

five-year strategic plan 2011-2015

leadership/human capital

PROMOTING A FUNCTIONAL ORGANIZATIONAL STRUCTURE AND FEELINGS OF TRUST AND WELL BEING

- Empower the governing board to lead with excellence
- Update administrative policies, procedures and processes
- Develop, monitor and maintain multicultural strategic communication plan that embraces collaboration and transparency
- Align comprehensive budget with the strategic plan
- Provide evidential training for all workers, to cultivate and develop leaders and learners; to position the Conference to attract and maintain a strong leadership culture
- Develop and maintain best practices evaluation instruments for workers and systems
- Develop coaching, mentoring and incentive programs for Conference workers
- Design a stewardship strategy that promotes good financial stewards
- Develop certified Area Coordinators for Children's Ministries Departments within the Conference
- Partner with the SWRC Education, and Children's Youth Departments to deliver a Leadership & Creative Arts Summit annually

adventist education

PROMOTING HOLISTIC EDUCATION (Mental, physical, social, and spiritual health, intellectual growth, and service)

- Develop a multicultural relationship and communication plan within the Conference, targeting Children's Ministries and Youth/Young Adult Ministries Leaders, within the churches
- Provide evidential training for all teaching staff
- Plan and execute Annual Training and Development Workshops throughout the Conference field
- Increase constituent support of local Adventist Church schools
- Increase Adventist School enrollment by 10% each year
- Develop a minimum of four (4) comprehensive plans for Blue Ribbon rewards identification for Conference schools
- Increase positive Vacation Bible School and end-of-the-year reporting outcomes

evangelism/youth & young adults initiative

PROMOTING REVIVAL AND REFORMATION

- Develop and execute an aggressive evangelistic campaign; mobilize the members to 'serve' and exhibit ministry fruitfulness
- Develop a 'campus ministries' initiative focusing on college students, to build a strong collegiate base
- Partner with youth organizations outside the United States to foster a healthy concept of the global perspective of our church; include the youth in mission trips and lay evangelism activities
- Partner with the youth and young adults to optimize the use of technology and to develop innovative and progressive tools to reach the community
- Develop youth programs that teach leadership responsibility (youth churches, etc.)
- Develop mentorship programs that allow young adults to mentor youth
- Promote baptism and retention of 1000 new souls per year

capital projects/conference and church development

IDENTIFYING, ESTABLISHING AND MAINTAINING CONFERENCE DEVELOPMENT PRIORITIES

- Develop aggressive Conference, Church School and Church development plans
- Establish a twelfth-grade Adventist Academy within one of the top three cities within the Southwest Region (Dallas, Houston, and/or San Antonio)
- Develop an aggressive capital projects regional funding program
- Explore the development of the Lone Star campground into a full service retreat center
- Execute an action plan on the Spur 408 property
- Develop and implement a need study for a Senior Citizen assisted living facility within the Conference
- Establish a study to secure a new Conference headquarters facility

community service/civic involvement

LINKING THE CHURCH AND THE COMMUNITY; BUILDING SUSTAINABLE PARTNERSHIPS

- Establish and develop a Community-based Center in one of the top six (6) cities within the Conference
- Establish and nurture relationships with Community Coordinators inside and outside of the church system
- Secure disaster relief vehicles, one (1) per Conference region
- Establish a central warehouse for disaster relief response
- Develop a church-operated community service center within each city/district
- Develop a certified Community Services Leader within each church/district
- Establish credible relationships with local and regional civic leadership and organizations