

# LONG RANGE PLAN

**First Baptist Church**

**Baldwyn, Mississippi**

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# **Report of the Long Range Planning Committee**

**Five Year Plan: 2010-2015**

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**The mission of this church family is:**

**“To glorify God by leading people to know Christ through spiritual birth and spiritual growth”.**

**Our vision is:**

**“To become a compassionate, multigenerational, mentoring congregation, actively seeking the unchurched, and expectantly offering each member a place of ministry”.**

**The ministries through which we will perform our mission and realize our vision are these:**

**Worship Ministry**

- worship experiences, prayer, music ministry and preaching

**Discipleship Ministry**

- Christian education, stewardship, small group ministry

**Missions and Outreach Ministry**

- local / regional / international missions, evangelism, assimilation

**Fellowship and Caring Ministry**

- fellowship, caring and community spirit

**Administrative Ministry**

- personnel, communication, facilities, technology, and planning

# WORSHIP MINISTRY

*Shout for joy to the Lord, all the earth. Worship the Lord with gladness, come before him with joyful songs. Enter his gates with thanksgiving and his courts with praise. Give thanks to God and praise his name.*

*Psalm 100:1, 3*

## **OUR VALUES IN THIS AREA OF MINISTRY INCLUDE:**

- Quality of worship experiences
- Worshipping regularly
- A strong music program
- Excellence in preaching

## **GOALS:**

During the next five years we will:

1. Seek to increase worship service attendance  
Action Steps:
  - Encourage the congregation to invite someone new to worship each week
  - Have occasional youth-led services
  - Focus on themed services such as Men's day, Mother's day, etc.
  - Occasionally invite special speakers / preachers for special services
2. Develop an active drama ministry to enhance worship.  
Action Steps:
  - Recruit drama ministry leaders who will secure committed volunteers
  - Use theme-related audio/visual illustrations occasionally
3. Develop an excellent audio / visual ministry  
Action Steps:
  - Establish an audio / visual team with a strong committed leader
  - Require training for audio / visual team members
  - Video tape all services
  - Led by the staff and audio / visual team, do what is necessary to upgrade sound system
  - Consider the purchase of retractable screens to replace existing fixed screens to enhance the beauty of the sanctuary

4. Promote yearly revival services

Action Steps:

- Secure excellent, relevant preaching and music evangelists
- Use introduction video clips of visiting evangelists to promote services, as well as all available promotion technologies
- As established by the staff, have occasional youth revivals

5. Use the choir and music ministry as an evangelistic / outreach tool

Action Steps:

- Assure the development and existence of graded choirs
  - Use a choir CD in guest and out-reach welcome packages
  - Use special choir performances during the holidays and / or strategic times of the year for community out-reach
  - Be involved in community events as opportunities arise
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# DISCIPLESHIP MINISTRY

*But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect*

*1 Peter 3:15*

## **OUR VALUES IN THIS AREA OF MINISTRY INCLUDE:**

- Growing in Biblical understanding
- Apologetics – defending our faith
- Teaching the principles of Baptist beliefs
- An active prayer life

## **GOALS:**

During the next five years we will:

1. Conduct a new member discipleship training program

### Action Steps:

- New Member Class
  - Each new member will be teamed with a mentor to learn Baptist doctrines as stated in the Baptist Faith and Message, basics of church government, membership responsibilities, and the principles of discipleship.
- Discipleship Class
  - Each new member will learn how to be a steadfast disciple of Christ and will be embraced by a small nurturing group of fellow believers who meet regularly to pray, encourage, and bear one another's burdens.

2. Establish a discipleship training program for maturing Christians

### Action Steps:

- Discovering Spiritual Gifts Class
  - Each person will engage in a comprehensive Bible study to discover his / her spiritual gift(s) and to exercise his / her gift(s) in specific ministry opportunities.
- Outreach and Evangelism Class
  - Class members will grow and mature in an active caring and evangelism ministry and will identify new ministry needs in the community.

- Advanced Theology and Apologetics Class
    - Class members will engage in studies of other denominations, non-Christian cults, and comparative religion studies and will develop skills in defense of the Christian faith, and confidence in the reliability of scripture.
  
  - 3. Challenge church members to evaluate their understanding of and commitment to discipleship  
Action Steps:
    - Establish / Conduct annual church-wide Discipleship Challenge Bible study
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# MISSIONS AND OUTREACH MINISTRY

*Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost*

*Matthew 28:19*

## **OUR VALUES IN THIS AREA OF MINISTRY INCLUDE:**

- Every member serving through personal involvement in ministry
- Sharing of our time, talents, and financial resources locally and worldwide
- Living our faith by seeking opportunities to serve others
- Embracing our responsibilities to demonstrate Christ's love by our deeds

## **GOALS:**

During the next five years we will:

1. Develop / enhance an atmosphere of caring and nurturing for unchurched persons and individuals in our church family

### Action Steps:

- Recruit, train, and support multiple visitation teams with the skills and commitment to maintain a weekly visitation / contact ministry in which most of our adult church membership are active participants
- Develop an effective outreach to new residents of the community
- Encourage each group to contact and care for its members

2. Assure that every member of our church is invited to participate in some missions / outreach activity annually

### Action Steps:

- Encourage members of all ages to participate in the summer mission project, the World Changers project and / or local rehabilitation projects

3. Establish / extend local community missions ministry opportunities

### Action Steps:

- Continually identify and sponsor local housing maintenance / repair projects and promote church-wide participation in meeting these needs
- Actively participate in seasonal food / clothing distributions to needy persons in our community
- Engage church facilities and membership in the ongoing apartment ministry for underprivileged children

4. Promote membership participation in state / national missions projects

Action Steps:

- Sponsor / conduct and promote participation in annual regional / national / international summer mission project(s)
- Promote awareness of homeland missionary needs through Annie Armstrong and Margaret Lackey missions offering
- Establish a disaster relief team to respond to needs occurring in local / state natural disaster areas

5. Support international mission efforts

Action Steps:

- Publicize the specific work / needs of home / foreign missionaries
  - Promote awareness of international missionary needs through the Lottie Moon missions offering
  - Evaluate / consider the establishment / maintenance of a missionary home for furloughed missionary families
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## FELLOWSHIP and CARING MINISTRY

*And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another—and all the more as you see the Day approaching.  
Hebrews 10:24-25*

### **OUR VALUES IN THIS AREA OF MINISTRY INCLUDE:**

- A loving / caring fellowship of believers
- Opportunities for fellowship for all ages with all ages
- Diversity in all aspects in our community of faith
- Opportunities for personal connections

### **GOALS:**

During the next five years we will:

1. Assure that we will know and respond to the needs of our church members  
Action Steps:
    - Establish a “Care Corps” whose purpose is to be available / willing to do for members of the church those things which they cannot accomplish for themselves
  2. Increase opportunities for genuine fellowship  
Action Steps:
    - Offer several opportunities each year for fellowship that the entire congregation can attend and other events which reach out to our community
    - Engage current, new, and prospective family members into activities and programs of this church
    - Strengthen our leisure time ministry program by offering a variety of spare time fellowship opportunities
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# ADMINISTRATIVE MINISTRY

*It was Jesus who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the Body of Christ may be built up.*

*Ephesians 4:11-12*

## **OUR VALUES IN THIS AREA OF MINISTRY INCLUDE:**

- Highly skilled and organized church staff and leadership
- Keeping every member well-informed
- Appropriate, well-maintained facilities
- Planning for the future direction of this church

## **GOALS:**

During the next five years we will:

1. Develop and nurture a skilled staff adequate for the needs of our church membership in growth and development  
Action Steps:
  - Create and staff the position of Minister of Administration / Education to plan, monitor, and manage the resources of our church
2. Develop multiple channels of communication among and between members, leaders, and the community.  
Action Steps:
  - Use frequent and diverse verbal, written, and visual forms of communication
  - Expand media use within the church to highlight church opportunities, programs, and mission work
  - Encourage use of the church website / email to communicate more effectively with the church membership
  - Establish a Membership Committee charged with the task of using all available technologies to locate and maintain current contact information on all members
3. Provide adequate, well-maintained facilities for all church activities  
Action Steps:
  - Evaluate alternatives for expansion / replacement of the existing worship center in order to accommodate an escalating attendance.
  - Construct a multi-purpose building for use by all age groups containing classrooms, game rooms, kitchen / dining area, walking track, full-size basketball court, stage area, storage, and dressing rooms, with temporary seating capacity for 500+ persons.
  - Redesign / renovate the children's ministry area to provide for a welcome / reception area and children's church chapel area.

- Initiate a capital fund raising campaign such as “United We Build” / “Together We Build” / "Challenge to Build"
  - Acquire residential properties, as they become available, along the east side of Kirk Street to facilitate future growth needs (parking, building, etc.) of the church.
  - Cause “building fund” to become a monthly budget item receiving a transfer of an allocated percentage (suggested minimum of 5%) of the budget
4. Assure that valuable / unique church documents and records are securely protected
- Action Steps:
- Acquire a fireproof storage cabinet as a repository for blueprints, master plans, minutes, membership records, etc.
5. Use the Long Range Plan as a guide for church growth
- Action Steps:
- Publicize the Long Range Plan to all members of the church
  - Affirm / Adopt the Long Range Plan, by vote at a business meeting of the church, and thereby initiate / assign its actions to relevant committees of the church
  - Annually evaluate the Plan’s implementation progress and communicate that progress to all members of the church
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