



First Baptist Church
OF PENDLETON
Rooted in Faith & Growing in Love

Long Range Plan 2017-2020

April 2017

Long Range Planning Committee 2017

Committee members:

Kim Burgess, Sheila/Patrick Fant, Linda Harral, Sean Nolan, Paul Schultz, Evelyn Simpson, Jennifer Rygg (ex-officio), Pam Willoughby (chair)

Committee Responsibilities:

According to the church by-laws the purpose of the Long-Range Planning Committee is to prepare a comprehensive study of the long-range needs and goals of the Church.

The responsibilities of the Long-Range Planning Committee shall be to:

- a. Develop an analysis of long-range Church and community needs.
- b. Recommend long-range goals and strategies to the Church.
- c. Evaluate the long-range effectiveness of the program of the Church.
- d. Complete a new long-range plan and present a report to the Church for adoption.

Process:

According to the church by-laws, the Long Range Planning Committee should be elected every 4 years beginning in 2008. Committee members should serve no longer than 18 months. Our committee was elected in October 2016 and began meeting in January 2017.

The Committee first evaluated the church's implementation of our 2012 Long Range Plan. Next, the committee looked at the information gathered by the Transition team in 2016. The committee used these resources to recommend a new Long Range Plan for our church. If adopted by the church, this plan will provide goals and strategies for our church through 2020, when the next Long Range Planning committee should be appointed.

Proposed Long Range Plan 2017

Area of Emphasis: OUTREACH

Action Step 1: Develop and implement a strategy for First Baptist Church to better connect with our community.

Key Points:

1. Develop and implement strategies for reaching out to our community and inviting them to be a part of our church. Possibilities include marketing, large events, a congregation-wide emphasis on outreach, new programs, etc.
2. Consider utilizing the services of an outside expert to help us identify creative and effective ways to inform the community about opportunities that we offer.
3. Review our electronic communications practices (website, Facebook, e-mail, etc.) and make changes to more effectively communicate our message and story to our community.
4. Consider forming a team or committee to focus on outreach.
5. Look for opportunities for the church to be involved with the wider Pendleton community, such as Unity in the Community or the Alliance of Pendleton Area Churches.

Responsible parties: Staff, Outreach Deacon Ministry Team, Representatives of appropriate Committees, Congregational representatives

Target Date: Ongoing process to begin immediately

Area of Emphasis: WORSHIP

Action Step 2: Utilize the worship team to help strengthen our worship.

Key Points:

1. The purpose of the worship team is to provide an avenue by which the congregation may be involved in worship planning.
2. The Worship Team will include staff involved in worship leadership and 6 additional members of the congregation.
 - Chair of Music Committee
 - Member of Praise Team
 - Member of Tech Team
 - Member of Sanctuary Choir
 - Two “at large” members from the congregation
3. The nominating committee should, to the extent possible, recruit volunteers representing various perspectives within the congregation (age, preference of worship style, etc.)
4. Staff will be voting members of this team.
5. The Worship Team will be chaired by the pastor.

Responsible Parties: Staff, Worship Team, Nominating Committee

Target Date: Ongoing process to begin immediately

Area of Emphasis: VOLUNTEERS

Action Step 3: Evaluate and revise the service structure of the church to reduce burden on overcommitted volunteers and encourage all church members to be involved.

Key points:

1. Develop a master list of all volunteer positions. Consider new ways of recruiting and supporting volunteers.
2. Review and update the by-laws to ensure they accurately represent our current committee structure and are free from typographical or other errors (for example, removing references to staff positions or groups we no longer have, such as Minster of Education or Brotherhood.) This would help ensure committees understand their tasks as outlined in the by-laws.
3. Committees that are no longer active may need to be replaced with a contact person rather than an entire committee.

Responsible parties: By-laws Committee, Staff, Church Council, Nominating Committee

Target date: Begin during 2017

Area of Emphasis: RESOURCES

Action Step 4: Develop and implement strategies to promote financial stability.

Key Points:

1. Research and implement a stewardship plan to encompass education and action on the part of church members. (Deacons and some other volunteers have already begun this process.)
2. Consider opportunities such as grants or an endowment plan to strengthen the financial position of the church.

Responsible parties: Deacons, Budget and Finance committee, Staff, Trustees, Treasurer

Target date: Ongoing process, already begun

Action Step 5: Evaluate the transportation needs of the church and implement a plan to make transportation more readily available for church events and activities, especially for children, youth, and Keenagers.

Key Points:

1. Research options for meeting the church's transportation needs. Options may include purchasing a vehicle that does not require a CDL driver, renting vehicles as needed, or other possibilities. Owning a vehicle would allow us to use it more frequently but would be more expensive than renting vehicles. Having access to a vehicle with a wheelchair lift would be ideal. (The building and grounds committee has already been working on this.)
2. Make a decision and implement a plan. This plan may involve purchasing a vehicle, designating funds for vehicle rental, or other actions.
3. Make a decision regarding what to do with the current bus. Our current bus requires a CDL driver and is expensive to maintain. This makes it difficult to use our bus for many activities.

Responsible parties: Building and Grounds Committee, Budget and Finance Committee (may include input from Children's Council, Youth Council, and Keenagers)

Target Date: During 2017, already begun

CONCLUSION

The Long Range Planning Committee would like to request that Church Council evaluate progress on the Long Range Plan each year and report to the church at church conference. This will provide greater accountability for the implementation of our long range plan.

Long Range Planning Report from Church Council October 2019

FBCP's 2017 – 2020 Long Range Plan includes 5 Action Steps focused on four areas of emphasis:

Area of Emphasis: Outreach

Action Step 1: Develop and Implement a strategy for First Baptist Church to better connect with our community.

Area of Emphasis: Worship

Action Step 2: Utilize the Worship team to help strengthen our worship.

Area of Emphasis: Volunteers

Action Step 3: Evaluate and revise the service structure of the church to reduce burden on overcommitted volunteers and encourage all church members to be involved.

Area of Emphasis: Resources

Action Step 4: Develop and implement strategies to promote financial stability.

Action Step 5: Evaluate the transportation needs of the church and implement a plan to make transportation more readily available for church events and activities, especially for children, youth and Keenagers.

As part of the Long Range Plan, Church Council was asked to evaluate progress on the plan and provide an annual report to the church. The comments below reflect the observations of church council as of October 2019. (The church is scheduled to appoint our next Long Range Planning Committee during 2020.)

- We have made significant progress on our long range plan since it was adopted in 2017.
- We have shown the most progress on Action Steps 1 (outreach strategy), 2 (utilizing worship team), and 5 (addressing transportation needs). However, the nature of this work requires ongoing efforts to maintain and improve the progress we have made so far.
- We have made great strides on Action Step 4 (promoting financial stability), most notably through our emphasis on extravagant generosity. We need to be sure to continue to emphasize generosity as an ongoing component of our overall spiritual health.

- Action Step 3 still requires attention. The full text of Action Step 3 is in the box on the following page, with comments on our progress so far in **bold italics**.

The complete version of the Long Range Plan is available on our website at https://www.fbcpendleton.org/wp-content/uploads/2019/02/LRP_2017-2020.pdf or by request from the church office.

Action Step 3:

Evaluate and revise the service structure of the church to reduce burden on overcommitted volunteers and encourage all church members to be involved. ***We have evaluated but have not yet made many revisions to our service structure.***

Key points:

1. Develop a master list of all volunteer positions. Consider new ways of recruiting and supporting volunteers. ***We have made a master list, but need to ensure it is updated periodically. Some groups have successfully recruited new volunteers, but we still need to consider our overall church strategy for recruiting and supporting volunteers.***
2. Review and update the by-laws to ensure they accurately represent our current committee structure and are free from typographical or other errors (for example, removing references to staff positions or groups we no longer have, such as Minster of Education or Brotherhood.) This would help ensure committees understand their tasks as outlined in the by-laws. ***The Bylaws committee is working on this. Completing this task will help us have a more accurate picture of our current situation, which will be helpful for key point 3.***
3. Committees that are no longer active may need to be replaced with a contact person rather than an entire committee. ***Church Council and some other groups have discussed ways to streamline committees, but have not yet implemented many changes.***

Responsible parties: By-laws Committee, Staff, Church Council, Nominating Committee

Target date: Begin during 2017