

Wesley Monumental United Methodist Church
2025 Strategic Plan

The mission of the Church is to make disciples of Jesus Christ for the transformation of the world.

Evaluating programs and capabilities of the church in its present state, anticipating how environmental factors may challenge or benefit the church, and identifying actions to ensure the spiritual health and viability of the church going forward are the tasks of the strategic planning process. All goals, strategies, and objectives flow from the mission of transforming the world – first, through **individual** transformation, then reaching out **to transform the world** in the name of Jesus Christ.

The current strategic planning process was launched in January 2025. It followed a period of intense work by Wesley Monumental UMC to complete the last portion of a two-decades-long facilities improvement plan – the Capstone Project – and to shepherd Wesley’s ministries to regain and strengthen their resiliency in a post-COVID world. These objectives were codified in Wesley’s 2022-23 strategic plan, adopted by the Administrative Board in mid-2022. That plan, by design, was short-term in nature due to uncertainties surrounding the denomination’s direction, and almost all the goals delineated in that plan have been substantially completed.

To provide the most comprehensive assessment possible for Wesley’s current process, the Lay Leader and Ministry Council Chair interviewed more than thirty-five groups and individuals. These included clergy, staff, and lay leaders of all ministry areas and administrative functions. Additional interviews were conducted with several members who represent diversity in terms of age, marital status, and length of membership at Wesley. Findings from that process, as well as demographic and membership data, were presented and discussed at an Administrative Board retreat in March 2025. Breakout sessions at that retreat provided additional insights into priorities for the next three to five years.

The health, vitality, and reach of Wesley Monumental UMC and its ministries is strong. Building on this strength, the 2025 Strategic Plan seeks to extend Wesley’s individual and collective impact and ensure excellent stewardship of its resources.

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OUR CHRISTIAN DISCIPLESHIP

1. Foster spiritual growth and development
2. Increase engagement of Wesley members
3. Ensure Wesley is welcoming to our aging church population
4. Evaluate and establish clear programmatic priorities for Wesley Gardens
5. Monitor the financial and organizational health of partner mission organizations

ORDERING THE LIFE OF THE CHURCH

6. Invest in Wesley's staff and lay leaders to strengthen capacity and continuity
7. Resume the financial audit cycle
8. Establish a technology committee to leverage technology across the church
9. Establish safety and security protocols for Wesley facilities

Wesley Monumental United Methodist Church
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1. Foster spiritual growth and development

Actions

A. Expand the current Education Committee to become a Committee on Education and Spiritual Engagement (ESE).

B. Expand the new member pathway to foster both engagement and personal spiritual development.

C. Develop a framework/catalog of adult education and spiritual growth opportunities that can be offered to existing Sunday School classes, new Sunday morning groups, Wednesday night classes, and virtual/other groups that may be formed. The framework would contain offerings each year/every other year on basic tenets of Christianity; Methodism/John Wesley history and doctrine; growing as a Christian; building spiritual communities; and topical studies (e.g., prayer, Grief Share, etc.) and would include classes of different durations.

D. Develop a process for recruiting, training, and nurturing leaders for education and spiritual growth offerings.

Outcomes

New committee established and operating

Pathway(s) established and used with new members

Basic framework developed for 2025-26; expanded framework developed for 2026-27

Leaders recruited and trained

Lead(s)

Sr. Pastor and Nom Cmte

ESE Cmte and Staff

ESE Cmte and Staff

TBD

Timing

Summer 2025

By end of 2025

Fall of 2025; Fall of 2026

2026

Wesley Monumental United Methodist Church
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2. Increase engagement of Wesley members

Actions

A. Implement classes of varying lengths on Sunday mornings (e.g., 1-3 weeks, 1-2 months, etc.) from the “catalog” referenced in 1.C. to encourage engagement by members not belonging to a Sunday School class.

B. Continue periodic offerings for youth and adults that are topical or seasonally based (e.g., marriage retreats, Lenten Bible studies for youth).

C. Support family spiritual development through activities from children and youth ministries that families do together.

D. Ensure committee membership incorporates diversity in age, marital status, and family status.

E. Enhance the experience of online worshippers by providing helpful information for the worship broadcasts (e.g., bulletins, hymns, speaker identification).

F. Explore virtual options for content delivery and engagement.

G. Expand opportunities to connect spiritual growth with mission-oriented engagement.

Outcomes

“Test run” 1-2 offerings, evaluate, and modify as appropriate

Recurring options for both youth and adults throughout the year

Increase in diversity

Enhancements to broadcasts; increase in views

Increase in options

Increase in engagement

Lead(s)

ESE Cmte

ESE Cmte and Staff

Nominating Committee

Technology Committee

All ministries

Ministry Council

Timing

Fall 2025

Ongoing

Ongoing

2026

2025-26

Ongoing

Ongoing

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3. Ensure Wesley is welcoming to its aging church population

Actions

A. Establish a task force on aging to identify how Wesley can be welcoming – physically, spiritually, and socially – to older adults. Make recommendations and implement accordingly.

B. Engage older adults in all aspects of Wesley life – committees, events, etc.

Outcomes

Recommendations made and implemented

Increased involvement on committees and in events

Lead(s)

Task Force Co-Chairs, other committees as needed

All

Timing

2025-26

Ongoing

4. Evaluate and establish clear programmatic priorities for Wesley Gardens

Actions

A. Launch a Task Force to evaluate and identify future programmatic priorities for Wesley Gardens.

B. Respond to recommendations.

Outcomes

Task Force report and recommendations completed

Action steps identified and assigned

Lead(s)

Task Force

Trustees

Timing

2025

2025-26

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5. Monitor the financial and organizational health of partner mission organizations

Actions

A. Continue to assess how designated mission partner organizations are stewarding Wesley resources.

Outcomes

Knowledge of how resources are being used

Lead(s)

Mission Committee

Timing

Ongoing

B. Work with these organizations to maximize mission impact.

Ministries achieve goals for populations served

Mission Committee

Ongoing

6. Invest in Wesley’s staff and lay leaders to strengthen capacity and continuity

Actions

A. Enhance lay leader organization, training, and continuity.

Outcomes

Trainings available, committee descriptions completed, committee leadership identified 4-6 months in advance

Lead(s)

Lay Leader, Ministry Council Chair, Nominating Cmte, all Cmte Chairs

Timing

2025-2026

B. Ensure the appropriate staff and ministries and support for staff in their work.

Children’s Ministry Asst/ Assoc hired; job descriptions written; professional development goals articulated; succession planning underway

SPRC

2025-26 and ongoing

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7. Resume the financial audit cycle

Actions

A. Complete audit.

Outcomes

Audit completed

Lead(s)

Finance Cmte

Timing

2025

B. Address any issues arising from the audit.

Issues addressed

Fin Cmte/Staff

2025

8. Establish a technology committee to leverage technology across the church

Actions

A. Identify leadership and members.

Outcomes

Committee established,
working and reporting out

Lead(s)

Senior Pastor,
Nom Cmte

Timing

May 2025

9. Establish safety and security protocols for Wesley facilities

Actions

A. Develop and implement protocols for extreme events.

Outcomes

Protocols developed for
review

Lead(s)

Task Force
appointed by
Admin Bd

Timing

Summer
2025

Protocols adopted

Trustees

2025

Communication and
training implemented

TBD

2025-26