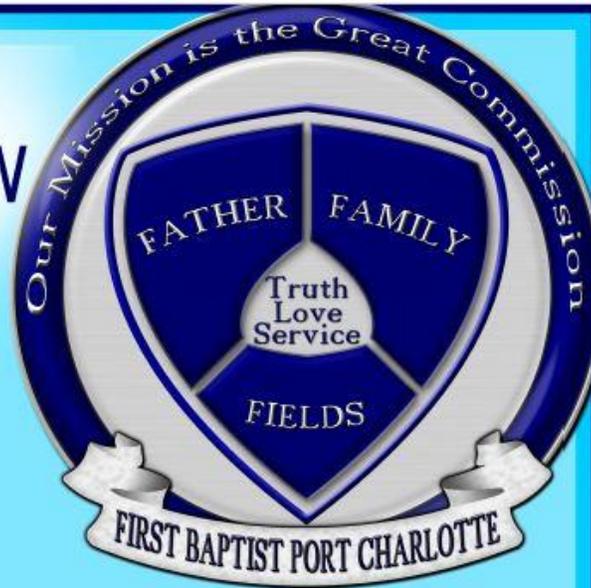


FIRST BAPTIST PORT CHARLOTTE

Long Range Plan

2016-2025

 **10 YEAR VISION**
2016-2025



5 **Church Plants**
(Local & Global)

10 **Community**
Connections

100 **Small Groups**
(On & Off Campus)

1,000 **Baptized**
Believers

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Introduction

In June of 2015, the First Baptist Port Charlotte (FBPC) Nominating Committee commissioned a Long Range Planning Committee (LRPC) to answer the question, “**Where is God leading us next?**” The Committee consisted of 12 FBPC members and staff.

At a meeting on February 7, the LRPC accepted the strategic-level long range plan described herein and agreed to place it before the congregation for approval at the March 13, 2016 business meeting. This is an ambitious plan that will need the active participation and resources of every member. May God guide us with His wisdom and grace.

Purpose

The purpose of this Long Range Plan is to guide FBPC over the next 10 years as we continue to fulfill Our Mission, the Great Commission.

Process

The LRPC Process includes the following steps.

- Review Mission Statement, Core Values (Truth, Love, Serving), and Ministry Process (Father, Family, Fields)
- Develop a Ten Year Vision Statement
- Analyze Strengths, Weaknesses, Opportunities and Threats (SWOT) to determine the feasibility of achieving the Vision
- Determine Strategic “Gaps” and Prioritize
WHAT THIS MEAN, is that we assessed our present Ministries to determine WHAT our Church’s weaknesses are; that is, what we believe could limit us from fulfilling the four goals. Staff, Committees, and individuals (Ministry Teams) helped us address those weaknesses and determine what we needed to do to strengthen them, so that we CAN fulfill those goals. The reports from those Teams comprise the rest of this report.
- Ministry Teams Development of Strategic Action Plans to close “Gaps”
- Presentation of Strategic Plan to Congregation for Approval (to be done March 6 & 13, 2016)

Mission Statement

Our Mission is the Great Commission: *“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.” Matthew 28:19-20a*

Vision Statement

By the end of year 2025, Lord willing, FBPC will have achieved the following four goals.

5 Church Plants, 10 Community Connections, 100 Small Groups, 1000 baptisms

Ministry Teams' Development of Strategic Action Plans to close "Gaps"

Missions/Outreach

The Missions Committee will play a pivotal role in helping FBPC plant at least 5 new Churches and establish at least 10 active Community Connections.

"5 Church Plants" - The Missions Committee and Church staff will cooperate to develop a system for how potential Church Plants are considered, adopted, financed, promoted, and assessed.

We will consider local and global opportunities in consultation with the Florida Baptist Convention, the North American Mission Board, and the International Mission Board of the Southern Baptist Convention. Since we have meaningful connection with IMB Missionaries, our intentions are to partner with them in the planting of Churches.

"10 Community Connections" - A Community Connection is a local ministry effort that we choose to identify with to partner with other Believers and connect with unbelievers for the ultimate purpose of fulfilling the Great Commission.

The Missions Committee and Church Staff will cooperate to develop a system for how potential Community Connections are considered, adopted, financed, promoted, and assessed.

Trained Leaders

In order to establish 100 new small groups, as well as maintain the present Ministries of FBPC, the Church Council will develop a strategic, comprehensive plan for the enlistment, training, and oversight of present and future 'servant' leaders.

Our present training includes, but is not limited to the following:

- Sunday Services training through worship, preaching of the Word, modeling prayer, and vision-casting of opportunities to serve
- Connection Groups (and weekday Small Groups) provide teaching of the Word, prayer support, ministry opportunities, and mentoring
- Bible Studies, Prayer Meetings, and Small Groups at every age level teach the Word, encourage application and accountability, and offer prayer support and opportunities for mentoring relationships
- Mentoring through the Women's Ministry and Ministry to Men to equip men and women for leadership
- Wednesday evening discipleship offers opportunities that teach and apply the Word, maturing believers and equipping them for ministry
- Opportunities to serve in Ministries of the Church offer training for workers (i.e., Connection Group Teachers and AWANA workers receive training; those attending Short Term Mission Trips receive training, etc.)
- Individual counseling, coaching, and prayer support cultivate the spiritual, emotional, and relational maturity of members that result in them being better equipped for ministry
- Biblical Fellowship is encouraged in all these contexts, resulting in relational interactions that increase wisdom and godly character, equipping participants to serve more effectively

The Church Council will oversee adding to this list the following:

- A comprehensive assessment of training already offered in each of these ministries and ways to enhance/improve it
- Determination of additional training opportunities, especially for small group leaders
- Creation of a training manual for small group leaders
- Ongoing emphases of the Biblical mandate to discover ones' spiritual gifts and how to express those gifts in servant leadership
- Regular highlighting of the opportunities available for servant leadership; testimonials; gratitude expressed toward those who serve

Trained Bible Teachers and Leaders

3 Key Training Areas:

- Transformational teaching – accurately teaching God’s Word with emphasis on personal application
- Biblical Community – cultivating authentic, biblical relationships with those in one’s small group
- Missional Living – after we have come together to be equipped, we depart to serve and take the Gospel to the ends of the earth, beginning in our own community

Key Actions Related to Small Group Leaders:

- Creation of an Application Process for an interested small group leader
- Establishment of prerequisites for leading; agreement on a pre-determined set of expectations
- Development of Training curriculum, classes, and relationships that foster servant-hearted leadership
- Graduation and recognition strategy for those who complete the training
- Ongoing oversight and encouragement to those who lead

Success Indicators/Goals:

- Leaders are equipped and effectively facilitate small groups
- Experiences of genuine fellowship, with God and one another in groups
- Expressions of missional activities
- New groups are launched as God provides more leaders and we equip them for faithful service

This will be also be overseen by the Church Council.

Volunteers

The Church Council will oversee emphasizing the importance of serving.

Weekly & Monthly

- We will establish ways, consistent with the Scriptures, to encourage and thank those who serve.
- We will creatively promote ‘volunteerism’ for what it is, an expression of love for God and man, and the expressing of our talents and spiritual gifts
- We will present written and verbal testimonies from those who serve, sharing experiences, challenges, and victories, believing that this will encourage others to serve, as well as encourage those already serving.
- We will consider a catchy slogan and/or name given to those who volunteer

Annually

- We will designate at least one Volunteer Sunday. It would include biblical teaching on the importance and value of serving. It could include an overview of those already volunteering. Connection Groups will complete a Spiritual Gift Assessment to help each member identify their unique gifting. A list of FBPC volunteer opportunities will also be provided so that students are made aware of how they can best use their gifts in Kingdom service.

Hospitality

The Biblical exhortation to “*Practice hospitality*” (Romans 12:13) will be taught from the pulpit annually. The Church Council will consider practical ways to apply the teaching in every area of the ministry, that the love of God would fill our hearts, define our relationships, and motivate us to fulfill our mission, the Great Commission.

First Impressions at Sunday Services

This ministry is comprised of our Ushers, Greeters, Connection Counter, Parking Team, Golf Cart Drivers, and S.A.F.E. Team (Safety & Awareness For Everyone). Those serving in this ministry are placed in strategic locations and trained to welcome, encourage, answer questions, and guide members and guests to our campus. They also work to address confusion, reduce distractions, prevent violence, and assist with medical emergencies.

The Church Administrator will oversee the following:

- Update the First Impressions Manual that details each aspect of this ministry
- Promote the ministry at least semi-annually to enlist new volunteers
- Provide quality training for these new volunteers, as well as the veterans who have faithfully served for years
- Assess the ministry to determine ways we are effective, and ways we could become more effective

Community Christian School (CCS)

CCS Students are disciplined toward their potential at a reasonable cost. These students primarily come from Christian homes, and we help them discover, develop, and live out the God-given calling on their lives. They think Biblically and develop intellectually, as they grow to understand and apply Biblical truth, exhibit measurable academic growth, and successfully access next-tier opportunities in line with their abilities and interests. CCS students discover their gifts, and then work to intentionally develop, and strategically share them in a God-honoring manner, which allows them to witness, and edify and disciple others. CCS students live responsibly as individuals and in community, managing their spiritual, physical, social, and emotional health well. Our students demonstrate a concern for others including members of unreached people groups, and we encourage them to live missionally as they transition to move beyond CCS and impact their world for Christ. In order to continue to provide a quality educational atmosphere, we need to carefully consider the improvements necessary for our campus. Additional safe and appropriate space is needed for us to conduct classes. The long-term plan of CCS is to continue to operate with excellence in the footprint that we have been given by FBPC. Our goal is not necessarily a larger school, but a healthier church and student body. We will uphold Biblical principles and operate with the utmost of transparency in all manners of operation and education. We will continue to place the highest value on being appropriately accredited, to afford our graduates competitive opportunities in a collegiate or workplace setting. Our highest objective is to serve our students as unto the Lord, and work to help them become faithful followers of Jesus Christ

Resistance to Change

Resistance to change is an issue irrespective of age. The solution to it lies in clarity of communication. If our people understand the “WHY” behind the change, most will support it.

FBPC Strategy: Utilizing all communication modalities available (pulpit, bulletin, website, small groups, etc.), the Church Staff will endeavor to saturate the congregation with the “WHY” behind any changes that are forthcoming. If it is deemed necessary, the Church Council will provide a forum where members can ask questions, share observations and opinions, with the goal of helping every member to wholeheartedly embrace the four goals of the Vision.

Social Media and Technology

Because social media and technology have become a primary way of communicating and connecting with others, we will address our church's effectiveness in utilizing these opportunities and implement changes that should enhance the ministry. The Church Administrator will oversee the following:

- Website Design (including mobile app) - concise, easy to navigate, and aesthetically pleasing
Most relevant information for potential guests on main page
Provide up-to-date content
- All Social Media (Facebook, Twitter, Instagram, etc.) will feature complementary design aesthetics
Used to "stay in touch" with church members
Promote upcoming events/inform of changes
Provide additional content (sermon quotes, photos, videos, etc.)

Financing

Understanding that giving back to God is a spiritual maturity issue, the Stewardship Committee will focus on congregational education and regular communications to increase giving from two sources: increased tithing participation and legacy giving and estate planning:

Increased Tithing Participation

1. Regularly Communicate the Vision: Help create a church culture that is so attuned to the Vision that additional members rally around its cause and support it with their labor (volunteers) and their dollars (financial support).
2. Communicate the Need: Members can only help with those things that they are aware of. We will help our congregation support the ministry by regularly communicating what specific financial needs the church has. For example, if funding is needed for an unexpected community connection opportunity, we will put the word out so church members can help if they are led to do so.
3. Teach on Giving: We will work with the Discipleship Pastor to implement proven teaching models that help all members understand basic biblical principles.
4. Personal Finance: Help promote an annual Crowne Financial or Dave Ramsey Financial Peace course.
5. Make Giving Easy: Promote the development and use of current technology to make giving easier:
 - a. Giving via website
 - b. Mobile giving options
 - c. Electronic fund transfers

Estate and Legacy Giving Ministry

1. Estate and Legacy Giving Webpage on the FBPC Website: Create an estate planning and legacy giving webpage on our website to provide important information to members on a 24/7 basis.
2. Estate and Legacy Giving Workshop: Conduct an annual estate planning and legacy giving workshop with quarterly church bulletin and website follow-up.

Church Staffing

In accordance to the development of detailed action plans by Church Leadership, the Personnel Committee will prayerfully assess our staffing needs. They will then follow our bylaws guidelines to create job descriptions, secure necessary budgeting, and hire, or recommend to the Church, Pastoral staff positions.

Facilities

A Sub-Committee of the LRPC is tasked with conducting a thorough evaluation of our present and future facility needs in light of this Ten Year Vision. They will present their findings and any recommendations to the LRPC, and then to the Church in a regularly scheduled business meeting.

Path Forward

The strategies enumerated in this plan have been developed to cover a period of approximately ten years. Ministry Teams will develop execute the detailed action plans necessary to implement the strategies and achieve the vision.

The Long Range Plan is a living document which must be reviewed, validated for progress and updated frequently. New or emerging needs should be incorporated and priorities adjusted in response to our ever-changing community both near and far. In that light, the LRPC will continue to meet on a quarterly basis to review and refine the Plan as necessary.