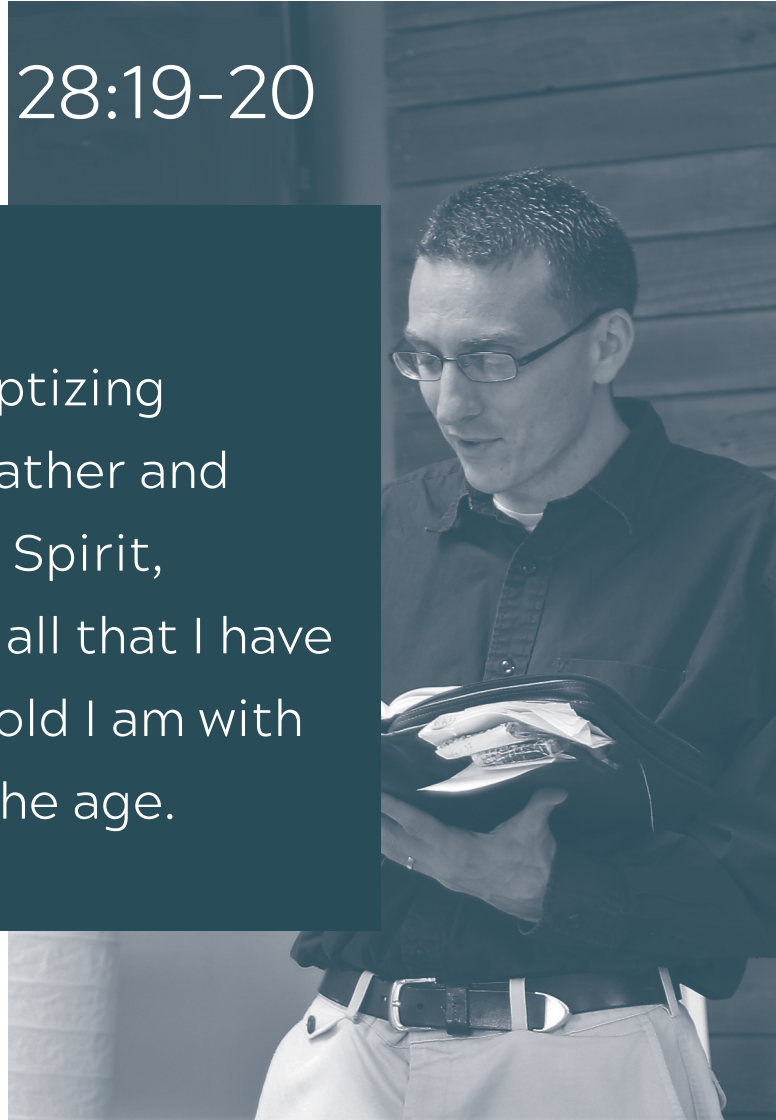


OUR VISION

TO SEE THE LOVE OF GOD TRANSFORM
PEOPLE INTO MATURE DISCIPLES OF
JESUS CHRIST WHO LOVE GOD ABOVE
ALL ELSE AND WHO SACRIFICIALLY
LOVE OTHERS

MATTHEW 28:19-20

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold I am with you always, to the end of the age.



The mission of the church is not ours to invent. Jesus tells us who we are and what we are to be about. We believe the Great Commission summarizes this grand purpose of the church – to make disciples of Jesus Christ who seek to put into practice all that Jesus taught.

This is who we are. This is what we are about.



OUR CORE VALUES

As we seek to carry out the mission Jesus has given his church, our core values help us to do so in a way that is consistent with who we are.

GRACE-CENTERED LIVING

We understand Biblical grace to be a gift from God we do nothing to deserve. Our salvation is by faith alone in Christ's sacrifice on the cross for us. We come to hold this gospel truth exclusively through God's grace. There is nothing we can do to make God love us more. There is nothing we can do to cause God to love us less. It is all of him. So, we serve him not to "try harder" to gain his love, but we serve him only because we have first been loved by him. We resist the temptation to judgmental behavior, remembering "there but for God's grace go I." Having been recipients of this grace we are compelled to share with others the hope we have found in Jesus.

LIFE TRANSFORMATION

We believe that God's grace never leaves us where we are but is at work within us shaping us into the image of Christ. We believe that gospel-centered grace is the instrument by which we are changed and therefore no person is beyond the reach of grace. We resist the temptation to apply quick fixes and easy answers knowing that spiritual growth is both a lifelong journey and a heart-level process. We believe the greatest life transformation anyone could experience is to come to faith in Christ and therefore we seek to share our faith with others.

AUTHENTIC, LOVING RELATIONSHIPS

In a world of increasing isolation, we want to be a community of genuine biblical love. This love must overcome any and all barriers of race, social position, economic standing, or differences in perspective. We believe ministry flows best from relationship. We will seek open and honest relationships even when we are afraid to be exposed. We will strive to love when it is hard to do so and to speak truth even when it's easier to ignore it. We believe gathering in small groups is essential for this kind of biblical community. We will seek to pray with and for one another and bear one another's burdens. We believe biblical community is both a testimony and an invitation to those who do not know Christ.

SERVANT LEADERSHIP

Jesus said that the greatest in His kingdom would be the servant of all. We believe, counter to our culture, that Christian leaders should be characterized by being servants. There are no special parking places, no special seats, and no special privileges for leaders. We do not lead to control; we lead to serve. There is no legitimate task in the church that is below the dignity of a church leader. Church leaders should all be as accessible to congregants as reasonably possible.

OUR STRATEGY

WE WILL CARRY OUT OUR VISION BY FOCUSING ON THREE AREAS



WORSHIP

LOVE GOD

We were made for worship. Indeed, all of our life is to be lived as worship unto the one who loved us and gave himself up for us. On Sunday mornings the scattered church becomes the gathered church as we worship together as the family of God. It is the majesty and grace of God that fuels our worship.



GROW

LOVE OTHERS IN THE CHURCH

The grace of Jesus meets us where we are but never leaves us where we are. We are reminded in the GREAT COMMISSION that Jesus desires not only disciples who are baptized into the name of the triune God but who also seek to observe all that he commanded. We believe the path to mature discipleship is found through relationship with others. To this end we seek to gather our congregation into small groups.



SERVE

LOVE OUR NEIGHBORS

Everyone in the body of Christ has a role to play. By virtue of our new birth in Christ, we are each given spiritual gifts for the purpose of building the body of Christ. We seek to equip and empower all of our members to use their gifts in a manner that fits their unique calling.

FIVE YEAR GOALS



We desire to see our members worshipping with us on Sunday morning, growing in a small group, and serving in a manner that fits their unique calling.

WORSHIP

LOVE GOD

KEY AREAS FOR IMPROVEMENT

1. We desire to become a people who are more deeply committed to prayer as a means of communion with God, fellowship with one another, and advancement of God's kingdom.
2. We desire to be a congregation who has a deep sense of belonging to the Lord and to one another. This would result in a greater sense of unity and purpose across our church body.
3. We desire to see every member understanding their need for Jesus at a deep level and actively uprooting idols from their lives.
4. We desire to see people of all life stages and backgrounds being welcomed, listened to, and enriching our worship and other areas of ministry.
5. We desire to update our building and other areas of our property to better facilitate engagement for those in person and online.

GROW

LOVE OTHERS IN THE CHURCH



KEY AREAS FOR IMPROVEMENT

1. We desire to see every member have at least three meaningful, transparent friendships in the church.
2. We desire to be a church family that prioritizes shepherding care for one another. Particularly in times of crisis or hardship, no one would feel alone or without help.
3. We desire to have a church culture where the brokenness in our lives can be revealed to others without fear of judgement or gossip.
4. We desire to see multiple pathways developed for people to grow in their faith, connect with others, and be equipped to use their gifts. These pathways would be known to the congregation and especially to newcomers.
5. We desire to see parents equipped to be actively discipling their children in the nurture and admonition of the Lord in a world that is increasingly hostile to the faith.

SERVE

LOVE OUR NEIGHBORS



KEY AREAS FOR IMPROVEMENT

1. We desire to be a church whom the community loves and respects and would miss if we went away.
2. We desire to be a church that would grow primarily from people coming to faith in Jesus rather than coming from another church.
3. We desire to see all of our members delighting to share their faith where they live, work, and play. We would grow to see the world around us as our mission field.
4. We desire to see all of our members to be equipped and actively serving in a manner that fits their unique calling.
5. We desire to prioritize community and world missions commitments that reflect our desire to make disciples.



WHAT'S HAPPENED SO FAR?

HERE IS A QUICK SNAPSHOT OF SOME OF THE WORK
THAT HAS BEEN DONE SO FAR.

An **assimilation plan** to create a clear pathway for newcomers to become enfolded into the flock was developed prior to the pandemic. We are adjusting that plan for the pandemic and post-pandemic world.

We have created a comprehensive **organizational chart** that includes all staff and Cornerstone ministries to move towards greater clarity as to who is responsible for what. This has been re-adjusted several times because of the pandemic and will be re-evaluated again soon.

Our growing staff team has been working to become less siloed and have been meeting together in **staff ministry teams** for over a year now.

We have made **significant upgrades to our worship center** including new lighting and a new projection system. There are more upgrades on the way!

We have made tremendous progress in our **online ministry** including significant camera and audio upgrades.

We have been working to **better communicate with the congregation**. So far we have:

- Created a new Facebook page and Instagram account
- Switched to Mailchimp to send better weekly emails
- Revamped our Sunday morning bulletin
- Created text alerts for special messages

We have begun to include **testimonies** in our service Sunday mornings to encourage a greater openness with the brokenness in our lives.

We are currently working to create a **new comprehensive shepherding plan** to ensure we are effectively caring for all of the flock at Cornerstone.

We are in the very early stages on developing **new outreach strategies** to reach out to others.

The elders have approved the hiring of a part-time **Women's Ministry Director** to better lead and care for the women in our church.



HOW YOU CAN BE INVOLVED

EVERYONE HAS A ROLE TO PLAY!



GET INVOLVED THROUGH PRAYER

Scan here or text “PRAY” to 610-540-5067 to sign up to receive regular prayer requests as we seek to implement our new vision.



GET INVOLVED THROUGH SERVICE

Scan here or go to cornerstonepca.com/get-involved to discover ways you can get involved through serving on our Sunday Morning Ministry Teams.



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