



# Rooted in Faith: Moving Forward Together

STRATEGIC PLAN 2026





# NATIONAL PRESBYTERIAN CHURCH

## *2026 Strategic Plan*

Dear friends in Christ,

We are excited to share with you the new Strategic Plan for the National Presbyterian Church (NPC). The plan was developed with prayerful deliberation, input from the congregation, and a desire to align with God's purposes for the future of NPC. Session approved the adoption of the plan on March 23, 2026.

Through conversations with many of you in developing the plan, it is evident that the people of NPC are passionate about the church and grateful for its role in their lives – a home for worship, learning, fellowship, and service. It has been a strong anchor and light through dynamic times. During the past decade, we have become more welcoming and hospitable; we have invested in important updates to our facilities; and we have made programmatic updates to align our ministries with needs.

This plan aims to build on the strong foundation of the church and the momentum we have while taking bold steps in faith. As we orient for the future, we will seek to live even more deliberately as disciples of Jesus Christ.

- There is a hunger in our congregation to be in deeper relationships with each other.
- We have many new neighbors living in close proximity to our campus, creating opportunities to invite new friends into worship and our church family, which spans the region.
- Being good stewards of a campus as large and complex as ours with many historic features requires planning and resources.

We continue to be blessed by God's graciousness and love. Our prayer is that this plan will help NPC remain a faithful anchor and light for our congregation for many years to come.

Faithfully,

*Your Strategic Planning Team*



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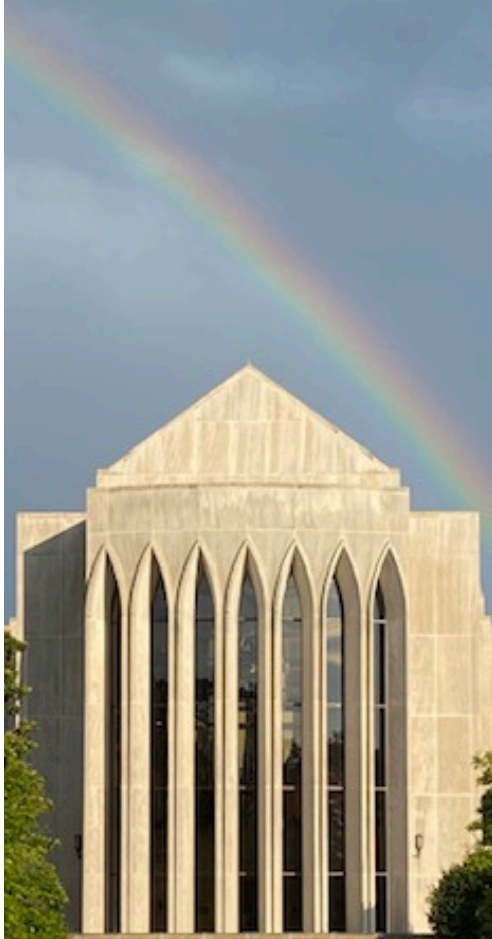
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# PREAMBLE



*“If, then, there is any comfort in Christ, any consolation from love, any partnership in the Spirit, any tender affection and sympathy, make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus.”  
(Philippians 2:1-5)*

In humility, we recognize that God has been using the National Presbyterian Church and its predecessor congregations to fulfill His purposes for over two centuries; His work and blessings continue. We are gratefully rooted in hundreds of years of the Reformed tradition and practices as well as the faithful practices of Christians over the past two thousand years.

We appreciate the faithfulness of God’s work in recent years, too. Over the past decade, we have expanded our traditions of worship, given more in support of others, invested in our facilities, navigated leadership transitions, and we have become a more welcoming and hospitable congregation.

This plan is intended to build on our momentum of softening our hearts and building for the future, equipping us to boldly serve God’s purposes in new ways. We are called to worship, discipleship, service, and love. We desire to be more prayerful, more open with each other, engage new neighbors, equip leaders, care for church congregants of all ages, and continue to invest in our future and God’s kingdom.





# Our Mission

*Leading People to Become Faithful Followers of Jesus Christ Together in God's World*



## Our Vision

We desire to be a congregation faithfully anchored in relationship with the true and triune God revealed through Scripture. It is in the good news of the gospel, the example of Jesus Christ, and the work of the Holy Spirit that we orient our lives. We aim to be a congregation:

- Where worship, prayer, and the enjoyment of God is foundational to all that we do
- Where we welcome neighbors into our congregation and worship, and we live out the calling to love our neighbors as ourselves
- Where we invest in teaching and learning with others to deepen our understanding of the God revealed in Scripture
- Where we are humbly able to share our burdens and encourage each other in God's transcendent and abundant grace, leading to deeper relationships
- Where we do not shy away from the challenges and pain in our world, but we use our resources for God's purposes, including serving those in need
- Where we are grateful for the blessings bestowed on us by preceding generations as they pursued and fulfilled God's work through our church, and where we continue to be faithful stewards preserving and building the church for generations to come

# Our Goals

*“Commit your work to the Lord, and your plans will be established.”  
(Proverbs 16:3)*

Our Mission and Vision are only achievable through prayer and action. In our planning, the following goals emerged. Each goal individually represents work for us to pursue together. Some of the goals cut across our mission areas of Worship, Grow, Care, and Serve. In totality, these objectives will orient our journey as disciples and stewards of the blessings God has bestowed upon us.

| Worship Together<br>(and Apart)                                                                                                                                                                                             | Love Our Neighbors<br>and Each Other                                                                                                                                                                                                                                                           | Discipleship<br>and Service                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Support excellent preaching and worship</li><li>• Invest in technology for the in-person and online worship experience</li><li>• Assess balance of styles of worship</li></ul>      | <ul style="list-style-type: none"><li>• Invite our neighbors to worship and serve our neighborhood</li><li>• Deepen relationships within our congregation</li><li>• Cultivate more opportunities for prayer together</li><li>• Reach out more proactively to our online congregation</li></ul> | <ul style="list-style-type: none"><li>• Implement adult discipleship pathways</li><li>• Elevate expectations of service</li><li>• Expand use of campus spaces, including the kitchen</li><li>• Develop lay leadership and balance staff and lay roles in ministry programs</li></ul> |
| Nurture the<br>Next Generations                                                                                                                                                                                             | Strengthen our<br>Connection to National<br>Presbyterian School (NPS)                                                                                                                                                                                                                          | Preserve our Campus and<br>Plan for Future Ministries                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"><li>• Continue strong nursery, children, and youth programs</li><li>• Make youth programs more accessible</li><li>• Expand support for college students and young professionals</li></ul> | <ul style="list-style-type: none"><li>• Make NPC ministries accessible to the NPS community</li><li>• Collaborate with NPS to improve campus operations and security</li><li>• Coordinate on strategic priorities</li></ul>                                                                    | <ul style="list-style-type: none"><li>• Develop a long-term campus plan</li><li>• Continue capital funding efforts for facilities preservation</li><li>• Invest in technology to support ministries of the church</li></ul>                                                          |

# Goal 1: *Worship Together (and Apart)*

*“Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God.”  
(Colossians 3:16)*



At National Presbyterian Church, thoughtful preaching of the gospel serves as the anchor of the worship experience and provides a vital bridge between ancient scripture and modern life. While our congregation is drawn together by music and a desire to be together, it is the proclamation of the Word that focuses these elements toward a transformative encounter with God. Our congregation values the excellent music in our worship services, and it attracts others. We have introduced some more contemporary elements to our mix of worship experiences in recent years. Through the pandemic, we invested in enhancements to the technology for virtual participation in worship. In-person gathering is our primary focus for the worship experience. However, it is not always possible for members of our congregation to be at NPC each week, and we want them to be able to access our services virtually when they are away.

**Provide a rich worship experience for those who attend NPC on Sunday mornings and for those who are not able to be in-person but are able to participate in services online.**

- Continue to support our traditions of teaching the gospel and music as important parts of our worship experience.
- Address the need for high-quality audio and video equipment to support the worship experience in the Sanctuary and online.
- Evaluate the balance of worship styles to determine whether we want to modify our approach to traditional and contemporary worship.



## Goal 2: *Love Our Neighbors and Each Other*

*“Let no one seek his own good, but the good of his neighbor.”  
(Corinthians 10:24)*



Our campus and our people are welcoming and hospitable. Our neighborhood has undergone significant changes in recent years with new residential and commercial developments, adding many new people who live and work in very close proximity to our campus. Small groups have been a good forum for building relationships within our congregation and for learning together. There remains a desire to go deeper into relationships with each other so that we can better care for and serve each other, as well as a desire to do more to invite new neighbors into our congregation.

**Help one another to be in authentic, trusting relationships where we celebrate together in times of joy, and we care for each other in times of need.**

- Invite neighbors into worship and fellowship and to hear the good news of the gospel proclaimed.
- Encourage members and regular attendees to participate in small groups and Sunday School classes.
- Cultivate the expanded practice of prayer within our congregation as a discipline for being in deeper relationship with God and for elevating concerns and praises.
- Identify or create a new program that our congregation can participate in that focuses on service opportunities within our neighborhood.
- Enhance the tools and opportunities for connecting with and being in fellowship with members of our congregation as well as outreach to online participants.



## Goal 3: *Discipleship and Service*

*“So if I, your Lord and Teacher, have washed your feet, you also ought to wash one another’s feet. For I have set you an example, that you also should do as I have done to you.”*  
(John 13:14-15)



We have a gifted congregation with a willingness to serve. The way we make decisions together requires time to thoughtfully deliberate important matters through representative governing bodies, requiring dedicated lay leadership time. As a congregation, we have recently been focusing on discipleship and Jesus' call to follow Him, serve one another, and share the good news. We have many ministry functions, including Sunday School classes and service projects, that lay members actively participate in fulfilling. We need to continue to support the staff of the church and their development while seeking the right balance between staff and lay support for ministry functions. Having members of the congregation actively engaged in executing the ministries of the church creates opportunities for each of us to find and fill roles in ministry as part of the body of Christ and can reduce the burden on staff. Discipleship is an active calling, not a passive one. We are committed to equipping our members with the tools and spiritual foundation they need to serve and lead in our church's ministries.

**Expect that members of our church family strive to be faithful disciples living as followers of Christ and in service to others.**

- Implement a discipleship pathway curriculum for adult Christian education that reinforces the fundamentals of the Reformed tradition, equipping participants for service not only within the church's ministries but also for faithful engagement with others in their daily lives, workplaces, and communities.
- Encourage members and regular attendees of the church to participate in acts of service throughout the year, including with our mission partners.
- Continue to support a portfolio of local, national, and international mission partners and promote those ministries to the congregation.
- Expand the use of our facilities, including the kitchen, in support of serving the needs of our community and deepening connections with each other.
- Establish a lay leadership development program to support the discernment of gifts and to recruit leaders to support roles in ministry functions; and balance the roles of staff and congregational participation in supporting the future needs of our ministries.

## Goal 4: *Nurture the Next Generations*

*“We will not hide them from their children; we will tell to the coming generation the glorious deeds of the Lord and his might and the wonders that he has done.... so that they should set their hope in God, and not forget the works of God, but keep his commandments.”*

*(Psalm 78:4, 7)*



Families value our nursery, children, and youth programs. They appreciate the curriculum, milestones, and support for the spiritual development provided to children and youth. These programs attract families to the church and have helped us “grow younger” and invest in future generations. Our campus is near major universities. The Washington, D.C. metropolitan area also attracts many young professionals. We have opportunities to expand the accessibility of our excellent youth programs to others and enhance our offerings for college students and young professionals.

**Support the programs that attract families to our church and expand outreach and programs for college students and young professionals, while continuing to care for congregants of all ages.**

- Maintain excellence in our nursery, children, and youth programs, including children’s milestones and youth confirmation.
- Energize our youth programs by welcoming participation from youth of other church communities with limited youth programs and those without church backgrounds who may benefit from our programs, facilities, and fellowship.
- Expand outreach and support for college students and young professionals to cultivate a culture of hospitality that honors their unique life stages, providing a space for both spiritual growth and meaningful relational connection.
- Continue the important care ministries of our Deacons and the Stephen Ministers for congregants of all ages and encourage care for each other, including through small groups.

## Goal 5: *Strengthen our Connection to the National Presbyterian School*

*“Let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.”  
(Hebrews 10:24-25)*



NPS was founded as a mission of NPC over fifty years ago, and we continue to share our campus with the school. NPC’s children’s Sunday School classes meet in NPS classrooms. NPS is thriving in educating children from ages six weeks through sixth grade, producing graduates who live out their core values of love, respect, responsibility, honesty, and safety. Weekly chapels and holiday services at the school, in the church Chapel, and the church Sanctuary are important highlights in the rhythm of the NPS school year and examples of the shared faith tradition of the two institutions. We share a passion for the children of NPS – their learning and faith journeys through “the decade of childhood.” While NPC and NPS each have unique priorities and schedules, these differences present opportunities to enhance coordination and foster alignment between our institutions. There are opportunities to collaborate on our visions for our campus and facilities.

### **Strengthen the collaborative bond between NPC and NPS to reflect the shared missions and operational ties.**

- Expand our collaboration with NPS, including its National Presbyterian Child Care Center (NPCCC), and enhance connections between the church and school; explicitly make worship, care, grow, and serve opportunities accessible to children and families of NPS.
- Identify mutual opportunities to bring church and school leadership, congregants, and families into NPS events, e.g., chapel services, holiday services, service projects, festivals, and fundraisers.
- Collaborate on maintaining and enhancing a safe and integrated campus, while honoring our commitment to hospitality and welcome.
- Establish a recurring cadence for strategic conversations between the NPC Session and the NPS Board to collectively review priority initiatives, challenges, and strategic opportunities in both organizations.



## Goal 6: *Preserve Our Campus and Plan for Future Ministry*

*“Unless the Lord builds the house, the builders labor in vain.”  
(Psalm 127:1)*



In recent years, we invested in addressing issues with deferred maintenance on our facilities and made updates to enhance our main church building – making it more accessible and usable for ministries. We had a successful capital campaign and project, which our ministries are benefiting from today. We now have an opportunity to develop a clear vision and long-term plans for utilizing our campus to further the missions of both NPC and NPS. Even as we have made updates and investments, there remain significant ongoing needs to preserve our buildings that are not able to be supported by annual facilities maintenance budgets. We need resources to support the preservation of the buildings and historic features of our campus on an ongoing basis. There are likely also opportunities to create additional income from new uses of our campus. We also need to invest in technology, cybersecurity, and innovative solutions to support ministries. We should encourage automation where practical to free staff and volunteers to focus more fully on relational ministries, service to our neighbors, building a lasting sense of belonging for future generations, and being stewards of our campus.

**Develop longer-term plans for our campus collaboratively with NPS, raise resources to preserve our campus, and support the NPC staff with the resources and technology to meet operational needs.**

- Develop a long-term (30+ year) vision and plan for preserving, sustaining and enhancing our campus and buildings in service of the missions of NPC and NPS, including revenue generation.
- Continue capital funding efforts on an on-going basis to secure the resources necessary for maintaining and preserving our unique church buildings and assets that have historic importance, including highlighting for the congregation various methods for giving as well as potentially accepting contributions from outside organizations.
- Ensure that church budgets provide the information technology and cybersecurity investments necessary to support the staff in fulfilling church ministries and that there are resources to enhance operations with new software and innovative solutions as they become available.



# Becoming Faithful Followers



Love



Strengthen



Nurture



Preserve



Worship



Discipleship



*To the glory of God,  
Your NPC Session*



Laurie Brunner      Price Roe      Krista Schauer

Evangeline Paschal      Tisha Schestopol      Ginny Beeson

Glenn Schmitt      George Kabwe      Sally Cox

Joel Velasco      Ellen Polhamus      Nyla Beth Gawel

Paul Aines      Jennifer Schotke      W. Scott Herndon

Francis Brooke      Nicole Skinner      David Montgomery

George Kabwe      Pat Zhou      Megan Schmoll

Nicole Austin

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