

Poplar Springs Baptist Church Strategic Plan 2011 – 2015

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PSBC Strategic Plan

Mission Statement

Led by God, enlightened by Scripture, and inspired by our heritage and values, we follow the Lord Jesus Christ, declaring His saving grace to all people, for the greater glory of God the Father.

Vision Statement

We believe God's vision for our Church is to be a lighthouse shining forth God's glorious love for all in the community and beyond. We will glorify God as we become a Great Commission church, developing facilities where Christians are equipped for ministry that exalts Jesus Christ as Lord and serves the full dimensions of human need.

Values

We embrace the following values, individually and as a Church, in all our efforts to accomplish our God-given mission and vision.

Christ-Centered	Biblically Based	Obedient Service	Spiritual Growth
Empowered Prayer	Worship & Praise	Missions & Evangelism	Community Outreach
Individual/Families	Unconditional Love	Unity of the Body	Servant-Leaders

RELEVANT MINISTRIES

Vision: To develop relevant, flexible ministries and equip leaders that will effectively share Jesus Christ as Savior and Lord.

Goal: Start a Coffee House ministry in 2011.

Objective: By the March 2011 business meeting the Coffee House Ministry committee will present to the church for approval a course of action outlining operation, resources, and facilities.

Discussion: The adapting of a facility out of which to provide coffee house ministry to young adults (18-30) is developing as a high priority. We believe that a coffee house ministry is an important component of our strategy to reaching post-high school adults to help them find connection to Jesus Christ and the fullness of life in Him. Very minimal ministry efforts have been sustained in focused ministry to this very diverse segment of the community population. The development of this ministry in music, fellowship, and coffee, promises to open opportunities for relational evangelism and spiritual development. Offering a place to young adults demonstrates the desire for them to find their place in fellowship.

Church Council POC: Sharon Moran.

Goal: Restart Kids' Club ministry.

Objective: The Deacon-led Outreach Team will develop a plan and program for church approval by June 2011. Obtain church approval to launch in September 2011.

Discussion: Restarting Kids' Club on a monthly basis and grow into a more frequent occurrence. Integrate with Sunday School, RA's, GA's, and etc.

Church Council POC: Diane Korman.

Goal: Establish a Senior Adult Council by March 11, 2011 to develop a comprehensive Seniors Ministry for the community and the church.

Objective: Develop comprehensive plan and program for church approval by September 2011, targeting the needs of seniors both in the community and the church. Obtain church approval to execute in September 2011.

Discussion: Day-Trip Outings, Bible Challenge, Hymns & Hope to the Home-Bound, etc.

Church Council POC: Virginia Wermuth.

OUTREACH

Vision: To develop a comprehensive effort to demonstrate and declare the amazing grace of God who is uniquely revealed in the person of Jesus Christ. Each believer is empowered by the great commission and the Holy Spirit to be a participant in God's work of reconciliation, here and around the world.

Goal: Deacon-led Outreach Team and Outreach Director will develop a comprehensive program of community outreach for the greater glory of God and His Kingdom.

Objective 1: The Deacon-Led Outreach Team and Outreach Director will develop a ministry program specifically targeted for the un-churched in our community.

Discussion: Offering opportunities for people in fellowship who are not members to explore the meaning and purpose of church membership is a strategic idea that is being developed. It holds the promise of allowing worshipers to grow in their understanding of our Biblical faith, Baptist heritage, and a biblical world-view. Learning such as this could provide the encouragement these worshipers need to move to a deeper level of commitment to Christ and become loyal, committed church members.

Holding a "Community Hobbies-Fest" type event, where community residents not in fellowship are invited to display and demonstrate their hobbies/interest of all sorts (small and large scale), opens our facility to non-members and meets their need to feel more connected to their community. Other ideas, like this and the Coffee House ministry, will allow us to build relationships with non-members through which we can share the grace of Jesus Christ.

Church Council POC: Diane Korman and Brent S. Holder.

Objective 2: Web Team to sustain and enhance current web site by incorporating more ministry information and reporting quarterly to the church on the effectiveness of the site.

Discussion: All indications are confirming the truth that our website will become the primary means of making a first impression on a prospective member in the community. It will also be a great avenue for providing spiritual content and enrichment to individuals and families. This electronic media will no doubt replace a person's first visit to the church, as the opportunity to make a first impression in the near future. The future prospective member will determine whether to visit our church; possibly on the basis of what they see and learn about us on the website. Pod-cast of sermons and seminars will be accessed by prospects and members alike. They should not replace participation, but rather invite personal participation as we are less a stranger to them on their first visit to worship or other ministries.

Church Council POC: Marvin Beck.

Objective 3: The Building Steering Committee will plan and execute construction of a church electronic sign by 2012.

Discussion: The construction and placement of a church sign will create an expanded avenue of communicating with our community. Inspiration, creativity, and information related to the mission, vision, and values of our church will be electronically visible to all traveling down Charles City Road, day and night. This will be very visible part of our outreach strategy.

Church Council POC: Bill Korman, Jr.

DISCIPLESHIP

Vision: The Church Council will develop a plan to provide opportunities for all members to discover spiritual gifts, in order to develop these gifts for effective use in ministry to other members and to non-members in the community. These opportunities of learning will include biblical training and exercise, in order to guide individuals to depend completely upon the Holy Spirit for empowerment, who gives the gifts as He determines (1Cor. 12:11,24 b-27).

Goal: Provide a variety of activities/programs/classes to meet the needs of spiritual development and maturity.

Objective : Restructure the Wednesday night and other Weekday/Evening schedule to provide a greater variety of spiritual growth opportunities for more of our members and non-members in the community. Bring plan of action to the church for approval by June 2011.

Discussion: The restructuring of our Wednesday night schedule to provide a greater variety of spiritual growth opportunities is essential to the health of our church. With an intentional focus on discovering spiritual gifts and abilities, we then can offer various 8-10 week learning & discovery sessions that will help train and develop new believers. The greater variety of learning opportunities will help new Christians to grow towards maturity and active involvement in reaching others for Christ.

The Church Council will also work to develop a plan to establish Small Group's Ministry. Small Groups' ministry differs from Wednesday night training groups by how long the groups continue to meet. Training groups continue to meet over the period of no-longer than three months or twelve weeks. Small Groups minister care and encouragement to five to ten members for more than a year, sometimes three to five years. Grief-Share type small groups' ministry can be expanded to respond to other support needs in the community.

We are convinced that two purposes must be integrated into every activity and ministry of our Church. The two goals are these: Reach people who do not know Christ with life-changing grace; and develop devoted followers of Jesus as Lord. This great commission priority must be purposefully attempted, sustained, and accomplished, in order to justify the use of resources entrusted to the church for the work of God's kingdom.

RESOURCES & FACILITIES

Vision: To have the resources and facilities that will allow our church family to respond to the growth in our community and to meet the ministry needs of our church.

Goal: The Building Steering Committee will develop a plan to expand the parking which serves the sanctuary and CLC.

Objective: By June of 2011, develop a plan to expand the parking and obtain church approval to execute by September 2011.

Discussion: Expanded parking will be developed on the existing property.

Church Council POC: Bill Korman, Jr.

Goal: The Building Steering Committee will develop a plan to construct a covered walkway between the CLC and the sanctuary.

Objective: Using the skills and resources within the church, construct a covered walkway between the CLC and sanctuary on the north side in September 2013.

Discussion: During instances of bad weather (snow, ice, rain and etc.) it is very difficult for church attendees, particularly seniors, to walk to the sanctuary without getting wet and/or dealing with a slippery sidewalk.

Church Council POC: Bill Korman, Jr.

Goal: In 2011 finalize the acquisition of the 100+ acres behind the CLC for future execution of the long range (5-10 years out) master plan.

Objective: Through continuous review and planning, the development of land surrounding the church facilities is strategic for providing recreational opportunities for children, youth, and adults of all ages. Creating softball and soccer fields would allow our church to offer almost year-round recreation leagues, both indoors and outdoors, for a greater variety of ages.

Discussion: Reaching families and individuals through recreational ministry will provide the opportunity to befriend people un-churched and not connected to Christ. The credibility gained by ministry to felt-needs (recreation) will help open hearts and minds to the undiscovered spiritual need of the saving grace of God in Jesus Christ. Recreational development of land to include softball fields and soccer fields will involve first clearing the land and then leveling sections for appropriate use in keeping with our existing designs and plans.

Church Council POC: Bill Korman, Jr.

Goal: Become debt free by the end of 2014.

Objective: Begin planning and execution of the next church approved phase of the facility master plan upon retirement of the current debt.

Discussion: Current budget shortfall and existing debt limits the church's ability to address future phases of the master plan. Good stewardship requires us to free ourselves of existing debt before undertaking further expansion of church assets.

Church Council POC: Bill Korman, Jr.

Goal: The Building Steering Committee will develop a recommendation on the viability and best use of the existing pre-school building for ministry.

Objective: Obtain church approval by June 2011 business meeting to obtain an engineering assessment of the Pre-school Building to establish what needs to be done, any environmental issues, and the cost to bring the facility back to use.

Discussion: Decision is needed on potential usage. Three possible options: (1) Demolish and clear site; (2) Leave vacant and allow building to deteriorate; and (3) Restore building to current standards and use for ministry.

Church Council POC: Bill Korman, Jr.

STAFFING AND ORGANIZATION

Vision: To have a ministerial staff in place to meet the spiritual and ministerial needs of our community and church family.

Goal: To put in place a ministerial staff that will support both present needs and future growth.

Objective 1: Hire a full-time, Recreation/Youth /Coffee House, et al Leader by 2011.

Objective 2: Budget for and hire a part-time pianist by 2012.

Objective 3: Hire a full time Minister of Music/Worship by 2013.

Sub-Objective 3A: Establish a search committee in 2011 and initiate search.

Sub-Objective 3B: Budget and hire by 2013.

Goal: To effectively and consistently maintain and use relevant information to better serve the needs our members and visitors.

Objective: The Pastor is to explore and recommend church management software such as “ACS” or “Servant Keeper” by March, 2011, to enable accurate and effective information to be recorded to better serve our members and visitors. This software is designed to enable various church ministry leaders to efficiently communicate with families and keep both informed of what is offered for their growth and encouragement.

Discussion: How can we keep in touch with members and guest and keep track of people enrolled in ministries of our church, like Sunday School, Youth, Senior Adult, and members away at college? This is one way to keep better records and facilitate correspondence with individuals and families coming through our doors.

SUNDAY MORNING BIBLE STUDY

Vision: To develop a relevant and flexible Sunday Morning Bible Study ministry and equip teachers and leaders with the objective to effectively share Jesus Christ as Savior and Lord.

Goal: To increase Sunday Morning Bible Study enrollment from the current 141 to 173 by **May 20, 2011**.

Objective 1: Rename the current Sunday Morning Bible Study Class Rolls to a **Class Ministry List**.

Discussion: The increase in the ministry lists could come from the registrants at the Fall Festival who are not associated with the church. Require registration information for free admission and booth tickets. The increase in members enrolled on the ministry list will lead to an increase in attendance from 61 to 75 by **May 1, 2011**.

Objective 2: The adult and youth classes add **Care Group Leaders** to the leadership team for every six (6) people on the ministry list for that class by **May 20, 2011**.

Objective 3: The adult classes participate in a **Adopt-A-Class** project as outlined in the Improve Sunday Morning Bible Study goal.

Objective 4: Conduct a series of testimonies in the morning worship service pointing out the value of Sunday Morning Bible Study and worship in today's society by **May 1, 2011**.

Goal: To increase fellowship within Sunday Morning Bible Study and classes.

Objective 1: Make a ministry touch to each person on each ministry list.

Discussion: Use the current record system to assist the care group leader(s) in making a ministry touch to each person on each ministry list. The current record system be used to assist the care group leader(s) in making a ministry touch to each person on each ministry list.

Objective 2: Each adult class conduct a **Sunday Morning Bible Study Class fellowship** beginning **December 1, 2010** once a month and invite associate members and prospects and list these events on the church calendar.

Goal: To enhance Sunday Morning Bible Study teaching.

Objective 1: Each member of the Sunday Morning Bible Study Leadership Team will participate in the Dover Baptist Association training event on **November 13, 2010** at Cool Springs Baptist Church.

Objective 2: Start a monthly Sunday Morning Bible Study team meeting by **January 1, 2011**.

Goal: To enhance Sunday Morning Bible Study evangelism.

Objective 1: Increase the prospect file from the current 18 to 87 by **April 1, 2011**.

Objective 2: Enlist an outreach leader for each adult and youth class by **May 1, 2011**.

Objective 3: Establish a method to track the reporting of outreach contacts by **February 1, 2011**.

Goal: To improve Sunday Morning Bible Study organization.

Objective 1: Establish two new classes by **April 1, 2011**.

Objective 2: Rename the Adult I College and Career class by **January 1, 2011**.

Objective 3: Enlist a class secretary for each Adult and Youth class by **February 1, 2011**.

Objective 4: Enlist a Prayer Leader for each Adult and Youth class by **February 1, 2011**.

Objective 5: Each Adult class to adopt a Children's or Preschool department to provide an extra set of hands on Sunday morning and an extra person to assist with "ministry touches" (communication that encourages parents and child) by **May 1, 2011**.

Discussion: One adult student will volunteer each month to serve as a Teacher's Aide to the adopted class teacher for that month's Sunday Morning Bible Study hour.

Objective 6: Enlist a Church Sunday School Secretary as part of the Sunday Morning Bible Study general officer team by **February 1, 2011**.

Goal: Improve visual and written informational methods.

Objective 1: The Church Council establish a priority list of all church activities by **May 20, 2011**.

Objective 2: Construct exterior directional signs at the entrance to the property by **April 1, 2011**.

Objective 3: Place interior directional signs in the entrance of each building by **April 1, 2011**.

