

FIRST BAPTIST CHURCH

201 W. KING ST. HILLSBOROUGH, NC 27278

2008 Plan

*Presented by:
Long Range / Strategic Planning Team*



First Baptist Church
Hillsborough - North Carolina

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Mission Statement:

“First Baptist Church Hillsborough is a fellowship of believers committed to glorifying the Lord through worship, to growing in the grace and knowledge of Jesus Christ through discipleship, and to giving our lives away in missions and ministry through our testimony.”

Section 1: Introduction

"Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen." Ephesians 3:20-21

The Long Range and Strategic Planning Team (LRSPT) of First Baptist Church Hillsborough is pleased to present the 2008 version of our plan. It is the product of many, many hours of work in reviewing our plan from 2007, reviewing the progress made by the Deacons in executing the elements defined in that plan, and determining how to proceed with the second version of the plan. We expected the second version of the plan to be an easier process than the first, however, this did not prove to be the case. The first version of the plan allowed us to begin to address some of the most prominent issues that were on the minds of the congregation and to begin to define what we really need to be about as a church. We hope that you will find that the second version of the plan has matured in terms of better definition of objectives as well as a more well-defined and direct illustration of where we want to go and how we should proceed.

2007 Plan Implementation:

Once the 2007 plan was completed and presented to the church in January of 2008, it became the responsibility of the Deacons to determine how to implement the recommendations. The Deacons divided themselves into oversight teams representing the key areas of the plan – Worship, Testimony and Discipleship. Each group worked on the items identified in their section. In August the LRSPC met with the Deacons to review progress on the 2007 plan and to begin work on the 2008 version. The Deacons shared with us their status as well as their struggles. A very key accomplishment of the 2007 plan was to help the Deacons begin to understand how they needed to change as an organization to implement the goals and visions of the plan. As a result we made good progress in some areas, while we continue to struggle with others. In the years ahead it will be key to the success of this process for the Deacons and the LRSPC to work closely together to develop plans, check the results of our implementation efforts, and modify the plan as necessary to achieve our ultimate goals. We recognized going in that the plan would not be perfect at the start, and would be a long term, iterative process.

Key Achievements:

The most prominent message that came out of the plan was the need for additional space for a variety of activities. As a result of that message a team was created to begin developing plans for the potential construction of additional space. That plan was presented to the Church on April 20th, 2008.

The Worship portion of the plan was another area of particular focus in the 2007 plan. Adjustments have been made to try to be responsive to some of the suggestions that have been received, such as changing the time during which the choir exits the sanctuary to be less disruptive to the worship experience. Additionally there were concerns heard and addressed regarding the blended nature of the worship service. Meetings were held to discuss the subject and fairly wide ranges of views were shared. Although we are still working through this area, we feel that some progress has been achieved.

Significant Changes:

For the most part the structure of the 2008 plan has remained the same, however there have been a couple of significant changes. We have retained the focused model based on the principles of Worship, Testimony, and Discipleship. We continue to believe that this model provides excellent guidance in helping us focus our efforts; however we felt that some modification was in order. During our meetings in the fall of 2007 concerning Discipleship we discovered that the term “Discipleship” is not clearly defined in the minds of the congregation, and even in the team itself. This was made clear by the responses that we received to some of the questions that we posed to the congregation. As a result, we felt a strong need to clarify this concept, and modify our terminology. We have therefore decided to modify the title of the Discipleship section to be “Discipleship and Faith Development”. In addition, we have developed a “stair-step” model of the levels of faith development and how the transitions between the levels generally occur. This has been put into a PowerPoint presentation to help present this concept to the church.

We also determined during the development of the second iteration of the planning process that some issues don't necessarily fit into one of the three main categories. This sometimes led to confusion as to where to handle certain problems. We determined that perhaps the best way to cover these issues would be to add a 4th dimension to our model and plan, which we titled “Foundational Responsibilities”. In this section we can more logically deal with issues such as Space, Childcare, Staffing, etc. which are critical and always present, but don't fit neatly into our other sections.

Finally, we have attempted to be more direct and definitive as to what activities we see needed to achieve our goals. The prior plan often contained general statements which were difficult to measure at the end of the planning period. For example, rather than using language like “strive to improve X”, we adopted language more like “establish a small group activity to focus on X”. This way we have simple yes or no answers to whether or not we achieved specific aspects of the plan. Additionally we have tried to adhere much more closely to a standard form and format to make the document easier follow and execute.

It is our hope that this version of the plan takes us a step closer to helping the Church realize the goals that God has for our congregation.

Section 2: Worship

“Be exalted, O God, above the heavens! Let your glory be over all the earth!” Psalm 108:5

The introductory remarks of the 2007 Plan certainly still apply as the church moves forward in the practice of glorifying God through corporate worship. We must continue to strive to recognize our geographic and cultural setting and our composition as a church as we seek to worship together in a manner that first and foremost honors the Lord and also engages our people. Worship is at the heart of our life together, and it captures our imaginations and emotions in various ways. Therefore, the conversation about worship must be ongoing. It is our hope to honor each person’s sensibilities in the practice of worship. It is our equal hope to create a worship environment where the diversity of sensibilities can blend together well. The Long Range / Strategic Planning Team understands that this effort will require regular church wide conversation and communication.

What Do We Value for the Practice of Worship at FBC?

Through the study of the LR/SP team and through the church wide conversations about worship, the church is discerning her collective “core values” for the practice of corporate worship. After assimilating this discernment, we believe a good first attempt at articulating the core values for the practice of corporate worship includes the following:

1. We worship corporately because God calls us to do so, and the scriptures mandate this practice.
2. Corporate worship generates unity in the church, helping us to be of one mind and experience God’s family in Hillsborough.
3. Corporate worship will include essential, key components: scripture, sermon, music, prayer, connection / fellowship time, communion and baptism (ordinances), giving, and hopeful recognition of the presence of God (presence of the Holy Spirit).
4. In the practice of corporate worship, we hope for excellence from ministerial leadership, namely in the work put into worship planning, teaching / preaching, and music.
5. To keep worship leadership sharp, we expect / encourage the ministerial staff to use all opportunities available to enhance their training and education in leading the church in worship. Worship leaders are expected to take advantage of at least one worship-focused learning opportunity per year.
6. We value the involvement of lay people in the leadership of the worship gathering.

7. We value a worship environment where all folks believe themselves to be welcomed into the practice of worship and into the family of the church.

Prior year plan – 2007:

Points addressed in 2007

Several worship-related concerns and ideas surfaced during the 2006-2007 discussions. A good number of the concerns were of such nature that they could be dealt with immediately. Listed below are these concerns that have been considered and on which action has been taken.

1. Find a more orderly and less distracting way to have choir members leave the choir loft and re-enter the sanctuary.

Solution: This concern has been addressed through the addition of a “Greet the Family of God” moment in our worship gathering. This provides ample time for choir members to remove robes and return to the worship service. It also has an added benefit in adding a time of fellowship within the worship service.

2. Find a way to move the younger children out of the sanctuary sooner.

Solution: There were mixed concerns here. We made a minor adjustment to limit their time in the sanctuary by moving announcements to the end of the service.

3. Work on better ways for the ushers to collect the offering at the end of the service.

Solution: We worked with the ushers to find the best time and way for this to happen. It was decided to have the ushers wait until after the response time to come forward and to have them come forward down the center aisle.

4. Need better sound equipment to enhance the music and other aspects of worship.

Solution: This need was addressed. A new sound system was installed in 2007.

Other Observations from 2007

1. Two worship gatherings and the problem of fellowship among the whole church

Response: The reality of our church right now is two worship services. This will continue to be the reality and we must grow to live within it and see how God will work through it. It has become clear through some space planning that a new sanctuary is not going to be our first priority as building plan move forward. Therefore, we as a church will have to continue with two worship gatherings. Our future hope is that God will bless our church and that we will see growth that might call for third and fourth worship gatherings. We understand that we will have to work in other ways to foster “whole-church” fellowship experiences.

2. Worship services need to be more varied and blended with different ways to use the talent of church members.

Response: We have made an effort to blend a variety of different groups and individual talents into the worship service along with different styles. We have found that it is important to maintain a continual dialogue with the church regarding how we achieve a blend of styles, talents, and opportunities for the worship gatherings.

3. The Worship group of the LR/SP team will have an ongoing interest in the questions of accessibility for the sanctuary. However, this work is best situated with the Space Assessment Team.

Transitions and New Discoveries:

Through the church-wide conversations, we learned (or, re-learned) that there is a need for consistent communication about the vision for our worship gatherings. This communication must take place regularly and through various communication avenues used by the church. The purpose of the communication is to keep the vision of our worship gatherings (specifically, the vision best defined right now by the word “blended”) clear for the church. We discovered that though communication has taken place, some still have some fears about the future direction of our worship. Specifically, some fear too much change taking place too rapidly. Also, some fear that a move toward a completely contemporary style is the end goal. These are real and valid concerns brought to our attention. We believe consistent communication to be the most effective way to address these concerns and keep the dialogue open for the entire church

Two other new discoveries are worth mentioning. First, with various groups now thinking about worship (e.g. the LR/SP worship group and the deacon oversight team for worship), the role of the Worship and Music Committee needs clarification. This group is a standing committee tasked with certain responsibilities related to our worship gatherings. A fresh look at this team is needed with the goal of clarifying their ministry in the church.

Second, there is a need for teaching about worship in the midst of worship itself. For example, we need to take some time in worship to teach people about the elements of the service. What is the prelude and its purpose? Why is the service ordered as it is? Why do we recite the Lord’s Prayer? These and other questions could be addressed periodically throughout the year to help people understand further the purpose of the various elements of our worship gathering.

Objectives for 2008:

New Objectives

Goal 1:

Create the expectation, enabling, and accountability for the staff to participate in at least one worship-focused learning opportunity per year.

Plan:

Work with Personnel Committee to ensure this expectation is translated into a clear form (e.g. job descriptions) and that proper funding is made available for each appropriate staff member who leads in worship. Work with Personnel Committee for methods of accountability.

[Note: As part of our core values, we have stated that we want our staff to continue to get training and education to enhance their skills and abilities to lead us in worship. This goal pushes us towards an accountability system to ensure this happens.]

Goal 2:

Create periodical teaching moments and teaching explanations (written) for the congregation.

Plan:

Work with ministerial staff to create opportunities in the midst of worship to teach the congregation about the elements of our worship gathering (e.g. explain at the beginning of a worship service the purpose of the “prelude” and then move into special prelude experience following that time of teaching). In addition to teaching in the midst of worship, use the worship bulletin and *Messenger* to provide further teaching moments for the congregation.

Goal 3:

Clarify the ministry role of the Worship and Music Committee in light of the other groups also working in the area of worship (the LR/SP group and the deacon worship oversight team).

Plan A:

Begin the process with the Worship and Music Committee, asking this team to gather and review their current role and their particular vision for ministry. Then, work with the Worship and Music Committee and the Committee on Committees to review the work of this group moving forward. If needed, change the team job description to reflect appropriately this group’s ministry.

And, in conjunction with **Plan A...**

Plan B:

Work with Music and Worship Committee to address the following ongoing needs for our worship gatherings:

1. Identifying / recognizing the gifts and talents of persons for worship leadership.
2. Organize the opportunities for lay scripture reading in worship.
3. Consider the opportunities for lay leadership in prayer during worship.

4. Consider any training needs for laity leading in worship (e.g. scripture reading, praying in worship and corporate settings, etc.)

Goal 4:

Improve and enhance our welcoming of people coming to the worship gatherings.

[Note: Core value here - Foster an attitude where people who come to worship with us feel welcomed, loved, and accepted, as we feel welcomed, loved and accepted by God in his house.]

Plan:

The plan to continue to create a welcoming environment for our worship service includes the following:

1. Add a “welcome” emphasis to the description of our usher/greeter ministry. This emphasis would consider the various ways that ushers can welcome folks to our building and gatherings. This would especially include attention on guests and helping them with any questions and needs (e.g. where Sunday School classes, where children can go for their classes, etc.)
2. Encourage the servant leaders of the diaconate to model the practice of welcome and hospitality during the worship gatherings.
3. Strengthen/develop the ministry of greeting at the various entrances to the church building and sanctuary.
4. Evaluate, and where needed, enhance and improve all printed welcome materials (cards, welcome packets, other information for guests especially). Identify the teams / teams for this evaluation and work.

Objectives for 2008:

Continued Objectives

Goal 5:

Enhance / strengthen the music program in our worship services.

Plan:

These goal and plans are work to be continued from the previous plan. Some are in process and others have not yet been considered.

NOTE: Music is a strength of our church. Therefore, we believe it is right to continue to seek ways to focus on this strength.

1. Re-define the position of Choir Master/Organist to Minister of Music, which would become a called position in the church. *(In process with Personnel and Deacon Worship Oversight.)*

NOTE: This work is ongoing and numerous questions have arisen in the process. Through discussion in the LR/SP Team and within the Diaconate, an important consideration surfaced. The person currently serving in leadership in the area of music ministry (Bill Nordan) is an ordained minister. Therefore, it seemed appropriate to consider his leadership and role differently than that of Choir Master and Organist. This potentially changes the focus of this goal from the music ministry specifically to a consideration of how we “hire” or “call” persons on to our ministerial staff. If a person in consideration for staff is an ordained minister, the process of “call” might be more appropriate than “hire.” This consideration will continue with the Personnel Committee and Deacon oversight group.

2. Begin planning to have a full-time called Minister of Music in place when the church deems it appropriate.

This remains a future goal. Part of the LR/SP work is to look short term and long term for the church. Since music is a strength, we can envision when this ministry strength will need full-time leadership.

3. Assess the needs and opportunities for music ministry for youth. Work with Worship and Music Committee, the Youth Ministry Team, and with staff leadership to consider music ministry opportunities (vocal, instrumental) for our youth.

Worship is at the heart of all we do as a church. The worship gathering should in all ways glorify God and strengthen the life of the church. The worship service is also the primary entry point for guests. Therefore, attention should be consistently given to how our worship gatherings welcome people of all walks of life and at all stages of faith development and faith searching. The LR/SP Team recognizes that the practice of worship in a diverse community like First Baptist Church of Hillsborough will require regular open conversation and discernment.

Section 3: Discipleship / Faith Development

"Take care that you are not carried away with the error of lawless people and lose your own stability. But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be the glory both now and to the day of eternity. Amen." Peter 3:17b-18

The Discipleship aspect of the plan has undergone a considerable amount of re-thinking in the 2008 plan. Some items that were included in this section such as the general need for more space have been moved to more appropriate areas. Additionally we have focused more on clarity in the definition and understanding of what the word Discipleship truly means. We have struggled considerably with definitions and meanings but believe that through our struggles we are developing a deeper and more meaningful understanding of what we are supposed to do in this area. The 2008 version of the plan reflects a step back in terms of defining what we mean by discipleship and hopefully a step forward in guiding our members towards a deeper understanding and thus more meaningful Christian experiences.

Prior year plan – 2007:

The 2007 plan for Discipleship attempted to address six key areas that were identified in meetings with the congregation as areas of particular need:

1. Effective equipping, integrating, and nurturing new and existing members
2. The availability of ample, appropriate, comfortable space for supporting ALL of our ministries
3. The need to provide a wider, more diverse variety of discipleship opportunities
4. The need to take special care to minister and integrate older members into the life of the church, particularly when they may not be able to attend *regular* services and programs
5. Provide adequate preschool childcare during irregular special activities while taking care to actively support and not over-burden the Preschool committee.
6. Provide special emphasis and support for an active prayer life within the church

Results:

Since work began on the first version of the plan a number of activities have been completed that were covered in the Discipleship portion of the plan.

Prayer was an area of significant concern in the initial plan. Since last year the church has instituted a group of “Prayer Warriors” who have taken on the special responsibility of spending considerable time in prayer for those on our prayer list. There has been special effort to utilize older members of our congregation in this special ministry.

Transitions and New Discoveries:

We learned that discipleship was too broad of a term to help people identify areas for growth. In our last church wide discussion we discovered as a group that what we wanted to discuss specifically is “faith development” and to promote growth and transition of our members into deeper walks of faith.

Through our congregational meetings in late 2007 we discovered that the term “Discipleship” has different and very broad meanings to different people. We discovered that this is the case not only with the congregation in general, but even within the team itself. It appeared that to some people the term “Discipleship” has a meaning something like ministering to the needs of others, which is partially true. However the term “Discipleship” does not seem to reflect to most people the spiritual growth aspect which we feel is at the core of the concept. Therefore, in this year’s plan we determined that using the term “Faith Development” may be more meaningful.

Objectives for 2008:

The overriding objective for the 2008 plan was to take a step back in or approach to Discipleship. We have come to a realization as a team that although we have church members that exist at all levels of faith maturity, there are no clear guiding definitions of where people are. We believe that members should have a better understanding of the levels of Christian maturity so that they can assess where they are in their spiritual walk. It is not our objective to use this kind of tool as a yardstick for measuring others, and we want to be careful to make this very clear. It is, rather, a tool to help individuals understand what they could or should be doing to reach the next level.

In addition to providing a framework for individual believers to use as guide in their personal relationships, we also feel that this will be a useful framework for developing a well-rounded and all-inclusive slate of programs and opportunities for members to participate in as they pursue a personal faith-development pathway. By having a more clearly defined framework our leadership can label various programs according to what level of faith development they are intended to address. By taking this approach we can better insure that the programs provided do not heavily favor members at any one level or end of the scale, but rather provide opportunities across the full spectrum.

Goal 1:

To establish a new team, or to re-affirm within an existing group or team, the responsibility for developing and coordinating faith development programs. We

recognize that the church already has many small groups and programs ongoing and has for some time been presenting many opportunities. Our goal now is to insure that when identifying new programs that we evaluate and initiate them based on a view that addresses members at all levels of maturity.

Plan:

1. Ask the Deacons to consider this responsibility and identify the appropriate group or establish a group with the responsibility of coordinating the new discipleship program.
2. The new (or existing) group will identify prospective programs, evaluate them in conjunction with the new faith development plan, and initiate small group studies by finding leaders and interested participants.
3. The Sunday School program will serve as the primary connection point for discipleship and faith development
4. Small group efforts will focus on faith development activities.

Goal 2:

To improve the understanding with the congregation of the faith development aspects of Discipleship.

Plan:

1. Define more clearly for our congregation what faith development is and what the differences are between each step in the process.
 - a. Develop and present a church-wide presentation on the process and steps of faith development
 - b. In conjunction with our slideshow, we will strive to provide small group studies for each level of faith on an ongoing basis.
2. Ask Sunday school classes to prepare and present units on faith development and the process of faith development.

Goal 3:

To promote the ongoing establishment of small group studies within our church community as a faith development resource and as an outreach activity.

Plan:

1. Have samples of small group materials displayed at the Missions Fair on May 18. This will allow us to promote materials already being taught, discover which materials pique the most interest, and provide prospective teachers with material options.
2. Have annual meetings with the congregation to discuss possible topics for small groups as well as help identify possible teachers.

Section 4: Testimony

“For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures,...” 1 Corinthians 15:3

The truth about God’s love for us must be passed on. When we share our faith, His love is revealed. When we give our lives away in missions and ministry for the purpose of growing His kingdom, God is glorified. This is our *testimony* to our world.

We testify, or bear witness, to the saving knowledge of our Lord Jesus Christ when we minister to others in His name. We accomplish this when we minister to those outside our church, and when we minister to each other as fellow members of this community of faith.

We pray that our testimony to the world will include acts of compassion which, when combined with stories of our faith, will speak powerfully of God’s presence in our lives.

Prior year plan – 2007:

Initial efforts to implement our Testimony plan for 2007 achieved mixed results.

An informative training session designed to equip deacon family ministers and their yokefellows was well attended in April. Strengthening the deacon family ministry remains a high priority. Significant changes were made to our property and facility use guidelines, and work continues in this area. A church wide missions and ministry fair, which will educate our congregation and affirm ministry participation, is planned for May 2008.

As the 2007 plan directed, the format of monthly church conferences was altered to promote our time together as an opportunity for prayerful discernment. While some responded positively to the opportunity for discussion, others responded negatively, noting that our meetings often ran too long. Church conference has been returned to the “business only” format while we seek other avenues to promote discussion and prayerful discernment.

Transitions and New Discoveries:

On November 11, 2007 the Long Range / Strategic Planning (LR/SP) team hosted a church wide “town hall” style gathering to encourage open conversation about *discipleship* and *testimony* at First Baptist Church.

Four questions relating to testimony were presented in order to guide our discussion:

1. How are you able to give your life away in missions and ministry?
2. Do you feel encouraged to participate in missions and/or ministry activities?
3. What factors influence your participation?
4. What are the growing edges of our Testimony in Hillsborough and beyond?

As expected, responses to these guiding questions were varied.

Clearly, our members are involved in a wide variety of mission organizations and ministry efforts both inside our church and out in our community. Because we are engaged in mission and ministry work both in large and small groups and as individuals, we continue to wonder about what defines a *church sponsored* ministry.

While the goal “evaluate the effectiveness of our current missions and ministries” was accepted by the church as part of our 2007 plan, conversation on this important topic was mixed. We will continue to encourage open discussion and prayerful discernment about mission and ministry evaluation.

Some members expressed a desire for us to spend more of our resources ministering to each other, and some spoke of their desire to see more of our resources allocated for evangelism. It is evident that God is calling us to a variety of ministries, and balancing church resources will continue to present unique challenges.

The LR/SP team gathered information from the conversation and began the process of formulating objectives to be outlined in the next version of our plan.

Objectives for 2008:

Our objectives for Testimony in 2008 can be collected around a central question: “*Are we doing what God is calling us to do?*” In order to begin answering this essential question, we will first need to identify our current missions and ministries. We will also need a process for identifying future ministries, and we will need to provide opportunities to collectively seek God’s guidance and wisdom. As our relationship with our heavenly Father strengthens, so will our desire to minister to others in His name.

Goal 1:

Collect and share information about the many ways our members are serving our church, our community, and the world.

Plan:

Assemble information about current mission and ministry opportunities in a way that will help educate our congregation and encourage participation. Compile information

in a standard format which can be made available both in print and on our website. Already a “work in progress” is our Missions Fair to be held in May 2008.

Goal 2:

Establish a method for identifying, evaluating, and endorsing new ministries.

Plan:

Organize a new team, or charge an existing group, to study current missions and ministry activities. Identify key components of individual missions and ministry activities and define 3-5 main categories under which each could be classified. Involving other ministry teams as necessary, describe what a “balanced” ministry plan might look like at FBC and develop a process for bringing ideas for new opportunities forward.

Goal 3:

Foster an environment of prayerful discernment.

Plan:

Create regular opportunities for members to share ideas and give testimony about how God is working in their lives. Open discussion encourages prayerful discernment, but it is important to note that the two are not synonymous. Seeking God’s guidance for direction is not something we plan toward, it is the very foundation on which our testimony stands.

Our long term goal remains the same, that we will commit ourselves so completely to sharing our testimony that at least 80% of our church membership will be engaged in some form of missions and ministry.

God’s presence in our lives is revealed when we give ourselves away for the purpose of growing His kingdom. This is our *testimony* to each other and to the world. It is our prayer that our lives will be so transformed by the saving knowledge of Jesus Christ that we will be compelled to share the truth about God’s love in word and deed.

Section 5: Foundational Responsibilities

"We are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love." "Ephesians 4:15b-16 -

Foundational Responsibilities - defined

In developing version 2 of the FBC Long Range Strategic plan the team identified the need for an additional section to handle items and issues that do not logically fit elsewhere. These items were primarily associated with functions, responsibilities and resources that did not make logical sense in either of our major sections of Worship, Testimony, and Discipleship/Faith Development. This pointed to the perhaps incomplete model that we defined for ourselves in version 1. A key example of these items includes most prominently space - or the lack thereof, for performing the many functions and activities of the Church comfortably. Space could be considered a necessary component of any of the key sections, but does not fit neatly into any of them. As we came to this realization it made sense to also provide a place to deal with other areas for which we sometimes encounter issues. In addition to space we felt that other areas may include the provision of office facilities and personnel, child care, staff development, property management and procurement and others as yet unidentified. In the future, as the Church identifies issues which require considerable thought and planning for resolution, this section will provide a logical place for addressing them. We should point out that it is not the intent of this section to deal with any of the day-to-day decisions and activities in these areas as they are already handled by responsible committees. Rather, it is our hope to be able to make recommendations for problems and issues that extend beyond the normal responsibilities of our committees.

Prior year plan – 2007:

Foundational Responsibilities were not included in the prior year plan as a separate section. The key issue of space availability was included as a goal in the Discipleship section of the plan. Another key area which brought the need for a new section to mind was the issue of childcare for special services and events. Although a significant challenge, the Discipleship section for the plan did not seem to fit well with the true meaning of discipleship.

Objectives for 2008:

Space Availability

Goal:

To complete development of a master plan for the expansion of First Baptist Church.

Plan:

The Diaconate constituted the Space Assessment in 2007 for the purpose of analyzing the needs for space in the church, and upon completion recommend a course of action.

By the time of this writing the Space Assessment team had completed the tasks of performing their analysis and selecting an architectural firm to develop our master plan. With money provided by the church, the team then began working on a recommended course of action for providing the right amount of space configured properly to address the most pressing needs that were identified. A 3-phase plan was developed and presented to the Church.

Childcare – Special Events

Goal:

To insure that the Church regularly provides safe, reliable childcare during special services such as Christmas Eve, revivals, etc. while not over-taxing the members of the Preschool committee who have most often shouldered this task in the past.

Plan:

Develop a plan and identify resources that can be utilized to provide the needed childcare. The objective is to have a clearly-established policy or schedule in place that provides for childcare coverage during these events. The plan should insure that the appropriate number of personnel is on hand for anticipated attendance.

Additionally, the plan should insure that the age and experience level of personnel represent an acceptable level of maturity and experience as well as a comfortable familiarity with the congregation at large.