



Rumple Memorial Presbyterian Church

2026-2030 Strategic Vision

Drawing from historical lessons and achievement, current realities, and future opportunities, the Vision Planning Committee of Rumple Memorial Presbyterian Church has created and puts forth this purposeful vision and strategic framework.

Planning commenced in June 2025 with an initial listening phase, during which feedback was collected from 127 church members and community partners through individual interviews, focus groups, and listening sessions. Feedback was supplemented by a survey that garnered responses from 126 church members. This is a high response and shows strong engagement by membership and community providing a robust foundation for understanding the congregation's needs, perceptions, and aspirations.

The Vision Planning Committee and church leadership used the feedback and identified the following strategic priorities through a retreat in September of 2025. The Vision Planning committee and church leadership used the work from the retreat to further define goals, objectives, and strategies. The Session approved the plan as a living framework on December 1.

Vision Statement

Rumple Memorial Presbyterian Church is a **Missional** church; called to **Worship**, empowered to **Serve**, inspiring **Disciples**, creating **Community**.

Mission Statement

Worship, Mission, Education, and Community are the cornerstones of the body of Christ at Rumple Memorial Presbyterian Church. We believe that the Holy Spirit calls us:

To **Worship**: to respond to God's presence and activity in our lives and in our world by worshipping God together within our Reformed tradition with reverence, humility, awe, wonder, and joy;

For **Mission**: to participate in God's work in the world by ministering to the needs within and beyond the High Country and by engaging in the struggle to free people from sin, fear, oppression, hunger, and injustice;

Through **Education**: to seek from God the transformation and renewal of our minds as we live and grow as disciples who daily journey together in the grace of God;

In **Community**: to nurture, support, and guide people through the many seasons of personal and communal life in mutual ministries of care and compassion, sharing joys and sorrows, supporting in times of stress and need, and offering mutual forgiveness and reconciliation.

Rumple Memorial Presbyterian Church Strategic Priorities

The 2026-2030 vision planning process identified the following priorities and strategies:

- Build Community and Belonging
- Deepen Christian Faith Formation and Practice
- Ensure Financial Sustainability
- Invest in Infrastructure and Campus Expansion

It should be noted that only limited directives are associated with Rumple's commitments to Mission and Worship, as efforts associated with these key values were regarded as being well served by the existing efforts and structures already in place. Both will continue to be priorities of Rumple's ministries.

Build Community and Belonging

Goal: Strengthen relationships within the congregation and expand Rumple's connection to the broader community.

Key Strategies:

1. **Foster belonging:** Develop small groups, fellowship events, service opportunities, and intergenerational family-friendly programs that deepen relationships.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Continue planning an annual intergenerational mission trip, either local, U.S., or international.	Missions & Youth Leaderships	2026	Potential Increase to supplement individual cost
b)Offer regular family-oriented fellowship dinners in new fellowship hall.	Fellowship		Potential increase to Fellowship budget
c)Explore small group opportunities with schedules for working families.	Fellowship, Missions		None

2. **Coordinate member engagement:** Ensure we have the capacity and systems to track volunteer opportunities, communicate opportunities widely, match individual gifts to needs, and connect Rumple members to service.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Develop new ways to integrate existing members who are less engaged that	TBD	2026	None

emphasize personal contact and an invitation to join an activity

b)Reimagine the “Welcome Committee” to expand overall member engagement.	Staff and existing Welcome Comm.	2026	None
c)Develop a process and/or an easy to use tool to ensure Time and Talent forms capture individual interests. Solicit committee input for lists of opportunities. Promptly share responses with committee chairs.	Staff/Avery?	2026	None
d)Ask new members to complete a Time and Talent form at the time they join, and have the Welcome Committee follow up to ensure completion.	Welcome Committee	2026	None
e)Highlight new members in Slate & Stone and in Sunday announcements slides with photos	Staff & New Member Comm	2026	None
f)Build a mentor program for new members that assigns a “seasoned” member to a new family to encourage engagement with Rumple programs.	Welcome Committee		
g)Create a text list for people who are available for urgent one-off volunteer needs. Members would need to opt-in. Ensure committees/groups know how to solicit help.	Staff/Avery	2026	None

3. **Advance community partnerships:** Encourage members to be actively connected (e.g., Board service, volunteer leadership) with our community partners and local nonprofits and share stories of Rumple’s community impact.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Revive “Person in the Pew” to highlight members' associations with community partners. Include in the Slate and Stone and Sunday announcement slides.	Missions	2026	None

4. **Invite inclusivity:** Build intentional outreach to younger families, students, and underrepresented groups in the High Country.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Look into opportunities to provide transportation from locations such as Foley Center, Hospitality House, App State, Brian Estates, etc., to Rumple for worship and church related activities for members and non-members. Could start with volunteers but could include a church van in the future.	Congregational Care Comm. (Visitations Team) Might need a committee or group focused specifically on outreach		Increase if a van is purchased
b)Invite intentionally families of after-school children who do not have a church home to visit Rumple for worship.	After School Staff, Welcome Committee	Immediately	None
c)Start a Parents' Morning Out Co-op.	New Outreach Committee or Childrens' CE Comm		None

5. **Diversify worship and engagement:** Explore creative, inclusive worship experiences that reflect a broader community of faith. Broaden membership and attendance, focusing on, among others, younger generations and families.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Utilize the youth room for a more casual, streamed version of worship. (No unattended children.)	AV Team/Sonya/ Worship	2026	Minimal, need TV installed
b)Begin to hold an early service with a more casual approach on a set Sunday, once a month, when the Fellowship Hall becomes functional.	Worship		Increase

6. **Amplify identity:** Clearly communicate what we believe and what we do as a Presbyterian (PCUSA) congregation in the High Country.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Offer a "Presbyterianism 101" class at least annually and include Presbyterian	Christian Ed with direction from Kathy	2026	Minimal if any (possible supplies)

beliefs/doctrine in the Reformation
Sunday sermon.

b)Continue and expand upon our social media presence to publicize our actions as a missional church. Stacey/Avery 2026 None

Deepen Christian Faith Formation and Practice

Goal: Equip disciples of all ages through consistent, dynamic and diverse faith formation opportunities.

Key Strategies:

1. **Define the vision:** Create a roadmap for spiritual formation that aligns with Rumble's overall call to discipleship.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Call a full-time Associate Pastor who will have primary responsibility for Faith Formation of all age groups.	Personnel with new Pastor Nominating Committee	2026	Additional salary/benefits/housing allowance vs dollars in current budget for previous Director
c)Develop a Faith Formation Roadmap that outlines a coordinated and intentional plan for faith formation across all age groups, and which includes prayer, study, service, worship, and fellowship.	Ad Hoc Committee led by new Associate Pastor and Pastor	2026 and early 2027	Nominal
c)Implement new educational programs consistent with Faith Formation Roadmap.	CE Committees with new Associate Pastor and other committees as appropriate	Beginning 2026, and continuing into 2027	TBD

2. **Provide consistent offerings:** Offer consistent and timely programming that aligns with other church offerings and is communicated clearly.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Hold a Confirmation Class every two years.	Youth Christian Ed (CE) Committee with Pastoral staff	Winter-Spring 2026	Already in budget
b)Complete and activate Stations of the Cross project.	Worship Committee	Spring 2026	\$200
c)Offer annually an in-depth Bible study program in collaboration with other area churches.	Pastoral staff with Adult (and perhaps Youth) CE Committee	During 2026	Nominal
d)Evaluate regularly the classes/programs being offered and to be offered for consistency with Faith Formation Roadmap and congregational engagement; expand and adapt new programs as appropriate.	CE Committees with new Associate Pastor and other committees as appropriate	2027 and at least annually thereafter	TBD

3. **Invest in content and leadership:** Support ongoing training for teachers and lay leaders; invite guest theologians and scholars.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Hire theologically-trained Associate Pastor for Faith Formation (same as above).	Personnel with new Pastor Nominating Committee	2026	Additional salary/benefits/housing allowance vs dollars in current budget for previous Director
b)Identify 1) potential leadership training opportunities and 2) lay people interested in leading and/or teaching programs at Rumble; enroll one or two people in an approved program.	Pastoral staff	By November 30, 2026	TBD
c)Assess program to train lay program leaders/teachers and expand if appropriate.	Pastoral staff	6/1/2027 and annually thereafter	TBD

4. **Intergenerational connection:** Develop programs that bring together children, youth, and adults to learn alongside one another.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Include intergenerational programs and leadership in Faith Formation Roadmap.	Ad Hoc Committee led by new Associate Pastor and Pastor	Late 2026 - 2027	Nominal

5. **Engage through hospitality:** Integrate food, fellowship, and service into faith formation gatherings to build community.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Provide programs that include food and fellowship in Faith Formation Roadmap.	Ad Hoc Committee led by new Associate Pastor and Pastor	Late 2026 - 2027	Nominal

Ensure Financial Sustainability

Goal: Build a long-term foundation of financial health through endowment growth, annual stewardship, and informed generosity.

Key Strategies:

1. **Cultivate a culture of generosity:** Implement a year-round stewardship plan including storytelling, “Mission Minutes,” and visible examples of impact.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Present messages of generous works or programs via videos, pulpit talks, gratitude boards, etc., throughout the year, at least monthly. Link videos to Slate & Stone and to church website.	Endowment and Generosity (E&G) Committee with help from all committees, especially Missions and Staff	Begin by March 2026	Nominal
b)"Advertise" needs and opportunities for volunteerism actively and broadly through a Volunteer Board in the Gathering Space and on the Rumple website, with specificity regarding activity and commitment requests.	E&G Committee and Staff to manage Board plus all Committee and program leaders to provide	Initiate by June 30, 2026	Nominal cost for Board materials

regular and timely
input

2. **Strengthen systems:** Expand accounting capabilities, ensuring financial reports are transparent and accessible to the congregation.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Identify required and desired reports, services, capabilities, transparency, etc., for financial reporting and system; determine whether better provided by in-house staff or outsourced to third-party provider.	Finance Committee with Staff	By June 30, 2026	Nominal
b)Conduct search for solution identified in Tactic 1 (either in-house or outsource financial services provider). In-house solution would entail hiring a new staff member and identifying a new software platform.	Finance Committee with Staff (and Personnel Committee, if in-house)	By September 30, 2026	Nominal - TBD
c)Engage provider and manage transition (or expand) from current provider <i>if an outsourced solution is chosen.</i>	Finance Comm with Operations Staff	By December 31, 2026	\$5,000 in Q4'26
d)Purchase new software, migrate historical data to a new platform, develop reports, and train all users <i>if an in-house solution is chosen.</i> May require hiring a consultant to assist with transition.	Finance Comm with Operations Staff	By December 31, 2026	\$10,000 in Q4'26

3. **Grow Endowment, Planned Giving, and reserves:** Establish and promote Planned Giving and Endowment programs; communicate their importance to Rumple's legacy.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Engage consultant to help develop Planned Giving programs at Rumple. Program to include awareness/marketing of Planned Giving opportunities.	Ad hoc Planned Giving Committee formed for this purpose, with Pastor	To begin after completion of Capital Campaign II ; late 2026 or early 2027	\$5,000 - \$10,000

b)Review documentation for all existing Endowment programs and accounts; identify and outline eligible uses, restrictions, and permitted grantees.	Ad hoc Endowment Committee formed for this purpose, with Pastor	By June 30, 2026	Nominal
c)Educate membership on availability of Scholarships	Endowment Comm.	By June 30, 2026	Nominal
d)Explore feasibility of changing terms of existing Endowment programs to broaden utilization.	Ad hoc Endowment Committee formed for this purpose, with Pastor	By December 31, 2026	Up to \$5,000 for legal consult
e)Establish additional Endowment programs to support other broad or specific funding needs.	Ad hoc Endowment Committee formed for this purpose, with Pastor	Commence after Capital Campaign completed, then into 2027	Nominal

4. Plan for the future: Develop a 3-year financial forecast to guide planning and investment.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Develop a three-year financial forecast.	Finance Committee	By March 31, 2026	\$0
b)Review and update the three-year financial forecast annually.	Finance Committee	March 2027 and 2028	\$0
c)Share financial information with congregation on a regular basis (suggested in late July and in February)	Finance Committee with Staff	Commence in July 2026	\$0
d)Cultivate foundation grants to support on-going needs at Rumple; may entail hiring a consultant to identify opportunities and/or write grant proposals.	Staff with other appointees	Commence in 2026 with Capital Campaign Phase II project	TBD
e)Evaluate and activate physical assets to generate revenue, including parking lot, classrooms in Cannon Building,	Operations Staff & Properties	Commence in 2026 with Cannon Bldg	TBD

Frescoes, Gathering Space, and Fellowship Hall facilities.	Committee with Session approval	spaces. Other opportunities as available
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Invest in Infrastructure and Campus Expansion

Goal 1: Finish the 2019 Master Plan for campus expansion, ensuring facilities are welcoming, functional, and debt-free.

Key Strategies

1.1 Complete the Capital Campaign (CC): Conduct a successful second phase of the capital campaign to complete the campus expansion debt-free, supported by a clear, phased plan and ongoing communication that keeps the congregation informed and celebrates progress along the way.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Complete a successful CC by meeting the total cost of the new building. Update the congregation every six weeks with where we are in the process of building and CC.	Assign to an expanded CC Committee	First quarter 2026, completing by the last quarter of 2026	We anticipate a successful campaign.

1.2 Build the Fellowship Hall to enhance campus capacity: Ensure the Fellowship Hall is built and fully equipped as a multi-use space—add generator, showers, and audio-visual capacity.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Continue to provide communication between and among the building committee, congregation, and staff throughout the building process to ensure all needs are met.	Building Committee	January to June 2026	Within the budget and what is received from Phase 2 of the CC, 5 million

1.3 Promote widespread use: Develop a marketing and communication plan to invite nonprofits, youth teams, and community groups to use campus spaces.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Promote availability of campus spaces within the community in 2026.	Communication Coordinator & social media lead	July to December 2026	\$1,000

Goal 2: Strengthen Rumple's governance, staffing, systems, and volunteer leadership to support future growth and engagement.

Key Strategies:

2.1 Empower Governance structure: Evaluate committee structure to ensure the leadership needed to live into vision.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Request that committee chairs submit a brief description, goals, and mission, of their committee.			
b)Share Time and Talent names with committees and groups.		January 2026	
c)Share committee member lists with the congregation.		January 2026	None
d))Review current committee responsibilities, taking note of gaps, needs and challenges. Make modification to committee structure as appropriate.	Ad hoc committee, Kathy, Session Clerk		
e)Revise committee job descriptions based on modifications.	Session and Kathy Beach		0
f)Consider term limits for committee chairs	Session		

2.2 Strengthen staffing and leadership: Hire and retain qualified staff needed to support a growing congregation and expanded campus; prioritize stability, role clarity and training.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Review/update all job descriptions annually.	Personnel Committee	December 2026	
b)Suggest and provide training opportunities.	Hiring Manager		Market Cost

2.3 Enhance lay leadership pipeline: Establish structured processes to identify, train, and support lay leaders, and develop straightforward pathways for participation in committee or support roles.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Review re-establishment of the Deacon Board.	Session	May 2026	0
b)Redefine the Nominating Committee.			
c)Revise Nominating Committee procedures and processes.			

2.4 Clarify space usage: Develop a comprehensive facilities-use plan outlining priorities, scheduling, fees, and community access.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Begin working first on the plan for the Fellowship Hall so that staff can plan and promote accordingly.	Properties Committee, staff	Prior to opening Fellowship Hall	0 (planning only)
b)Work with staff on updating the current facilities use plan.	Properties Committee	2026	

2.5 Establish operational and campus management systems: Evaluate administrative systems, processes, and technology to ensure efficiency and address roadblocks proactively. Create policies, procedures, and a facilities manual to guide use and stewardship of campus facilities.

Tactics	Responsible Party	Timeline Target	Budget Impact
a)Update Facilities Management Manual. Review current software and tools annually to determine whether upgrades, integrations, or replacements are needed.	Sonya Long Sonya Long and Avery	December 2026 December 2026	0
b)Create and review standard operating procedures (SOPs) for core administrative tasks to ensure consistency and reduce errors.	Sonya Long	December 2026	