

Strategic Planning Summary Document

Together, the people of **Southminster Presbyterian Church** are working to define a strategic plan. As we determine our strategic priorities, it's possible we may also decide to initiate a fundraising campaign to support our goals and address existing needs.

You are an essential part of this process. We are very interested in your views and perspectives regarding the plan and possible campaign. As you share your feedback, please feel free to use this document as context for your responses.







OUR MISSION

Southminster Presbyterian Church strives to be a welcoming community gathered in the name of Jesus Christ:

- To celebrate and enjoy each individual
- To nurture and challenge each other toward a growing faith
- To equip ourselves through study and reflection to do God's work
- To enlarge our vision for faith lived in the wider world
- To anticipate and embrace change as we serve Christ in the community and in the world

A DRAFT VISION for **Southminster**

Because God calls us to faith, we envision ***Southminster*** *as a place* ***where spirituality is nurtured.***

We don't claim to have all the answers to life's big questions, but we aren't afraid to ask them. We desire to nurture spiritual growth at every age, deepen our relationship to God through worship, reflection, and action, and expand our understanding of what faith means in this day and age.

Because God brings people together, we envision ***Southminster*** *as a place* ***where community and connection are intentionally and actively built.***

Life is tough, but it's not meant to be lived alone. We desire for individuals to trust they belong to God and feel known, accepted and loved by others.

Because God inspires service to others, we envision ***Southminster*** *as a place* ***where the needs of God's children are addressed.***

We believe everyone deserves the resources they need to thrive, especially who Jesus called the "least of these." We desire to have a positive, tangible impact on our community and world through mission, and justice work.

Because God's love has no end, we envision ***Southminster*** *as a place* ***where ministry is supported for generations to come.***

We can't predict the future, but we believe in it. We desire a sustainable model of ministry so **Southminster** can thrive in both flourishing and lean seasons. We act to sustain our human community, our facilities and our resources.



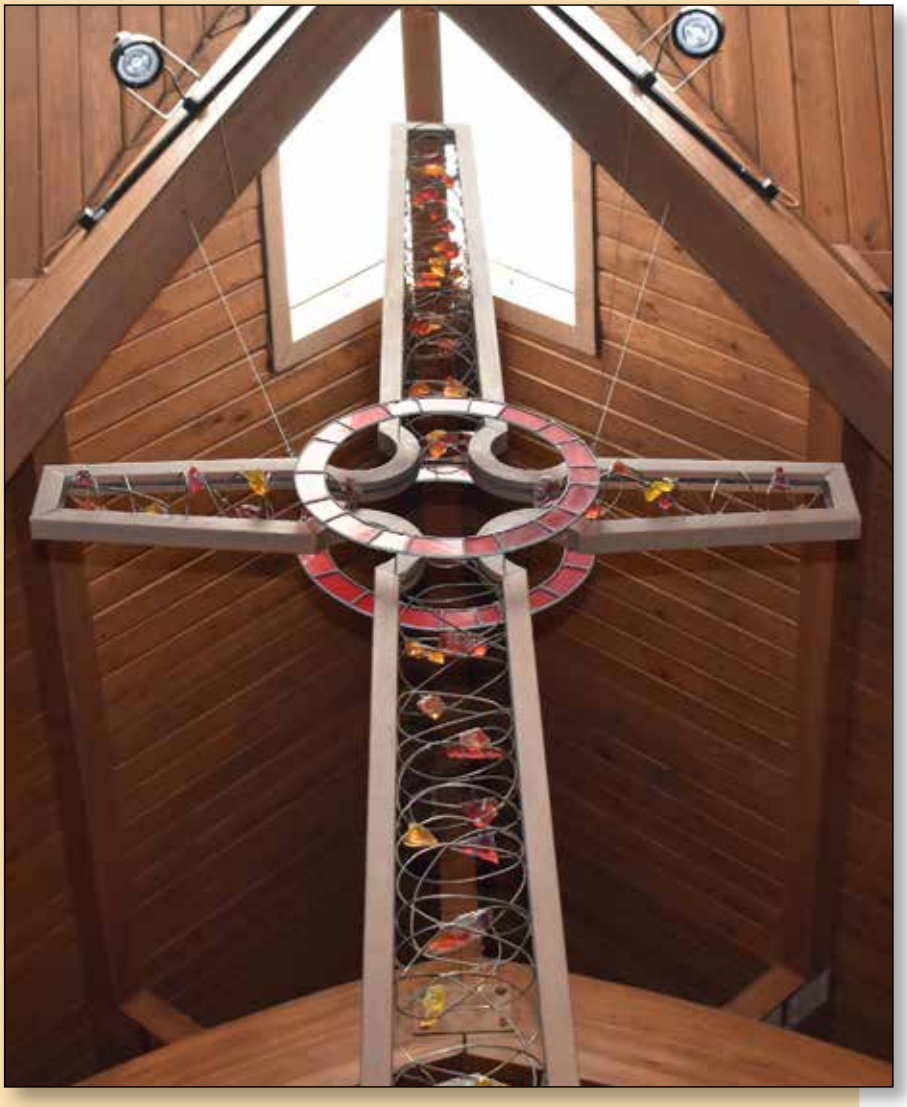
OUR VIBRANT MINISTRIES

Worship at **Southminster** is the heartbeat of our life together. Every week, we gather together as the body of Christ. We hear and proclaim the inspired Word of God. We pray for and with the world. And then we are sent back out to love God and serve our neighbors.

The people of **Southminster Presbyterian Church** work together in vibrant ministries and programs, including:

Bell Choir • Choir • Faith Exploration Classes for Children & Adults • Bible Study • Youth Group: Youth Mission Trip & Club 456 • MASK Music Camp (Music, Art, Singing & Konnection) • Intergenerational Fellowship Events • Southminster Presbyterian Women • Men's Group • Dine-In Dine-Out Groups • Holy Happy Hour • Gentle Yoga • Knitting & Crochet Group • Gardening Club • Prayer Chain & Care for Homebound Members • Mission Teams with Local Mission Partners • PrideFest Booth • Journey to Bethlehem

Current SITUATION & Critical ISSUES



Southminster is a charming place of worship located in the Countryside East neighborhood of Prairie Village, Kansas. The community surrounding Southminster is attractive, stable, prosperous and well-educated.

The vibrant community of Southminster includes 205 members with average attendance on Sundays of 79 people and just over $400,000 in stewardship pledges. During the last three years, attendance and giving have seen increases, while membership has been steady. At the same time, these metrics are all below their levels of 10 years ago.

The architecture of Southminster blends timeless aesthetics with modern elements, creating an inviting space for worship, reflection, and fellowship. However, over time the church building has developed conditions that require attention to meet the needs of the congregation.

The members of Southminster are deeply committed to the church's ministry. In 2023, the church determined that 78% of the congregation had been members for 10 years or more. In addition, 60% of the congregation was over 55 years old.

Financially, Southminster has operated responsibly. In 2025, Southminster had $449,000 in revenue and $413,000 in expenses. Over the past three years, Southminster has balanced its expenses with income, achieving small amounts of net income each year. These results were achieved in part through reductions in staff and vacancies in staff positions.



*The members of **Southminster** are deeply committed to the church's ministry.*






STRATEGIC PRIORITIES

Through reflection, discernment, meetings and discussions, **Southminster Presbyterian Church** has identified the following strategic priorities to foster growth and vitality in the life of the congregation.

Strengthening WORSHIP & CONGREGATIONAL LIFE

- Deepen spiritual formation for individuals and groups.
- Engage and support families raising children.
- Welcome new members to **Southminster**.
- Invite and mentor newer members into participation, involvement, and leadership within the congregation.

Expanding MISSION & COMMUNITY ENGAGEMENT

- Renew engagement with geographic neighbors. Be known and know the community.
- Identify a signature mission and expand ways the congregation can be involved in all mission work. Continuously use discernment around participating in mission projects.

Ensuring FINANCIAL SUSTAINABILITY

- Repair, maintain and update the church as a location where **Southminster** is able to fulfill its mission.
- Employ **Southminster's** building to generate income from outside groups in ways that are consistent with the church's mission and seek to minimize the impact on **Southminster's** ministries and programs.
- Communicate opportunities for church members to provide for **Southminster's** future by including the church in their wills and other planned gifts.

Core Values
That Animate Us

At the leadership retreat in 2025, Pastor Caroline led the elders through an exercise to articulate **Southminster's** core values. Throughout the past year, the elders have used the core values listed here to guide our decisions and direction.

- Worship & Music
- Mission
- Traditions
- Care for Others
- Good Stewards
- Social
- Inclusive
- Organized
- Connectional
- Open

MOVING FORWARD

Southminster is developing a strategic plan that will confirm its priorities and establish actions and milestones to measure progress toward them.

Based on the plan, church leaders may decide to conduct a fundraising campaign that will enable **Southminster** to repair, maintain and update its facilities, preparing them for the purposes identified in Plan.

In addition, **Southminster** may decide to enhance and expand its ministries based on the strategic priorities and objectives that will be outlined in the plan in order to enrich the lives of church members, increase participation by families, educate young people, attract additional members, generate resources to fund church programs and use the restored building fully.

Based on these possibilities and information currently available, a potential project budget is shown on Page 6.








CHALLENGES

After decades of active use, the Southminster building requires attention so our mission and fellowship can thrive for generations to come.

- The **roof** is aging and requires consistent repairs
- The aging **heating and air conditioning systems** are unable to maintain proper temperatures throughout the building and need to be replaced
- In the sanctuary, there are **accessibility** limitations and challenges with **audio visual** equipment
- More **accessibility** is needed for those with mobility challenges
- Aged **flooring** and remaining original **windows** need replacement
- **Classrooms** will benefit from renovation
- **Partitions** in Fellowship Hall are damaged and no longer function as intended
- **Masonry and gutters** require repair and/or replacement
- Additional **LED lights** are needed
- Work is needed on **the grounds** related to drainage, trees, yard and landscaping

POTENTIAL PROJECT BUDGET

Roof
Replace the main body and flat sections. $205,000

Heating & air conditioning
Replace aging heating and cooling systems. $50,000

Sanctuary accessibility & use
Provide an entrance at the North, install handrails at chancel steps, replace pews with chairs in transepts to provide space for people with limited mobility and improve space for the Bell Choir. $90,000

Sanctuary audio/visual
Modernize and improve sound system to provide higher quality live streaming. $80,000

Flooring
Remove worn carpet, install carpet and other flooring throughout the church building. $70,000

Windows & doors
Replace the remaining single pane windows and the doors at the East and West of the building. $45,000

Classrooms
Renovate upstairs classrooms for continued use and additional purposes. $45,000

Partitions
Replace partitions in Fellowship Hall $40,000

Painting
Paint interior walls and refinish doors and trim. $35,000

Site work
Improve drainage and grading, remove trees as needed, restore yard and landscaping. $25,000

Masonry
Complete needed exterior tuck pointing and chimney repairs. $20,000

Lighting
Complete LED conversions for Sanctuary and Fellowship Hall $15,000

Front entrance
Repair concrete and replace railing, improve accessibility $15,000

Gutters
Replace and repair damaged gutters/downspouts to help improve exterior drainage and appeal. $7,000

Contingency
Sixteen percent of construction costs. $138,000

New ministry initiatives
Related to strategic priorities of engagement and formation. $150,000

Fundraising expenses
Professional fees, printing, communications and events. $55,000

Financing costs
Construction financing to make improvements while pledges are still being collected $65,000

Total $1,150,000

All Are Welcome









Southminster Presbyterian Church
is a community of individuals who believe that God calls us together to love God and serve our neighbors. We worship Jesus and care for others just as Christ would. We are committed to relevant, meaningful worship, life-long learning and growth, and serving others with the hope of creating communities of justice, compassion, and peace.

Southminster Presbyterian Church
believes that all people are beloved in God's sight and fully welcomes and affirms all people into our life together regardless of race, gender, sexual orientation, economic status, physical or cognitive ability, or age. We are committed to the full inclusion of LGBTQ+ people in our congregation.

Southminster Presbyterian Church
is a member of the Presbyterian Church (USA) and the Heartland Presbytery. We are also members of More Light Presbyterians and the Covenant Network of Presbyterians, two organizations which work for justice for LGBTQ+ people in the church. We are part of the Matthew 25 Initiative which encourages and challenges us to pursue opportunities that will develop vital congregations, eradicate systemic poverty, and dismantle structural racism.

SOUTHMINSTER PRESBYTERIAN CHURCH
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