PATHWAY CHURCH

Future in Focus

Pathway Church began as a new church plant in September of 2010 with a mission **"to reach people who are far from God and help them to become devoted followers of Jesus"**. The founding vision included a set of distinct priorities that have guided decision making and ministry focus in the past, and we believe they will continue to shape how we consider the future God is leading us towards.

WIDE FRONT DOOR
Acts 15:19

A place where **anyone** can find and follow Jesus

FAMILY MINISTRY
Judges 2:10

a clear focus on the **next generation** of faith

LOCAL IMPACT
Jeremiah 29:7

a church that is making a difference **in our city**

A CLEARER PATH FOR WHAT'S NEXT

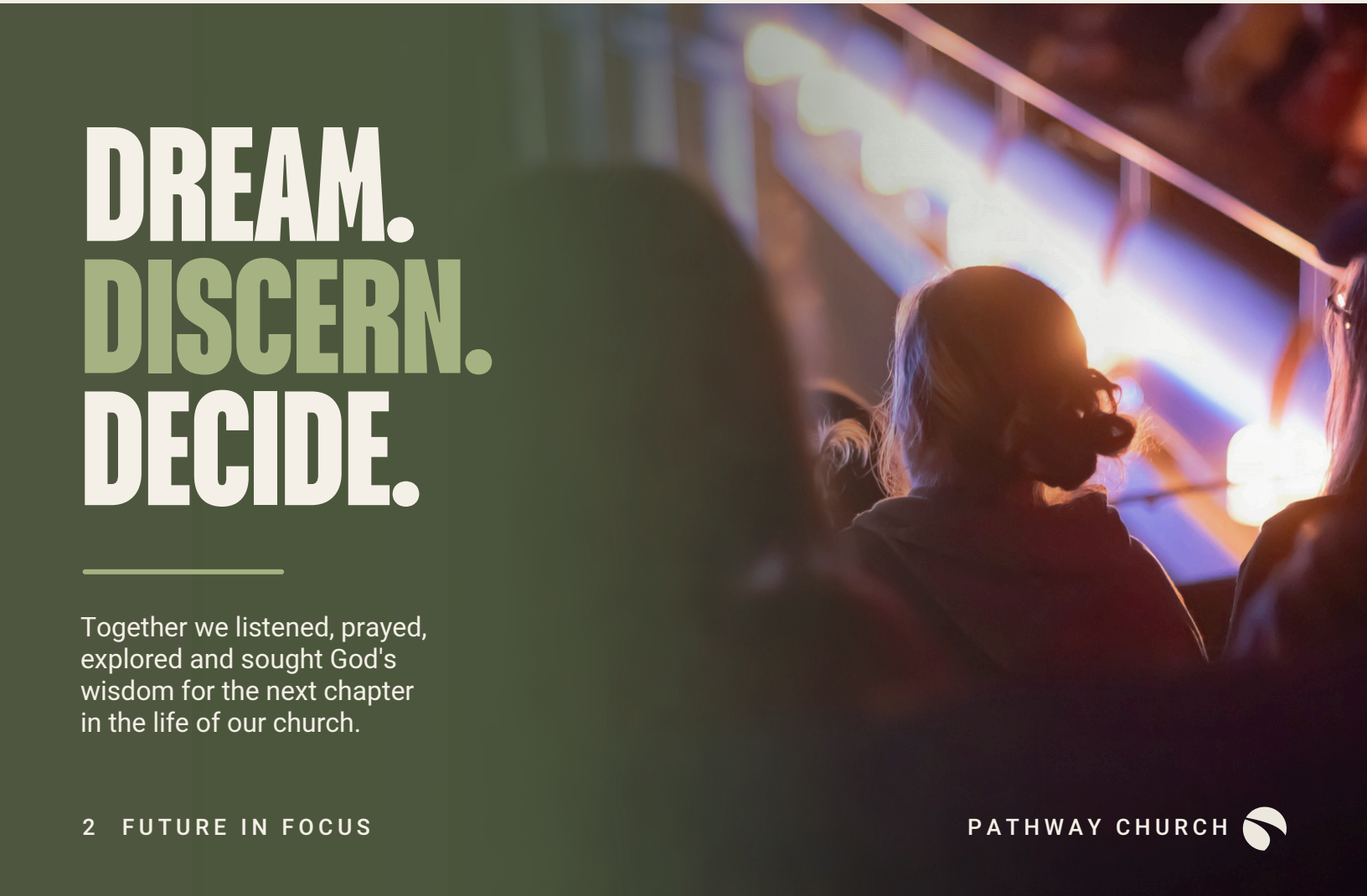
As we consider the **next ten years** at Pathway Church, we want to move forward with a unified vision of where God is leading us. That is why, this summer, we prayerfully engaged in a wayfinding process that we hope will provide direction, vision, alignment and a practical path.

CLEAR DIRECTION
for the future of our church

SHARED VISION
Rather than a vision owned by one person

ALIGNMENT
between our leadership teams

A PRACTICAL PATH
from vision to execution



DREAM. DISCERN. DECIDE.

Together we listened, prayed, explored and sought God's wisdom for the next chapter in the life of our church.

10 YEAR OUTLOOK

CAN YOU SEE IT?

As we think about what Pathway could look like in 2037 -- this is what we see ...

- A church where **1,200 to 1,500 people** worship together each week across **three locations**.
- A church where you can **invite anyone** and where newcomers can explore faith and become fully devoted followers of Jesus.
- A church that is making an **visible impact** in our community as its people integrate their faith into their workplaces, homes, and community.
- An **innovative church** that is actively investing in kids, teens, and young adults because of its clear focus on reaching the **next generation**.
- A church that values **engagement over attendance** with 45% of weekly attendees volunteering and 50% participating in groups.
- A church where **leadership development** has become a defining strength as we equip future leaders.
- A church that serves as a **regional Alpha Hub** that supports other churches who are reaching people far from God.
- A church with a growing **culture of belonging** that fosters meaningful discipleship and authentic relationships.
- A church that is an **effective steward** of resources, facilities, staff, and systems so it can be aligned and supporting the **expanding vision**.
- A church **our community would miss** if we were not here!

MISSIONAL + ORGANIZATIONAL

Pathway Church is **all about the mission**, but accomplishing our mission requires the **right organizational structures** to thrive. Just as a trellis provides the support a vine needs to grow, our organizational structures and systems must be expanded to support the mission God has us on. That is why we have six priorities on the next page which work together to support the future growth.

3 YEAR VISION

WHAT WILL IT TAKE?

We see six priorities through two distinct, but interdependent lenses.

REACHING PEOPLE

- Create **welcoming worship spaces** where people can find and follow Jesus.
- **Equip and appoint leaders** who can teach and care for those coming to faith.
- Engage in **community events** to help connect our church with our city.
- Promote and strengthen **Alpha** with follow-up steps.

MAKING DISCIPLES

- Strengthen **volunteer engagement** to 45% and group participation to 50% of Sunday adult attendance.
- Implement a **leadership development** track that engages one leader for every 10 attendees.
- New opportunities for **spiritual formation and theological training**.

NEXT GENERATION FOCUS

- Create more **family connection opportunities** through groups and events.
- Focus on engaging the next generation through teen **volunteer and leadership roles**.
- Strengthen our **partnership with parents** to support the developing faith of the next gen.

MISSIONAL PRIORITIES

The stuff our church exists to do.

DISTINCT BUT INTERDEPENDENT

ORGANIZATIONAL PRIORITIES

The stuff we need to support the mission.

FACILITIES

- Space for **700+ weekly attendees**
- **Third service** at Wallace Point Road
- Complete **Outdoor Family Space**
- **North Campus** to increase worship space and proximity
- Fundraising and plans in place for **the building expansion to begin**

SYSTEMS

- New **organization structure** and updated staff framework for expansion.
- Strengthened **donor development** and legacy giving strategy
- New **Church Management System** for better user experience, metrics and engagement
- **Communication system** to keep everyone informed as we move forward

COLLABORATION

- **Community liaison** position to support strategic partners and increase community impact
- Become an **Alpha Hub** for the region
- Host **Global Leadership Summit**
- Clarify Pathway's place in the new **ICN Canada Network**

As we prayerfully consider what is next, health, not speed, will be our focus.

We will move forward with confidence, as leaders and resources are in place to support the vision.

WHERE DO WE GO FROM HERE?

We have identified **three priorities** for the **next 12 months** that, if achieved, set us up for future success.



1

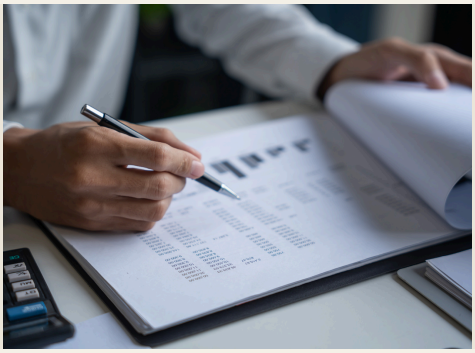


LAUNCH A THIRD CHURCH SERVICE

WINTER 2027

A third worship service will provide room to grow while we begin preparing for a future North Campus and facility expansion.

2



HIRE AN EXECUTIVE DIRECTOR

ASAP

This key staff position will support the organizational next steps required to achieve our 10 year vision.

3



FACILITY IMPROVEMENTS

SPRING 2027

Facility improvements will include an outdoor family space, permanent signage and other building upgrades, plus drawings and estimates for future expansion.



HOW CAN YOU BE A PART OF THIS FUTURE?

Pray Over These Plans

Leadership and Volunteer Roles

This pan will require new and increased investment. What part can you play?

Year End Fundraising Initiative

There will be an opportunity to participate in a year end fundraising initiative to fund the first steps of our plan.

ONE CHURCH. ONE PATH. ONE FUTURE.

The future we see is not simply about larger numbers, more buildings, or more activity. It is about a healthy, growing church that remains rooted in its mission:

Reaching people who are far from God and helping them become devoted followers of Jesus.

We want to grow in a way that deepens belonging, strengthens discipleship, develops leaders, serves our community, and invests intentionally in the next generation.

Let's do it together.


PATHWAY
CHURCH
pathwaylife.com
FUTURE IN FOCUS
Let's do this together