

# 2026 Strategic Plan

## First United Methodist Church of Phoenix

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### Vision Statement

First Church is an inclusive community of faith where ANYONE can experience the goodness and grace of God.

### I. Core Values

- **Inclusivity:** Welcoming all people regardless of background, identity, or life situation, and enhancing our understanding of welcoming and working with people from other situations than our own
- **Spiritual Growth:** Helping individuals grow in faith and understanding through more biblically based offerings, including our worship services, sermons, and programming
- **Member and Participant Engagement:** Welcoming and inviting people to become involved in our church through our communications and programming, and ensuring staff follow-up to build and maintain strong relationships with members
- **Leadership and Church Direction:** Ensuring there is strong leadership and visibility of staff and volunteers to ensure the most effective use of staff and fiscal resources to carry out and support our mission
- **Grace:** Extending unconditional love and compassion as Christ did, and doing that through our actions and our communications
- **Community Relationships and Connection:** Building authentic relationships and mutual support for those in the many communities we serve
- **Service:** Living our faith through local and global outreach, and communicating about the many service opportunities we offer

### II. Strategic Pillars & Goals

We are committed to the following strategic pillars, with specific actions and target dates listed in a related tactical plan, and to be held to and accomplish measurable goals:

1. Hospitality & Inclusivity
2. Experiencing God's Grace through Worship & Spiritual Formation
3. Deep Community Engagement
4. Leadership Development & Volunteer Empowerment
5. Digital Presence & Innovation
6. Stewardship & Sustainability
7. Sunday Experience Member Engagement
8. Children, Youth and Family

### III. Targets

- Ensure that church services and sermons are consistently strong, spiritually based, and relevant
- Goal of increasing attendance in worship by 5% per year
- Goal of one new member per month (net of one, even if we lose members)
- Plan for training and development of Pastor and staff; consider individual development plans to identify and support training opportunities
- Recognition and celebration of volunteers
- Offer activities for youth and families throughout the year
- Provide one new community event every 4-6 months
- Offer use of church space for community meetings/programs as appropriate
- Provide a robust online presence, including a minimum of 3 posts per week on social media platforms