



**F I V E - Y E A R
P L A N**

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PARKER STREET MINISTRIES
VISION, MISSION, AND VALUES

Vision

In God's presence and through His love, we are invited into the restoration, reconciliation, and transformation of our lives and the lives of our neighbors and the greater community.

Mission

To participate in the vision of God's love, **Parker Street Ministries is committed to Gospel-centered community development beginning in Lakeland's Parker Street neighborhood** through the focus areas of:

- **Fostering Spiritual Growth** so Christ and His Gospel are front and center,
- **Supporting Lifetime Learners** through educational opportunities,
- **Stabilizing the Neighborhood** by addressing the quality and availability of housing, and
- **Cultivating Connections** so gaps in relationships and services are bridged.

Values

We want to exhibit Christ-like behaviors in all we do, by:

- **Demonstrating Humility** by keeping God first.
Put God above everything as ultimate provider and solution; actively grow in dependence on God; be teachable and thankful; pray always.
- **Honoring Truth** of Scripture and truth in our relationships.
Strive to know and honor Truth; speak truth in relationships and to ourselves.
- **Being Present** with each other.
Fully engage with and see each other; seek to understand and listen; seek reconciliation; commit to place, acknowledge limits and boundaries.
- **Affirming Dignity** of each person as made in the image of God.
Respect and celebrate differences and uniqueness; seek out opportunities to acknowledge people; honor boundaries.
- **Committing to Unity** through healthy relationships.
Actively seek to make relationships mutually beneficial; see assets in others; strive for unity; seek to bridge gaps between neighbors within and outside community.

FOSTERING SPIRITUAL GROWTH FOCUS AREA

Statement of Need for Fostering Spiritual Growth

- The **Great Commission of Jesus**: "Go, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you."
- Past Easter surveys indicate **half of AEP families are unchurched**.
- A growing secularization and a waning interest in religious matters have contributed to tension in faith conversations today. This apathy is spreading among Christians themselves; as Barna Group (a market research firm that focuses on religious beliefs) recently reported, almost half of practicing Christian Millennials say evangelism is morally wrong.
- Elevated level of **mobility** in families served: families are here an average of 1.5 years. They need to take spiritual essentials with them wherever they go.

Current and Past Activities for Fostering Spiritual Growth

- Strong Tower Church using facility
- Executive Director disciples residents, donors
- Peacemaking curriculum, chapel, and Scripture memory
- Prayer is encouraged through prayer boxes
- Contextualizing before or during programs such as financial fitness, prayer at meals/events
- Coin drive and learning about ministries and generosity
- Sharing Gospel story at EEH
- Ringabration event celebrates God's goodness
- Annual community prayer nights
- Staff prays for staff, program, and residents
- Board prays for staff
- Executive Director mentors others through DSM
- Volunteers and all have a prayers and praises box
- PSM prays regularly for Christmas Store names
- Website has requests
- Bookmark with prayer requests
- In-depth prayer card for visiting teams
- Tim has devotions with work groups and teams
- Tim speaks to volunteers, donors, etc.
- Gratitude boards at events
- Bookkeeper prays for each donor
- Communications are used to point to mission and Christ: thank you notes, newsletters, website, social media
- Art projects often incorporate a spiritual verse or truth
- Staff quarterly half-day of silence for prayer and listening
- Wellness stipend for full-time staff can be used for spiritual growth or counseling
- Staff devotions and weekly prayer
- Christian Licensed Mental Health professional provided during tough times
- Sabbatical after 10 years
- Regular staff dinners used as opportunities for spiritual growth, sharing, and guidance
- Women's full-time staff works through book studies
- Staff has attended CCDA
- Staff has access to content from CCEF Foundation conferences
- Speakers share testimonies

Fostering Spiritual Growth, continued

Goal 1. Increase practice of spiritual disciplines so that Parker Street neighborhood residents are equipped to use them throughout their lives and wherever they live.

1-2 Year Outcomes	3-4 Year Outcomes	5 Year Outcome(s)
<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Three to five spiritual focus areas (disciplines) are identified. -Stakeholders know spiritual focus areas. -Spiritual focus areas are integrated into ministry activities. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -Individuals are equipped to employ/make use of identified spiritual disciplines regardless of their location. 	<p><i>By December 2027—</i></p> <ul style="list-style-type: none"> -Individuals experience the fruit of spiritual growth as spiritual disciplines are taught, modeled, practiced, celebrated, and encouraged.

Goal 2: Increase knowledge that salvation is through Christ alone in lives touched through Parker Street Ministries.

<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Resources for relational evangelism are identified or created and utilized to train staff, volunteers, and residents. -Churches that want to go deeper with Parker Street Ministries and our families are identified. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -Staff, volunteers, and interested churches are trained/exposed to relational evangelism in Parker Street Ministries' context. 	<p><i>By December 2027—</i></p> <ul style="list-style-type: none"> -Salvations through Christ alone are occurring and celebrated.
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Fostering Spiritual Growth, continued

Goal 3: Increase Gospel focus in all Parker Street Ministries' activities so that relationships and mentoring opportunities are prioritized.

By December 2024—

- Mentoring curriculum/resources are identified.
- Mentees and mentors are identified and having meaningful conversations.
- Ministry calendar is adjusted to give increased margin for relationships during high activity times.

By December 2026—

- Mentoring is pursued with one or more pairs.
- The *Gathering Place* and holidays provide opportunities for teaching, sharing, mentoring.
- PSM has healthier calendars/program schedules/rhythms and relationships.

By December 2027—

- Relationships are formed and centered around a common love for Jesus and the Gospel through teaching, sharing, and focus on the Gospel.

CULTIVATING CONNECTIONS FOCUS AREA

Statement of Need for Cultivating Connections

- Negative characteristics of neighborhood include **under-resourced, under-networked, isolated, and marginalized.**
- **Gentrification** is occurring; households are mobile.
- Neighborhood **event attendance is down** year over year.
- **AEP attendance** is not at capacity.
- There are **few neighborhood champions** for neighbor-to-neighbor/word of mouth connecting.
- Psalm 133:1 "How good and pleasant it is when brothers live together in **unity!**"
- The second greatest command: "**Love your neighbor.**"

Current and Past Activities for Cultivating Connections

- Neighborhood events
- Healthy snacks drive
- Start Smart Education Essentials drive
- Family dinners
- Presence and building relationships through workdays
- Attendance at outside events
- Communications including wind signs, Facebook resident page and organization Facebook/Instagram/YouTube accounts, text request, flyers, newsletters, word of mouth, door-to-door flyer handouts, website, quarterly updates and communications for major and monthly donors, news-y donation acknowledgements, direct mail to neighborhood promoting events (6 times per year)
- Workshops
- Tours
- Meet-up at the market
- Zone barbecues
- Community prayer night
- Logo on tent, vans, stickers
- Bulletin board
- Staff living in the neighborhood
- Community listening activities
- Parents volunteering at Summer Camp lunches
- Christmas Store & signups
- Field trips for Summer Camp and for college
- YAP volunteering in community, field trips to workplaces
- Staff attendance at family events: graduations, baby showers, Quinceañeras, etc.
- Utilizing PEO (participant, engaged, owner) model for level of engagement
- Offsite volunteer recruitment
- Staff representing PSM at community events and with community organizations

Cultivating Connections, continued

Goal 1: Increase quantity and quality of ministry connections to Parker Street and North Lake Wire families.

1-2 Year Outcomes	3-4 Year Outcomes	5 Year Outcome(s)
<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Research and analysis of status is complete. -Number of families in neighborhoods that know what PSM does is increased. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -Neighborhood champions are identified and developed. 	<p><i>By December 2027—</i></p> <ul style="list-style-type: none"> -Ministry is better connected to Parker Street and North Lake Wire families through relationships, shared experiences, and knowledge of PSM’s services.

Goal 2: Increase the number of stakeholders connecting with Parker Street and North Lake Wire neighborhoods so that a diverse group learns from and cares for each other.

<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Increase by 10% volunteer involvement of neighbors, community individuals, churches, and organizations. Build up: <ol style="list-style-type: none"> 1. Number of recurring volunteers 2. Number of volunteers/orgs participating 3. Number of neighborhood volunteers -Increase number of scheduled tours and talks to allow people to see or hear about the needs and resources and respond. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -More faithful volunteers are participating consistently and building relationships. -Champions are recruiting new champions. -A database of assets (particularly people) both within and outside of neighborhoods aids Parker Street and North Lake Wire neighborhoods in making connections. 	<p><i>By December 2027—</i></p> <ul style="list-style-type: none"> -A highly diverse community of residents, volunteers, staff, board, churches, donors, and organizations learn from and care for each other.
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Cultivating Connections, continued

Goal 3: Add The Gathering Place where diverse people are connected informally for discipleship, friendship, and small group learning in a non-institutional/home-like setting.

By December 2024—

- The Gathering Place is renovated, purchased, and ready for use.
- Initial plans for operational oversight and informal, missional activities are in place.

By December 2026—

- The Gathering Place is utilized by staff for ministry.
- The Gathering Place is utilized by others to connect people from the Parker Street and North Lake Wire neighborhoods to each other and to the Lakeland community including churches.

By December 2027—

- Connections made through The Gathering Place benefit a diversity of people.

LIFETIME LEARNERS FOCUS AREA

Statement of Need for Lifetime Learners

- Parents have expressed desire/need for **safe childcare** after school and in summer.
- Parents desire **higher learning/post high school opportunities** for their students.
- Many working parents are overwhelmed with **homework help/academic support**.
- **Summer learning loss** and loss due to **generational poverty** is now compounded by **COVID learning loss**.

Current and Past Activities for Lifetime Learners

- K-12 year-round Academic Enrichment Program
- Kindergarten readiness in summer
- One-on-one small group and academic skill building
- Individual learning plans/goal setting
- Trauma-informed practices
- Relationships with parents/parental involvement
- Relationships/communication with school administration and teachers
- Summer Workforce Lab program for rising 9-10th graders
- Self-directed learning opportunities in the Project Room
- Extracurricular activities: art, STEAM, cooking, self-care, sports
- Field trips
- Transportation from school
- Healthy snacks and meals
- Whole group Bible teaching in chapel setting
- Age-appropriate Bible teaching, Scripture memory and prayer in classroom setting
- Learning.com (digital literacy)
- STAR testing with leveled books in each classroom
- Focus on the basics: sight words and math facts
- Incorporating exercise and play
- Financial capability lessons
- Summer curriculum—diversity in the literature
- Neighborhood volunteers
- Older students volunteering in K-8

Lifetime Learners, continued

Goal 1: Increase to 90-95% the number of youths graduating from high school and on a career track that aligns with personal giftings and interests.

1-2 Year Outcomes	3-4 Year Outcomes	5 Year Outcome(s)
<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Young Adult Program Director will be integrated and program will be rolling. The number of young adult program participants will be maintained and increased. -95% of graduates will have initiated the "A, B, or C" options of their post-graduation plans. -All students in grades 11-12 that are interested in employment in summer will be placed in a working environment that encourages mutual respect and grows individual skills. -A bank of worksites, internships, education, and job resources for young adults is created. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -Neighborhood young adults are prepared for education and/or careers beyond high school. -Neighborhood young adults obtain meaningful employment as they receive benefits of resource bank and community networks. -Young adults enter the workforce equipped and confident in their abilities. -Young Adult Program Director builds rapport with middle school students. -Middle school students explore career interests. 	<p><i>By December 2027 –</i></p> <ul style="list-style-type: none"> -90-95% of youth in their senior year of Academic Enrichment Program are graduating and on a career track that aligns with personal giftings and interests. -Youth are connected to worksites, internships, and job resources.

Lifetime Learners, continued

Goal 2: Grow attendance of Academic Enrichment Program for K-8 to 100% capacity and offer more opportunities for education and interest explorations.

By December 2024—

- Recovery of pre-COVID capacity, reaching maximum capacity for K-8 program, from within current boundaries.
- North Lake Wire area evaluated and understood (school zones, number of students, listening opportunities for parents).
- Provide magnet and charter schools opportunities to meet with elementary parents and students.
- Provide students more opportunities in Project Room and art to explore interests.

By December 2026—

- Other partnerships are created for students with interests not met in Project Room or art.
- Plans initiated to incorporate North Lake Wire families.

By December 2027 –

- Academic Enrichment Program for grades K-8 is at capacity.
- Students benefit from participation in a wide range of school options.
- Creativity and collaborative skills are demonstrated through interest explorations.

Lifetime Learners, continued

Goal 3: Increase skills and adaptability of Academic Enrichment Program staff so they are equipped to lead and serve students from a variety of backgrounds with needs spanning the following areas: spiritual, academic, English-language learners, learning disabilities, non-neurotypical students, and emotionally (trauma-informed).

By December 2024—

-Academic Enrichment Program staff are systematically trained in trauma-informed practices, peacemaking strategies, classroom management, and basic Gospel presentation.

-A variety of training formats—video, expert speakers, podcasts—are utilized.

-Interns from Southeastern University implement trauma-informed rhythms, including self-regulation practices.

-Calm down spaces are utilized in each classroom.

-Increase recruitment of bilingual staff and volunteers.

-Volunteers are provided with student-specific goals.

By December 2026—

-Students and staff use self-regulation practices and peacemaking skills regularly.

-Training rhythms are established that allow new staff to onboard with ease—even if hired mid-semester.

-Staff and/or volunteers make connections with students with similar giftings and interests.

By December 2027—

-Academic Enrichment Program students demonstrate growth in spiritual, emotional, academic, English-language skills, and/or learning.

-Individuals experiencing needs in the above areas are blessed by skills learned by the staff.

-Staff continues to utilize the skills beyond their engagement, multiplying lifetime impact.

STABILIZING THE NEIGHBORHOOD FOCUS AREA

Statement of Need for Stabilizing the Neighborhood

- **Rapidly changing neighborhood/gentrification** is forcing relocations of poor away from ministry, transportation, and other resources.
- **Affordable housing** need is established, and there is a local push for it. Families are priced out of rentals and subject to subpar rentals.
- Academic Enrichment Program intake forms reveal families are experiencing **extremely low income/generational poverty**. There is a need to break the cycle.
- **Housing**, in general, affects generational poverty. Stable housing moves the needle toward situational poverty as key indicators improve in other areas such as jobs, education, transportation, etc.

Current and Past Activities for Stabilizing the Neighborhood

- Staff and intentional residents moved into the neighborhood
- Renovations of multiple abandoned and blighted properties
- Financial literacy and support through curriculum in classrooms and credit counselling for neighbors looking to grow and be made more stable financially
- Active presence in neighborhood helping residents with code violations, making repairs to homes, and addressing areas of blight through neighborhood cleanups
- All program and activity through Academic Enrichment Program and Summer Camp, community events, and other organizations who utilize the PSM campus (Strong Tower Church, Crystal's World of Dance)
- Active presence in Lakeland community through advocacy in many community arenas
- Providing assistance to families by helping with rent/utilities payments
- Connecting neighborhood need to community resources through donations and in-kind services
- Continued maintenance of PSM campus and all PSM properties as an act of affirming dignity and practicing sound stewardship

Stabilizing the Neighborhood, continued

Goal 1: Plan and build affordable housing units so that five families are made stable and contributing to a healthy, growing, mixed-income community.

1-2 Year Outcomes	3-4 Year Outcomes	5 Year Outcome(s)
<p><i>By December 2024—</i></p> <ul style="list-style-type: none"> -Planning and navigation of processes, including zoning, site development, and permitting, are honed. -Two Myrtle Street apartments are complete and occupied. -Vermont model is approved and under construction. -Application/candidate process is established. -More need in families and neighborhood is discovered. -Working list of prospective properties/people is formed. -Properties on Stella and Parker, contiguous to Myrtle Street units, are approved for rezoning. 	<p><i>By December 2026—</i></p> <ul style="list-style-type: none"> -Vermont model is occupied. -Stable housing for families living in PSM rentals leads to improved stability in other areas. -Firm handle on planning, zoning, and building processes for infill lots. -Prospective property list is utilized for purchase of additional properties in Parker Street and North Lake Wire neighborhoods. 	<p><i>By December 2027 –</i></p> <ul style="list-style-type: none"> -Five families are made stable in Parker Street affordable housing and contributing to a healthy, growing, mixed-income community.

Stabilizing the Neighborhood, continued

Goal 2: Establish standard of quality and care for the people and places of the Parker Street neighborhood through actions and advocacy.

By December 2024—

- Best practices for property management are established.
- Partnerships/network of industry in and out of Parker Street neighborhood are forming.
- Current facilities maintained and functional for all programming/activity, including necessary scheduled maintenance and capital improvements.

By December 2026—

- Parker Street tenants receive quality rental experiences.
- Quality and depth of relationship with residents is improved.
- All Parker Street Ministries' properties are maintained.
- Parker Street Ministries influences and informs property owners/homeowners in Parker Street and North Lake Wire neighborhoods.

By December 2027 –

- Established standard of quality and care for the people and places of the Parker Street neighborhood in continued actions and advocacy.