

# FIRST BAPTIST CHURCH CLAYTON, NC

MARCH 2016

## Revisioning: A Spiritual and Strategic Journey

*“Where there is no vision, the people perish...” (Prov. 29:18)*



## Long-Range Planning Committee Members:

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## **FUTURE PLAN**

### **OUTLINE**

- I. Overview of the Process
- II. Mission Statement
- III. Vision
- IV. Goals\*
- V. Goals and Objectives\*
- VI. Supporting Documents
  - a. Major Themes Resulting from Congregational Small Group Listening Sessions and Written Surveys
  - b. Future Story: Newspaper Article

\*These are presented in alphabetical order. No prioritization has been established.

## **OVERVIEW OF THE PROCESS**

As is customary in our church, we periodically engage in a long-range planning process. In the spring of 2015, First Baptist embarked upon a spiritual and strategic journey seeking the pathway for reaching the full “Kingdom potential” for our congregation in response to a God-called, Christ-centric, faith-based sense of mission and vision. A long range planning committee was formed and prayer teams were created to pray for God to show us HIS vision for our church.

Instead of using a traditional strategic planning approach, the team agreed to begin a dreaming and revisioning process by writing the “future story” that would reflect what our church might look like in ten years. Prior to writing the story, congregational small group listening sessions were prayerfully held and written surveys utilized to assess the future needs and gather future dreams for our church. In addition to capturing this feedback, the Long Range Planning Committee brainstormed, using imagination and creativity, to develop the future story for Clayton First Baptist in the year 2025. Part of that development included reviewing and modifying the existing Mission Statement of the church (adopted 5/13/09) and defining a formal Vision.

After adopting the Mission Statement, Vision and Future Story, the Committee defined the goals and objectives that would pull us forward into the future to fulfill the vision. Next steps will be to identify the specific action plan for achieving each objective, along with the responsible party.

## MISSION STATEMENT

Our mission is to *show* God's Love, *tell* everyone the Good News that Jesus is our risen Savior, *grow* spiritually, and *serve* our community and world.

**SHOW** GOD'S LOVE  
**TELL** THE GOOD NEWS  
**GROW** SPIRITUALLY  
**SERVE** OTHERS

## VISION

Our vision is for our church to be a community of disciples making disciples, with engaging worship to help everyone experience the presence of God, relevant ministries to help everyone apply Biblical principles to life, and loving relationships that lead us closer to one another, closer to God, and closer to fulfilling the challenge of *the Great Commission*\*.

(\*Matthew 28:18-20, Acts 1:8)

## **FUTURE PLANNING GOALS (2015–2025)**

### **CHURCH MINISTRIES**

Provide relevant discipleship and ministry programs that reach out to individuals and families, build relationships, and provide ways to experience and share God's love.

### **CHURCH STAFF**

Provide qualified staff necessary for carrying out ministries and fulfilling the mission of the church.

### **DEACON MINISTRY**

Organize Deacon Ministry Teams focused on specific areas of service, and provide opportunities for all people in the church to use their gifts to serve.

### **FACILITIES**

Provide and maintain necessary physical space for worship, education, fellowship, and administration.

### **FINANCIAL STEWARDSHIP**

Practice responsible financial management by continuing to develop accurate budgets and reports, provide for appropriate use of funds, and to promote generous giving.

### **HOSPITALITY**

Provide a warm, welcoming, loving, and convenient atmosphere for everyone who comes to our church, including visitors, new members, and members.

### **MISSIONS**

Seek to be an active agent for missions, reaching out to our community, region, and the world.

### **MUSIC MINISTRY**

Provide opportunities for people of all ages to experience the joy of music and to use their musical gifts and talents to glorify God through worship, discipleship, evangelism, and missions.

### **TECHNOLOGY**

Apply the latest 21'st century technology to enable our worship, ministries, and operations to be effective, efficient, and user friendly.

### **WORSHIP**

Provide worship opportunities that glorify God and draw people to engage their time, talent and resources in discipleship, evangelism, and missions.

## **FUTURE PLANNING GOALS WITH OBJECTIVES (2015 – 2025)**

### **Church Ministries**

Provide relevant discipleship and ministry programs that reach out to individuals and families, build relationships, and provide ways to experience and share God's love.

- Continue building a strong Sunday School program with classes for singles, couples, and all age groups, from nursery through senior adults.
- Continue building excellence in the CDC, children, and youth programs.
- Develop and implement a ministry of training and growing small group leaders focused on Bible study, prayer, and fellowship.
- Continue building and expand age appropriate ministries (small groups) that are of the highest quality, and guided by qualified ministers and equipped lay leaders.
  - Provide seasonal programs and events for college students to help them stay connected when they have breaks from school.
  - Provide programs and events for singles, young couples, and families that build relationships and provide outreach opportunities.
- Continue building and expand special interests ministries (small groups) that draw people into Bible study, prayer and fellowship.
  - Provide sports and fitness ministries for children, youth, and adults that build relationships and provide outreach opportunities.
  - Provide counseling and support groups to help families and individuals facing life challenges and changes.
- Develop and nurture our prayer ministry to bring guidance, healing, and comfort to people in our church, our community, and around the world.

### **Church Staff**

Provide qualified staff necessary for carrying out ministries and fulfilling the mission of the church.

- In cooperation with area universities and divinity schools our church will strive to provide opportunities for internships to students training for ministry careers.
- Evaluate the need for the Children's Minister/Director position to be expanded into a full-time Minister of Families and Children.
- Evaluate the need for a staff person with the responsibility to coordinate and manage technology and media responsibilities.

### **Deacon Ministry**

Organize Deacon Ministry Teams focused on specific areas of service, and provide opportunities for all people in the church to use their gifts to serve.

- Continue building and expand Deacon Ministry Teams and procedures.
- Evaluate ways to sustain, add value, and improve the Coffeehouse Ministry.

### **Facilities**

Provide and maintain necessary physical space for worship, education, fellowship, and administration.

- Provide proper care and maintenance programs to keep the facilities of the church in good repair.
- Evaluate the need for major repairs, renovations or additions and follow proper procedures for coordinating with church budget
- Evaluate the need for a covered drop-off at the Fellowship Hall entrance, formulate plans, and construct the cover.
- Evaluate the need for new facilities such as a multi-purpose family life center building, formulate plans, and construct the facilities.

### **Financial Stewardship**

Practice responsible financial management by continuing to develop accurate budgets and reports, provide for appropriate use of funds, and to promote generous giving.

- Continue to follow church financial policies and procedures to ensure appropriate budgeting and accounting for all church funds.
- Evaluate and encourage ways to promote faithful stewardship giving to church budget, special offerings, and designated funds.
- Evaluate and encourage ways for individual church members and our church to support mission projects and mission organizations.

### **Hospitality**

Provide a warm, welcoming, loving, and convenient atmosphere for everyone who comes to our church, including visitors, new members, and members.

- Welcome and provide orientation and assistance for visitors and new members
- Welcome, assist, and make provisions for physically challenged and handicapped.

### **Missions**

Seek to be an active agent for missions, reaching out to our community, region, and the world.

- Sponsor and equip participants for mission trips to local, domestic and foreign destinations.
- Partner with other local and regional ministries such as CBF, Habitat for Humanity, etc. to provide a variety of mission opportunities for our church and community to participate.
- Explore and develop mission opportunities that promote long term relationships, partnerships, and mission projects.

### **Music Ministry**

Provide opportunities for people of all ages to experience the joy of music and to use their musical gifts and talents to glorify God through worship, discipleship, evangelism, and missions.

- Continue providing traditional music services with choir, organ and piano and explore possibilities for additional services with contemporary music style.

Adopted March 2016

- Reach the necessary financial goal for the organ fund and install a new pipe organ.
- Provide excellent choir programs for preschool through adult and promote them to attract individuals and families to our church.
- Establish youth choir as a solid part of youth ministry and its worship and mission activities
- Explore opportunities for music lessons in voice and instruments to be available through our church in an effort to mentor children, youth, and adults to use their musical gifts for God.

### **Technology**

Apply the latest 21<sup>st</sup> century technology to enable our worship, ministries, and operations to be effective, efficient, and user friendly.

- Set up and maintain an attractive and user friendly website that serves to draw new people to our congregation, and to provide clear communication and up to date information for our members and anyone searching for a church.
- Apply technology needed for recording and streaming services and events to the internet, and for becoming a venue to view events streamed from internet sources.
- Use social media for positive communications and establishing relationships.

### **Worship**

Provide worship opportunities that glorify God and draw people to engage their time, talent and resources in discipleship, evangelism, and missions.

- Continue traditional worship style services and promote as one of our strengths.
- Research and experiment with a variety of worship times and worship styles in an effort to reach out to people who are lost, unchurched, or seeking a new church home.
  - Research and experiment with a contemporary service.
  - Continue to blend traditional and contemporary styles in 8:45am Sunday service.

## **Major Themes Resulting From Congregational Small Group Listening Sessions and Written Surveys**

**Spring/Summer 2015**

- Engagement. Engaging the membership through better communication. Doing a better job in the utilization of social media, website, welcome packets for visitors, staying up to date with technology and tools of communication.
- Missions: Greater emphasis on missions and outreach.
- Age Appropriate Ministries: Working to improve age appropriate ministry in areas where we are weak (children's ministry, singles, young adults).
- Facilities: Possible addition of a family life center.
- Worship: Possible addition of a contemporary worship service.
- Evangelism: Winning souls for Christ.

## **FUTURE STORY – *Newspaper Article***

### **FBC Clayton Created an Inspired Vision for the Future in 2015**

*(Headline for a Newspaper Article published in 2025)*

FBC Clayton's vision has been to establish our church as a leading organization in serving our community, and sharing God's love and the gospel message that Jesus is our risen Savior. Reflecting on a decade of faithful service and kingdom growth, it's noteworthy to look at how our journey began and what has brought us to this place in our history. The first and most important step was back in 2015, when our congregation sought and found a renewed commitment to follow God's call as individual followers of Christ and as a church body. Our mission was clearly defined in four imperatives:

SHOW – TELL – GROW -SERVE

SHOW God's Love and TELL the Good News to all people.

GROW Spiritually and SERVE Our Community and World.

Knowing that only God initiates true vision, prayer was our first priority, and remains our first priority in planning every ministry at FBC Clayton. To power our vision and guide us along our journey, everyone prayed for God's guidance. Prayer teams were started in 2015, and now, ten years later, still function as an integral part of our church. United by our vision, what were some of the other important steps that made 2015-2025 a decade of faithful service and kingdom growth?

#### Commitment

- Our church brainstormed and implemented ways to connect with our local and global community so that we could help all people experience the joy and power of God's love.
- Our congregation moved forward with renewed commitment to prayer, Bible study, tithing, giving, and the servant effort necessary to carry out the mission of the church.

#### Use of Technology

- To apply the latest in 21'st century technology and keep our church ministries up to date, we have a media coordinator on staff.
- Worship and fellowship have become more available through new ways of scheduling and application of the latest technology.
- We set up and maintain an attractive and user friendly website that serves to draw new people to our congregation, and to provide clear communication and up to date information about our church for members and anyone searching for a church.
- It is routine for members to stay in touch, share news, and get to know other members and their friends through the use of FBC presence on Facebook and other social media.

Adopted March 2016

- Online ministry to college students keeps them involved in their home church.
- We implemented live stream technology to broadcast worship events on the internet.
- We set up video links to our fellowship hall, conference room, and classroom areas for overflow worship, training, educational, and special events.
- Using video streaming from sources outside the church, we have become a venue for special events both live and recorded including Bible studies, conferences, speakers, and concerts from around the world.

#### Worship

- We researched and experimented with a variety of worship times and worship styles on week nights and weekends, so that we reached out to lost and unchurched people in our community as well as people searching for a church home.
- The fellowship hall has become an important worship center for our contemporary worship services.
- Our early Sunday service evolved into a more blended worship style service and the 11:00 am Sunday service remained a traditional worship style service.

#### Relationships, Outreach, and Discipleship

- Our pastoral and church staff, along with lay leaders, united in an effort to build a strong Sunday School program with classes for singles, couples, and every age group, from nursery all the way to senior adults.
- Our age appropriate ministries were fully staffed with ministers and leaders to provide ministry to every age in the family while also emphasizing that every age be involved in the total ministry and mission of the church.
- Intergenerational ministries and events help connect and build relationships between age groups in the church.
- In addition to building a strong Sunday School program, we also implemented a ministry of small groups focused on Bible study, prayer, and fellowship that meet in members' homes or at the church throughout the week.
- To make it possible for couples with children to attend small groups, childcare plans were worked out for times at church or in homes where the meetings were located.
- Seasonal activities for college students help them stay connected when they have breaks from school.
- Social events for singles, young couples, and families build relationships and provide outreach opportunities.
- Sports and fitness ministries for children, youth, and adults build relationships and provide outreach opportunities.
- Our pursuit of excellence in the CDC, children, and youth ministries has resulted in continued growth, and has become an avenue for outreach to parents and attracting families to our church.
- Our church offers Bible studies, counseling, and support groups as ministries to provide help for families and individuals facing life challenges and changes.

#### Missions

- Missions ministries have been increasingly emphasized. The activities of Baptist Women and Baptist Men have drawn participation and support from the entire community.

- FBC Clayton's emphasis on outreach and missions has been a catalyst for partnering with other ministries, sponsoring mission trips in the US and abroad, and providing motivation and purpose for discipleship training in our church.
- We have partnered with NC Baptist Men, CBF Missions, Habitat for Humanity, Meals on Wheels, CAM, and numerous local and regional organizations to participate in missions to help people in need.
- Locally, we help with a variety of projects generated by our mission partners such as backpack buddies, food co-ops, soup kitchens, meals to shut-ins, and disaster relief.
- Annually, our church sponsors a US youth geared mission trip which includes many adult volunteers and leaders, and every two years we offer a mission trip that is geared to the whole church and community.
- Our church participates in regular mission trips to areas designated as partnerships with NC Baptists and CBF.
- We have developed relationships, partnerships and mission projects requiring multiple visits to some of our mission trip destinations.

#### Deacon Ministry

- Our Deacon Family Ministry changed so that Deacons serve on ministry teams that focus their efforts mainly on one area of service such as contacts and visits to people in hospitals, sick and shut-in people, and visitors and new members.
- Each ministry team has a specific mission and provides an opportunity for people to use their gifts in service.
- Church members and prospective new members now serve together with the deacons on the church ministry teams.

#### Music Ministry

- Our traditional Sunday morning organ and choir music has continued its excellence and now been complemented by quality blended and contemporary worship music in alternative services.
- The organ fund reached its goal and the new organ has been installed in the sanctuary.
- Graded choir programs for preschool through adult have grown and attracted families to attend our church.
- Our youth choir has grown to be a solid part of youth ministry, and they lead worship music on a rotation that involves them in all styles of worship services at our church. They also take their music ministry on the road by leading worship music on mission trips, and special outings to share music in the community.
- Our FBC music school offers private lessons and classes in voice, guitar, strings, piano, and organ. Students and teachers from the music school are resources to help provide music in our worship services. The music school has mentored children, youth and adults to use their musical gifts to glorify God.

#### Internships

- In cooperation with Campbell Divinity and other schools, including approved online studies, FBC Clayton now participates in an intern program for pastors in training.

Adopted March 2016

- After having effective youth interns for many years, we recognized that having interns for all ministry positions would be a win-win. We help provide experience for future ministers and we get the benefit of their help and enthusiasm.

#### Hospitality

- Our facilities have been fitted with easy to follow signs, and clearly labeled areas for children, youth and adults.
- Clearly labeled tables or kiosks provide literature, information and forms to members and visitors.
- We have convenient parking for visitors and handicapped.
- We have well trained welcome teams stationed to greet people in the parking areas and on the street outside, as well as at each entrance of the church. These greeters are also guides to accompany and introduce visitors to their destination inside the church such as nursery, classroom, or worship service seating.

#### Visitors and New Members

- We have a deacon ministry team that is dedicated to welcoming, providing orientation and guidance for visitors, prospective members, and new members.
- First time visitors to our church immediately receive a brochure and package about our church, and a follow-up letter in the mail, as well as a phone call or visit.

#### Facilities

- We added a covered drop-off for the Fellowship Hall entrance. We reached our long range goal to build a multi-use facility for worship, outreach, fellowship and ministry in the community.

The key to our church's success over the last ten years has been staying focused on following God's word, His call, Jesus' teaching, and the power and leading of the Holy Spirit. Pulled forward by God's vision, our church, faced up to challenging times, lost its fear of change and gained the faith and strength to try new things. Every person that attends our church, even if they are not a member of our church, is offered a place of service keeping us united in doing God's work.

FBC Clayton, in existence for over two hundred years, found ways to hang on to its traditions as strengths rather than restraints. Our church learned to adapt to rapid changes in the world and culture while always staying true to its Biblical purpose and principles. "Called in Liberty to Love and Serve", FBC Clayton's vision has been to establish itself as a leading organization in serving our community, and in sharing God's love and the gospel message that Jesus is our risen Savior. Our worship and church programs have sought to reflect our mission and to provide meaningful and lasting church family relationships. Reflecting on the last ten years we have strengthened our ministries, applied the latest technology, and creatively crafted new ways to serve and reach the needy and lost people in our community and world. We recognize that the vision our church dreamed ten years ago has guided us forward in building God's Kingdom and we give God the glory for all that has been accomplished.