



Kairos Church Strategic Goals

We could not be more excited to share how we see God at work at Kairos Church!

These goals represent the faithful listening, research, and discussion by a representative group of people from Kairos Church. But, it was your input, insights, candid feedback, and support that enabled us to embark on this process and develop a plan that we believe is faithful to God's calling for us.

We welcome your questions and engagement as we seek to execute this plan and achieve our goals for the glory of God.

Church Staff

Lyndsay Slocum
Ryan Horne
Joe Ryan
Miriam Ryan
Jan Williamson
Marchant Young

Leadership Team (LT)

Ryan Walker, Clerk of Session
Spencer Cagle (28)
Welby Hackney (28)
Zach Hogue (28)
Dave Ryan (28)
Clarke Coole (27)
Casey Duthiers (27)
Ashlyn Ellington (27)
Ben Merrill (27)
Mark Estes (26)
Judi Jackson (26)
Jasmine Lawson (26)
Kimberly Oliver (26)

Margaret Grice (25)
David Izlar (25)
Julia Pinkston (25)
Cece Webster (25)

Steering Committee

Lyndsay Slocum
David Izlar
Jessica Martin
Matt Niemitz
Billy Pinkston
Cece Webster

Introduction

At Kairos Church, our vision is ***to encourage one another daily to live and love like Jesus***. Rooted in the values of faithful worship, devoted discipleship, authentic community, and intentional mission and service, we strive to be a thriving church family that glorifies God and transforms lives.

This document results from a collaborative and prayerful process undertaken by our leadership team, the strategic steering committee, and church staff. Recognizing the need for planning to guide our ministry in the coming years, we embarked on a journey to assess our current strengths, identify areas for growth, and seek clarity on where God is calling us next.

Our Process

To ensure this plan reflects the needs and aspirations of our church family, we conducted the following research studies and assessments:

1. **Congregational Survey** – A church-wide survey, conducted in late 2022, gathered input from members and regular attendees about their experiences with worship, discipleship, community, and missions.
2. **Listening Sessions** – Various sessions, dinners, interviews, and one-on-one conversations, conducted primarily by the church staff, to explore themes and patterns emerging from the key question of “What is it time for at Kairos?”
3. **SWOT Analysis** – A brainstorming session with church staff and the Leadership Team to identify the strengths, weaknesses, opportunities, and threats for Kairos.
4. **Persona Development** – An exercise to develop fictional characterizations of each group of congregants at Kairos. This exercise helped us understand the segments of our congregation and the unique needs that each has.
5. **Financial and Demographic Analysis** – Detailed analyses of giving & expenses and demographics to understand historical and predictive trends.
6. **Engagement Analysis** – A detailed review of participation patterns across worship services, small groups, and serving opportunities helped us understand the current engagement levels.
7. **Communications Audit** – An evaluation of our communication methods and tools provided insights into how effectively we share information and engage with our congregation.

Following these studies, the **Strategic Planning Steering Committee** reviewed and synthesized the findings. Through a series of facilitated discussions and prayer sessions, the committee carefully examined the data, identifying patterns, and key themes. Each piece of research was

mapped against the church's mission and values to ensure alignment with our calling to "encourage one another daily to live and love like Jesus."

The steering committee worked to discern which areas of focus would have the most significant impact on our church's growth and health. Three recurring themes consistently emerged from the research:

- The need for more effective and coordinated **communication** to foster connection and understanding.
- The call to expand and strengthen our **missions** work to better reflect our commitment to meaningful service.
- The importance of creating opportunities for spiritual growth and deeper **engagement**.

Through this intentional process, these themes were identified not only as areas of need but also as opportunities to live out our values of faithful worship, devoted discipleship, authentic community, and meaningful mission and serving.

Strategic Priorities

1. Communications

- Kairos is no longer a best kept secret, but rather a known name in Atlanta. It is clear who we are and what we are about.
- Create easy access to information for our members and attenders that includes user friendly registrations.
- Guests can easily find information about who we are, what is going on, and how to connect.
- Stories are shared as a testimony to the good work God is doing among us and an invitation to others that they might know this Jesus and live and love like him.

2. Missions

- Grow a culture of missional living within the Kairos community; a church wide culture of mission- where every person sees themselves as sent.
- Establish mutual and consistent relationships with mission ministry partners that reflect long-term commitment.
- Build regular involvement and connection with mission ministry partners and Kairos family that reflect an increased participation in service and outreach.
- Establish a structure for learning, understanding, and responding to the needs of the immediate community.

3. Engagement

- Belonging & Connection — everyone feels known, included, and part of the body.
- Developing Leaders Across Generations — volunteers and leaders raised up for sustainable discipleship and mission.
- Growing Mission & Capacity — seeing ourselves as sent people, with the space and systems to support growth.

These priorities reflect our desire to remain faithful to God's calling, steward our resources wisely, and grow as a church family united in purpose. We are excited to embark on this journey together and look forward to seeing how God will work through Kairos Church in the years to come.

Goals and Tactics

Communications

- Develop brand guidelines
- Develop social media strategy and content calendar
- SEO (search engine optimization) and website revamp
- Realm account campaign- giving people option for directory
- Lobby monitor and information booth
- Weekly engagement on social media

Missions

- Ongoing education classes
- Sermon series on missional living with tangible examples for people to practice
- Highlight mission in offering
- Deepen relationships with partners
- Establish guidelines for partnerships
- Evaluate partnerships annually for effectiveness and alignment with the church's mission
- Create Kairos champions for mission ministry partners and facilitate at least one touchpoint per quarter between champion and partner
- Create more service opportunities that meet Kairos members' needs and logistical concerns
- Extend personal thank you notes and invitations
- Deepen our involvement and impact on Sandy Springs
- Consider parking lot ministry, scholarshipped childcare spaces at Tabula Rosa, continue to build relationships with Ministerio Gracia

Engagement

1. Known & Connected (Belonging Across Generations)

- Children's Ministry: Ensure every child feels known; proactive mentoring so all kids feel included; foster intergenerational relationships.
- Youth Ministry: Volunteers who journey with students as they age; intergenerational relationships that invite students into the rhythms of the church.
- Adult Discipleship: Personal invitations to groups and leadership roles; "Discovering Kairos" where stories are shared; systems to track regular attenders so no one is missed. Expand retreats and opportunities for members to build connections.
- Worship: Involvement of congregation in leading and participating — helping people feel seen, known, and included.
- Hospitality: Add welcome host to coffee bar, create data base of visitors, host quarterly welcome lunch.

Alignment: All ministries emphasize people being known and connected, whether that's kids mentored by older students, adults drawn into groups, or worship that invites participation. This creates a culture of belonging across every age group.

2. Raising Up Leaders & Volunteers

- Children's Ministry: Ensure appropriate staffing (paid + volunteer).
- Youth Ministry: Recruit volunteers who engage deeply, plus another part-time leader.
- Adult Discipleship: Recruit and support new group leaders; raise up a "class" of leaders who sustain relational ministry.
- Mission: Equip Kairos members to see themselves as "sent" — leaders of missional living in everyday life.
- Worship: Draw the congregation into leadership and service through music, arts, and worship practices.
- Hospitality: Create a team of volunteers to follow up with visitors.

Alignment: Every ministry is naming the need for more leaders, more volunteers, and deeper investment in people who can disciple others. This isn't just filling slots — it's cultivating a sustainable leadership culture that supports the whole church.

3. Intergenerational Community & Discipleship

- Children's Ministry: Kids connected to older students and adults through mentoring.
- Youth Ministry: Students welcomed into congregational rhythms and relationships with adults.
- Adult Discipleship: Groups provide spaces for sharing spiritual journeys and mentoring relationships.
- Mission: Encouraging church-wide rhythms of service where families, youth, and adults serve together.

- Hospitality: Regularly incorporate turn and greet moments in worship or other opportunities to connect with people around you. Add table hosts to church picnics.

Alignment: Each ministry is leaning toward breaking down age silos so discipleship is experienced as a whole-church journey.

4. Space & Resources for Growth

- Children's Ministry: Adequate, appropriate spaces for kids.
- Youth Ministry: Additional staffing to support growth.
- Worship: Space enhancements, technology upgrades, planning for future growth as attendance increases.
- Adult Discipleship & Mission: Structures and systems that can scale as more people participate.
- Hospitality: Use tools for high attendance times to gather names and contact information from attenders. Personal follow up after these services.

Alignment: Multiple ministries are planning for capacity — space, systems, and staff — to sustain growing participation. This ensures that as the church grows, the infrastructure keeps pace.

5. Mission as Culture, Not Just Program

- Mission: Build a culture where every person sees themselves as sent; strengthen long-term partnerships.
- Adult Discipleship: Spiritual gifts assessment and personal invitations to serve.
- Youth & Children's: Mentoring that trains kids and students to welcome and include others as part of living missionally.
- Worship: Offering moment framed as God's mission "for them" and through them.
- Hospitality: Training Kairos attenders to create an atmosphere of welcome for all who enter.

Alignment: Mission is not just a separate ministry — it's woven into discipleship, worship, and the next generation. It's the shared heartbeat of Kairos.