

1. OUR PURPOSE: *Why do we exist?*

It is our purpose to glorify God by enjoying Him while sharing Him with others.

Our Presuppositions... **God is most glorified in us when we are most satisfied in Him.**

- We **glorify** God by acknowledging, praising and honoring Him. We exist to display and increase His glory.
- We **enjoy** God by experiencing His goodness and greatness. Taste and see that God is good - not just good for us.
- We **share** God with others because good news supernaturally overflows. We worship and talk about what we love.
- 1Cor 10:31, Psa 34:8, 37:4; Mat 5:14-16, 28:18-20; Acts 2:42; 4:20, Luke 10:27, Isaiah 61:1-3, Micah 6:8

2. OUR VISION: *What do we long to see? Acts 1:8*

We long to see spiritual awakening ripple across our church, our community, our city and around the world as we help more and more people encounter Jesus.

3. OUR MISSION: *What should we be doing? John 14:6*

It is our mission to help as many as possible experience spiritual awakening and grow in Jesus as they encounter the Way, embrace the Truth and engage the Life.

4. OUR PROMISE: *What would you say to someone new to Plymouth Covenant?*

Whether you are a lifelong believer nurturing a deep relationship with God or you are cautiously exploring the Christian faith, we think you will like it here.

5. OUR TOP TEN CORE VALUES: *What do we value and pursue as a congregation?*

Jesus First: We will long for, look to, learn from and lift up Jesus as we draw others to Him.

Jesus is Lord. He is our center. We relentlessly follow Him. Let our hearts want for nothing but Jesus, just Jesus.

Other People: We will put others first and come alongside them with unconditional love and compassion.

We love God. We love others. It's not about us. We will "see" other people and show them care and respect.

Authentic Community: We will build real relationships founded on love, truth, acceptance, honor and unity.

We will not play church. We were created to belong to one another. We set the lonely in families. It can be messy.

Biblical Authority: Our life and ministry will be directed and shaped by the Word of God.

We live by the Bible. It is our authoritative guide. We stand firm where it's firm and remain flexible where it's flexible.

Global Perspective: We look beyond the local to the global as we seek to unleash hope around the world.

We have a great commission to go with God to the edges of the earth. It is God's plan to bless all Nations through us.

The Gospel: We will share the good news of God's grace with all people at all times by all possible means.

Lost people matter to God (and to us). The Gospel has the power to transform as we receive it, then give it away

Joyful Worship: In all things we will celebrate His holy presence with worship, music, awe and joyful praise

God's not dead. He is with us. He is for us! We boldly celebrate together His goodness and greatness.

Kingdom Partners: We can't do it alone, but will pursue God's mission as teams and with other ministries.

We do better together. Other ministries are not the competition, but potential collaborators for the Kingdom.

Spiritual Growth: We will be disciples and also disciple others as we grow towards Christian maturity.

Healthy things grow. We are lifelong learners. Though satisfied by God - we are thirsty for more.

Wise Stewardship: We will manage our resources and share our gifts with wisdom and generosity.

Everything is God's. Everyone is uniquely gifted. We live to give with hands open to God and to others.

6. OUR TOP TEN PRACTICES: *How we do life together?*

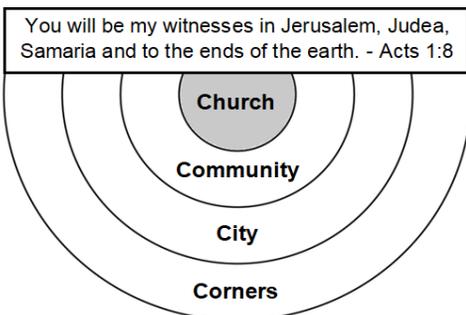
- HONOR:** We honor one another by treating each other with trust, respect, integrity and loyalty.
- HOSPITALITY:** We practice hospitality. We warmly, sincerely welcome newcomers. We learn their name.
- HUMILITY:** We brag about our humility. We don't take ourselves too seriously. God is a big deal (not us).
- FLEXIBILITY:** We are flexible. We pivot in order to partner with God. Where God is at work we will join Him.
- RISKTAKING:** We will try something new—even if it has risks. It's okay to fail. This is a no blame zone.
- PLAY:** We are a light-hearted community and enjoy having fun together. We smile and laugh a lot.
- GENEROSITY:** We are radically generous sharing with others out of God's abundance and not our scarcity.
- SERVANT LEADERSHIP:** We seek to serve and not be served. We put people before programs and titles.
- EXCELLENCE:** We pursue excellence, not perfection. We try to do our best without performing.
- UNIFIED:** We value and accept different perspectives, voices, gifts and passions. We seek unity not uniformity.

7. OUR SEVEN HABITS: *What should a person be doing as a part of our church?*

- GATHER:** we want you to be gathering with us in the presence of God for worship, fellowship and inspiration
- GOSPEL:** we want you to be in a personal relationship with God and sharing the Good News with others
- GROUP:** we want you to be building significant kingdom relationships in a Life Group or on a Ministry Team
- GROW:** we want you to be growing spiritually by encountering Jesus, embracing the truth and engaging the life
- GIVE:** we want you to be generously giving of your resources and serving with your gifts in our church
- GO:** we want you to be active in our world supporting and serving with one of our local and global partners
- GLORIFY:** we want you to be living in such a way that you are increasing the knowledge and reputation of God

8. OUR STRATEGY: *How do we plan on accomplishing God's mission as a church?*

**How will we help as many as possible experience spiritual awakening and grow in Jesus?
Like the early church we will be His Witnesses in our four spheres of influence:**



First of all, **we will raise up Witnesses.** A Witness has been spiritually awakened and is passionately following Jesus by encountering His Way (worship), embracing His truth (discipleship) and engaging His Life (service). We will not seek to raise up lawyers with lengthy arguments, but rather we will release reliable eye witnesses who have personally experienced Jesus. An Eye Witness **Comes to Jesus** (filled), then **Goes to Others** (overflows). A witness is a satisfied customers not a slick salesperson. No one is a Witness on their own, but we have the Holy Spirit who will empower our testimony and will transform our world.

- Secondly, **we will send out these Witnesses** to share the Gospel in their four spheres of influence:
- a. We will go across the room to be His Witness in our Church by Following the Rhythm.
 - b. We will go across the street to be His Witness in our Community by Blessing Our Neighbors.
 - c. We will go across social boundaries to be His Witness in our City by Building many Bridges
 - d. We will go around the world to be His Witness to the Corners of the Earth by Partnering with Others.
- We want to go deeper in intimacy with Him and farther with Influence for Him as we bless all those around us.

It is a rather simple strategy. **We GATHER to SCATTER.** We gather to enjoy God together, then we scatter to share Him with others. Like a falling domino — we fall in love with Jesus and then impact all those around. The ripple begins with us as we “jump in with Jesus”, and then it continues outward to the ends of the earth.

8a. OUR STRATEGY: We will be His Witness in our four spheres of influence.

WE WILL BE HIS WITNESS IN OUR CHURCH

We will go across the room to help as many as possible in our congregation wake up spiritually and grow in Jesus.

OUR STRATEGY: FOLLOW THE RHYTHM:

1. COME & SEE: We will provide environments and events that awaken people to the real presence of God and draw them into the life of our church. These gatherings will be designed with specific groups in mind according to their life stage, family status, gender or interests. Every gathering will have plans for promotion, hospitality, assimilation, spiritual growth and engagement. We want to help as many as possible **Encounter the Way of Jesus (worship)**.

A key environment is our weekend worship service. Our church rises and falls upon the effectiveness of this gathering. We must provide a weekend worship gathering experience that invites, includes, instructs, inspires and ...

- is a place where everyone is comfortable bringing their family, friends and neighbors
- is a genuinely friendly place, but also is a place where you make genuine friends
- has a joyful worship experience where we encounter His Presence and hear His voice
- has a creative children ministry that kids love to attend and parents love to rave about
- helps people draw closer to Jesus and closer to one another

2. STAY & GROW: We will provide significant opportunities in all of our ministry areas (children, youth, young adults, adults, women, men, seniors) that will equip and encourage them to grow deeper in Christ and further in ministry as they **Embrace the Truth of the Bible (discipleship)**. We will provide individuals and families the resources, instruction and mentoring to help them personally grow in Christ. We will host a variety of opportunities for our church to gather in appropriate life-stage groups for bible study and fellowship. We will provide ample opportunities and encouragement for our people to be fully engaged in the “Seven Habits”. We will help people find a place of belonging in our church as we go across the room to build a meaningful relationships with them, stay connected with them, provide them personal care, and help them belong to a small group.

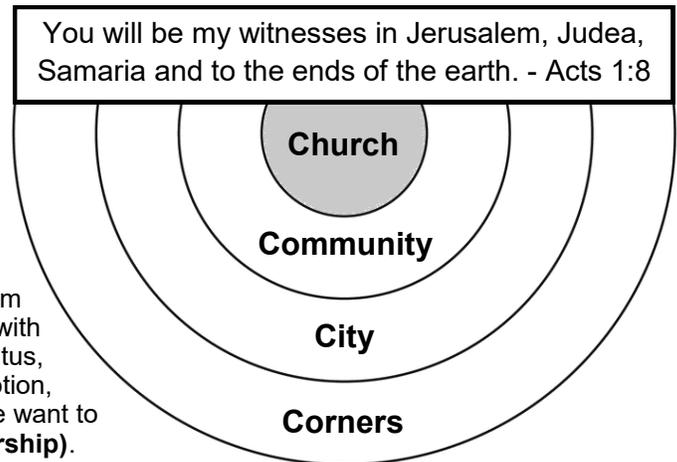
A key environment is our small groups. People grow best in circles and not in rows (or all alone). In all ministry areas, it is our goal to raise up small group leaders, form a variety of small groups and move participants into a small group.

3. GO & SERVE: We will keep in mind that God has equipped our church with everything that we need to accomplish His purpose for us. We will help as many as possible in our church **Engage the Life of Jesus (service)** by helping them discover and use all the gifts that God has given them. We will raise up servant leaders and provide a wide variety of service opportunities where they can serve in our church, in our community, in our city and in our world.

A key ministry will help people discover how they were created to serve and engage them in ministry. The “on ramps” for service with our church will be easy to find and simple to navigate as we help people serve in their sweet spot.

HOW WILL WE GROW?

- 1) We will multiply Witnesses. It is our plan to enlist and equip our congregation to B.L.E.S.S. neighbors and friends as they invite them to draw one step closer to Jesus. Just imagine if everyone brought one to Jesus!
- 2) We will multiply ministries and volunteers: We have a great location and facility. We recognize that a full church can be inviting, but in time it will limit our growth. Our facility was designed with sufficient seating, classrooms, parking and meeting areas to host a congregation that fits nicely within our sanctuary capacity, As we approach 80% capacity in a ministry area, we shift participants to other times or we will launch another ministry/service in our church at a new time.
- 3) We will multiply congregations: We will be ready to identify special affinity groups or locations that would serve as the nucleus for a new congregation within our church or as a satellite campus. For example, we launched The Connection and The Extension congregations each with unique visions to reach certain target groups in our church and community.



8b. OUR STRATEGY: We will be His Witness in our four spheres of influence.

WE WILL BE HIS WITNESS IN OUR COMMUNITY

We will go across the street to bless as many as possible in our neighborhood so that they might wake up spiritually and choose to follow Jesus.

OUR STRATEGY: GO BLESS

1. We have been blessed by God. “Praise be to the God and Father of our Lord Jesus Christ, who has blessed us in the heavenly realms with every spiritual blessing in Christ (Eph 1:3).

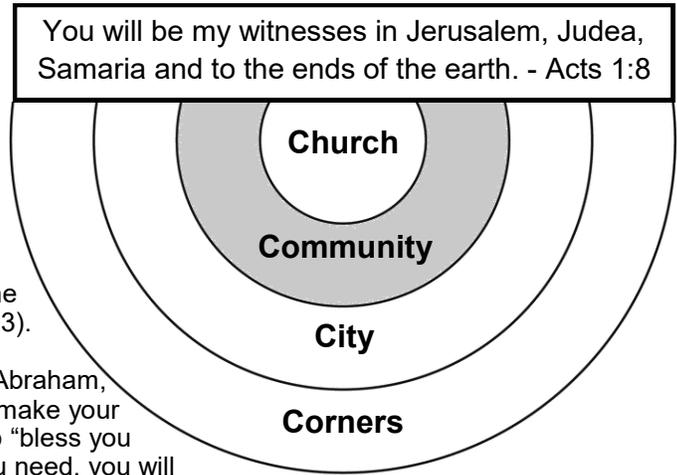
2. We have been blessed by God to be a BLESSING Like Abraham, “I will make you into a great nation, and I will bless you; I will make your name great, and you will be a blessing.* God has promised to “bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work (2Cor. 9:8).” It is our strategy to bring as many as possible to Jesus in our neighborhood by mobilizing everyone in our church to generously share their blessings with their neighbors, family, friends, coworkers....

3. We have been blessed by God to be a BLESSING by going across the street to B.L.E.S.S. our neighbors. God has placed us in our neighborhood to be His Witness. A Witness understands the need to stay close to Jesus so that they can be filled with His blessing, but also the need to stay close to their neighbors so that they can bless them. A Witness learns the names of their neighbors, finds common ground with them, builds a relationship with them, looks for opportunities to engage them and seeks to richly B.L.E.S.S. them:

- **B**egin with Prayer: we will pray regularly and specifically for our neighbors
- **L**isten with Care: we will spend time with our neighbors listening to their story
- **E**at Together: we will look for opportunities to spend time together around the table eating together
- **S**erve in Love: we will serve them by caring for them and meeting their needs; we will seek to serve with them
- **S**hare Your Story: when they ask—we will share our Jesus Story; when appropriate we will share the Gospel

HOW WILL WE GROW?

- 1) We will enlist, equip, encourage and engage our people to invest in their neighbors as they Go BLESS them. We will challenge every Christ Follower in our church to create a list of people they will regularly BLESS (Top Ten List).
- 2) Our weekend worship environments will be safe places where visitors feel welcome and we are comfortable inviting our friends and family. Our curb side, first impression, hospitality, facilities, worship experience, teaching, fellowship, internal messaging and call to action must take into consideration those who are far from or on their way back to God.
- 3) We will challenge all of our ministries (i.e. Children, Youth, Young Adults, Adults, Men, Women, Seniors...) to have a “gospel” strategy. How will they reach people far from Jesus (insiders and outsiders)? In what ways will they plan to invite participants to choose to follow Jesus? How will they equip and mobilize people in their ministry to be Witnesses?
- 4) We will host “fishing” environments where we can confidently invite neighbors and friends to “come and see”. Some environments will address specific needs (i.e. Celebrate Recovery, Divorce Care, GriefShare, FPU, ReEngage, MOPS). Other environments will be fun, friendly events (i.e. Jubilee, Target Nights, Real Men/Women, Taste of PCC, Sports, Retreats) where we can invite others in the front door to just have fun and build relationships. We will generously let outside groups use our facility with the intention of building a relationship with them that will draw them to Jesus.
- 5) We will regularly host ALPHA Courses challenging everyone to come, to invite and to bring friends and neighbors. ..
- 6) We will collaborate with local ministries that help us reach our neighborhood (i.e. Firebase, Pulse, Time2Revive) We will host a Scatter Week that will equip and send people out of our building and into our community as “good news”.
- 7) We will look for creative ways to be present in our community (i.e. fire pits, ripple bags, bless and pop-up parties). We will create and occupy community spaces (i.e. start a coffee shop) where we significantly connect with outsiders.



8c. OUR STRATEGY: We will be His Witness in our four spheres of influence.

WE WILL BE HIS WITNESS IN OUR CITY

We will go across social boundaries to build bridges with as many as possible in our city so that so that they might wake up spiritually and choose to follow Jesus.

OUR STRATEGY: BUILD BRIDGES

1. In our city, we are surrounded by diversity. All around us we have people of many different cultures, ethnic groups, worldviews, religions and socioeconomic backgrounds. The Nations have truly come to our city.

2. In our city, we are often separated by this diversity. People tend to stay close to people who are like them or who like them. Often social boundaries are drawn that keep us apart.

3. We will build bridges across those boundaries. It is up to us to find a way to connect with those around us who are cut off from us and from Jesus. We will see them. We will accept them. We will find common ground with them. We will serve them. We will befriend them. We will seek to find ways to help them encounter Jesus.

4. We will equip our people to use the bridges we build to connect with people on the other side. We will teach and model how to effectively come alongside other people groups to be His Witness. We will create ministry environments that enable us to invite and interact with people from different backgrounds. We will intercede for our city.

5. We will invite people to cross over the bridge to join us. We would love to see our church mirror the diversity of our city. We will seek to remove any stumbling blocks, barriers or biases that keep people from crossing over to be with us. We will challenge our people to be the first across the room to welcome someone who is different than them.

6. We will build bridges that connect us with other ministry partners. We don't need to do this alone. We must find partners in our community and city that will help us be His Witness to our city.

HOW WILL WE GROW?

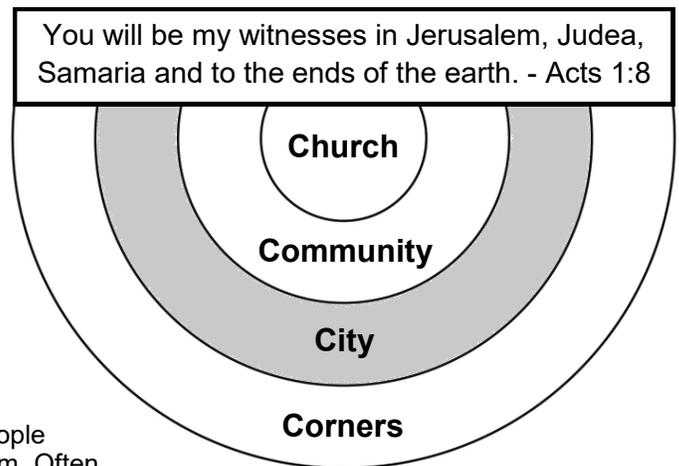
1) We will partner with certain local ministries and para-ministries (i.e. TreeHouse, MN Adult & Teen Challenge, Inter-faith Outreach, Loaves and Fishes, Robbinsdale Women's Center) serving our community. These partnerships will help us become more aware of those around us, give us opportunities to connect with those from different backgrounds, to provide meaningful avenues of service and to be more proximate. We will provide special opportunities for the entire church to support and to engage with our partners through Serve Day, the Sleep Out, food drives and special events.

2) We will make sure we are being sensitive to where people are coming from. We will seek to include people from their different backgrounds in our homes, on our platforms, on our staff, in all ministry areas, on leadership teams, with our messaging, in our graphics, as we worship, as we teach, on our website and with our social media.

3) We will recruit qualified staff members and launch specialized ministries that help us build bridges, understand the diversity, serve our city, be proximate and pursue justice. We will host special ethnic and international environments or events that make it easy for us to invite and connect with different people groups (i.e. Christmas Day Services, Carols, India Independence Day, Thanksgiving, Chinese New Year). We will grow our Redeeming Hope ministry in our church as we enlist, equip and launch shepherd homes that will support and spiritually awaken mothers as they struggle with the challenges of a difficult pregnancy.

4) We will leverage existing relationships for the Kingdom (i.e. Chinese School, Zambians, Badminton).

5) On occasion we will partner with other churches and ministries that are better equipped and positioned to reach our city for Jesus (i.e. other Covenant churches, Merge Ministries, Arrive Ministries). We will be prepared to help support and partner with the planting of other churches in areas where we find it difficult to reach (i.e. North City Church).



8d. OUR STRATEGY: We will be His Witness in our four spheres of influence.

WITNESSES TO THE CORNERS OF THE WORLD

We will go around the world to support global mission partners so that as many as possible in our world might be spiritually awakened and follow Jesus.

OUR STRATEGY: PARTNER WITH OTHERS

1. We will partner with those who share our passion.

Our criteria is that a mission must be seeking to transform their communities, must be advancing the Gospel and must be fighting poverty. They must be fully-devoted followers of Jesus surrounded by a sending agency that provides them direction, support and accountability as a mission,

2.. We want to go deeper with a few partners and not wider with many partners. We will partner with a limited number of missionaries, ministries and areas as we seek to build significant and lasting relationships. These partnership should be mutually supportive as we both come alongside the other to serve the Kingdom of God. We will look for opportunities to strengthen our relationship with our partners and regularly communicate together.

3. We will generously encourage, equip and engage our global partners. We will do our best to help, but not hurt the mission or the people in their ministry area. We will look for creative and tangible ways to bless, support and come alongside their ministry.

OUR GROWTH STRATEGY:

1. We will regularly review our relationship with each of our global mission partners to determine whether or not they are a good fit with our church. If we have the bandwidth, we will be open to adding additional global mission partners where we see God clearly at work and where we believe a significant relationship can be developed with us as we seek to ripple across the world.

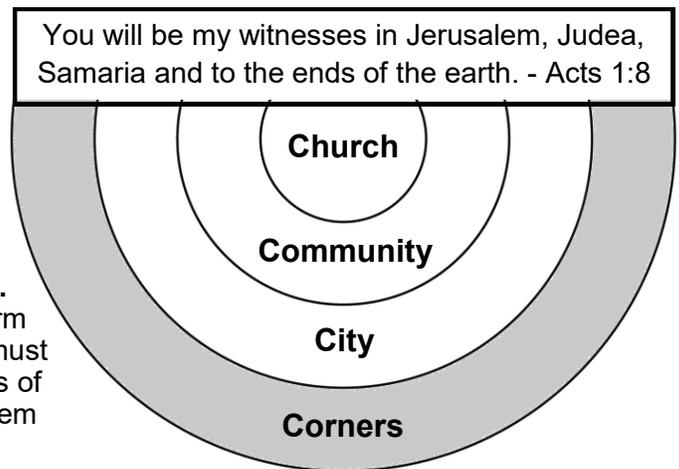
2. In order to grow the mission at our church, we will recruit an advocacy team for each partner that consists of passionate supporters for the mission. The advocacy team will promote the mission's presence and seek to expand their footprint in our church. They will enlist supporters, encourage the missionaries, and develop creative ways to equip, support and serve the mission. They will collaborate with all of our mission advocacy teams and the Mission Commission to make global missions a key priority in our church.

3. We will support our partners by allocating a significant percentage of our budget to missions (over 10%). We will encourage the congregation to support at least our global partners with their prayers and resources.

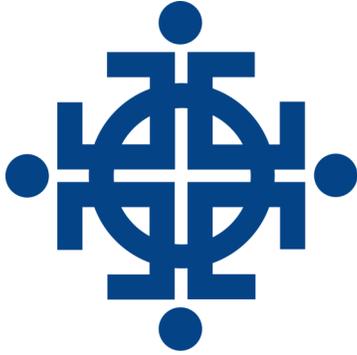
4. Ideally, every year we will recruit, train and send a mission team to go serve each of our partners under the direction of an experienced trip leader. We are aware of the uncertainties and dangers associated with a global mission trip, but consider the benefits for the mission, our church and the team members worth the risk. We often ask our teams to be safe, but not too safe as they go into the world to make disciples..

5. We will receive a special annual offering in our church to help unleash hope with our mission partners. Our Mission Commission will identify special opportunity and projects that we will support with this special unleashing hope offering.

6. If our partner has a child sponsorship program, we will promote the program in our church. When we feel it would be helpful, we will look to expanding Global Awana in the ministry areas of our global partners.



What might the logo say about us?



THE EVANGELICAL COVENANT DENOMINATION

People united in Christ serving in freedom in every direction



1. Plymouth Community
"connected"



4. The Gospel Ripple
"Go Bless"



3. IXTHUS
"Jesus centered"



2. The Bible
"where is it written?"



5. Discover
"Come/See & Go/Serve"