

Bon Air Christian Church

Long Range Strategic Plan

May 2009

Statement of Strengths

As Bon Air Christian Church plans and prepares for its future, we celebrate and support the congregational strengths that have been developed over time. We rejoice in this community of faith and the lay and clergy leadership that have guided us.

We reach out to proclaim the Gospel by sharing our faith and our resources. We know that the poor and needy are too often ignored and neglected and we strive to share our many blessings with them.

We reach up to worship God in ways that are consistent with the Design of the Christian Church (Disciples of Christ) and that are meaningful to our congregation. We celebrate God's blessings in worship, prayer, music and service.

We reach in to nurture and grow in faith and love through Christian education, spiritual support, fellowship and compassion. We lift up those in need to Christ with prayers and expressions of kindness.

We know that our children are the future of our world and our church. We seek to cherish and educate them in God's love and Christian values as they grow and move into the world.

We are grateful for the congregational unity of vision and collaboration that led to a new education building which furthers our efforts to meet the needs of our church and the surrounding community.

We value the history of our church, its place in the community and our heritage and traditions of faith and worship.

We give thanks to God for our community of faith, the blessings of fellowship and the spiritual support and sustenance of worship.

Goal: Share God's love with the poor and hurting through participation in local and world missions

Objective 1: Continue and expand BACC's participation and support of local ministries

- a) Sustain and support existing locally based mission work including CARITAS, collection for food banks, feeding the men's shelter, CROP Walk, Thanksgiving and Christmas family assistance, Habitat for Humanity, blood drives
- b) Identify local youth and/or parenting mentorship programs and coordinate the participation of BACC members (e.g. MICAH Initiative)
- c) Use the BACC church buildings as a resource to help the community address needs

Objective 2: Identify and implement new ways of sharing God's love to those in need

- a) Sponsor refugee families
- b) Participate in outreach and assistance activities to minority communities
- c) Participate in jail/prisoner re-entry ministries
- d) Plan and coordinate a congregational mission trip

Objective 3: Enhance members' understanding of global needs and how BACC can address them

- a) Assess level of giving and set priorities for budgeted items in World Outreach and Church in Community department budgets – **Priority**
- b) Provide educational opportunities to BACC about congregational mission work, as well as that of the denomination nationally and world wide.
- c) Coordinate service projects to reach out to need beyond the local community
 - health and school kits for church world service
- d) Increase participation of all congregation members and groups in mission activities

Goal: Strengthen and support the spiritual growth of the church, its leadership and its members

Objective 4: Provide meaningful worship opportunities

- a) Honor the worship traditions and structures that enrich our congregation
- b) Explore a range of worship opportunities.
- c) Expand the musical aspects of worship through increased choir participation, additional instrumentation and special music
- d) Reach out to the community to share worship opportunities

Objective 5: Provide opportunities for spiritual learning and development

- a) Focus on constituency ministries, especially to men, single adults and young adults
- b) Challenge leaders of the congregation to commit to spiritual growth and engage in exploring spiritual disciplines
- c) Create pathways for the congregation to grow closer to God through individual faith journeys
- d) Offer specific faith formation and spiritual development opportunities
 - study groups
 - prayer vigils
 - prayer circles

Objective 6: Nurture pastoral staff's support and development

- a) Provide regular opportunities for professional and spiritual development
- b) Explore options for sabbatical growth and development

Goal: Provide structure and continuing resources to carry out the Church's ministries

Objective 7: Provide suitable facilities for worship, education and for executing our internal and outreach ministries

- a) Address parking in a manner that best preserves our historic appearance and respects our drainage situation. **Priority**
- b) Reorganize kitchen and replace outdated/unreliable equipment.
- c) Address installation of showers, washers and dryers for CARITAS and other outreach activities.
- d) Address long term use of basement.
- e) Address long term (five to 10 years hence) space requirements for worship and religious education assuming church continues growth pattern of the last 10 years.
- f) Address church's environmental stewardship
 - recycling
 - energy conservation

Objective 8: Provide and implement a leadership training and development plan for officers, committee chairmen and other key lay positions

- a) Develop training sessions for Board Members, Deacons, Elders and other key leaders of the church as needed. **Priority**
- b) Address spiritual development of leaders within training.
- c) Seminars/schools for Sunday school teachers, youth leaders and committee chairs.
- d) Identify potential leaders within committees (one to two years hence) and begin recruiting and training as needed.
- e) Review congregational organization documents.

Objective 9: Implement a Master Financial Plan for the Church and put the plan into practice.

- a) Address congregational understanding of church's finances, resources and obligations. **Priority**
- b) Develop a long term financial plan (five to seven years) that includes Long Range Strategic Plan priorities, debt retirement, escrows for future needs of the church such as equipment replacement, large maintenance items, minister's sabbaticals, etc
- c) Annual budget should be developed as part of the five to seven-year plan and reflect the items identified in 9b.
- d) Advance the annual budget process so that more time, earlier budget publication and more detailed explanations of past and projected expenditures can be given to the congregation.
- e) Explore additional endowment opportunities for church's ministries.

Objective 10: Provide improved communication within Church membership

- a) Continuously update church's records for congregant's contact information. **Priority**
- b) Update church's website, congregants mailing addresses, phone lists and e-mail addresses.
- c) Develop congregational data base that supports all of the church's ministries.
- d) Routinely provide updated information to Flock Leaders and others as needed.
- e) Provide adequate personal computer hardware and software for the church office, the pastor's offices and for general church use in support of the tasks above.

Goal: Raise the awareness of God's open invitation to Christianity, both here at BACC and beyond

Objective 11: Continually increase Bon Air Christian's ministries through growth and improved viability of our membership

- a) Offer activities that demonstrate the ministries of BACC
 - Community activities, Seasonal activities, summer concert activities, open houses Invite-a-friend/neighbor/stranger programs, etc...
- b) Advertise BACC ministries to the community
 - Cost effective advertising, Internet presence, community placed fliers (youth venues, apartment complexes, etc), improved signage and location
- c) Use targeted methods to reach people with previous interaction with BACC
 - Communicate with attendees of wedding, VBS, concerts, funerals, special groups, suppliers, softball, pew take-ones, etc...
- d) Be a welcoming congregation to a diversity of people
- e) Follow through with visitors
 - USE the visitor packets
 - Approach people at least three times
 - Promote congregation-wide initiated evangelism
 - Reach out to visitors with acts of kindness – (e.g. Mabel Garrison's Bread ministry)

Objective 12: Promote the awareness of God's word in the world around us

- a) Inform/educate the congregation about evangelism
 - Instill evangelism into the congregation (beyond the committee)
 - Teach how to share faith in non-threatening way
 - Educate the community on the Christian Church (Disciples of Christ)
- b) Develop and support programs that facilitate evangelism
 - Host community events (summer concerts, speakers, special groups)
 - Offer special services such as Lenten Services
 - Target special groups (retirement communities, apartment complexes, youth, hospitals, etc) to involve with ministries (concerts/activities)
 - Encourage friends/neighbors/strangers to find a church (not necessarily BACC)
 - Develop programs that encourage individuals (youth to seniors) to make a difference in someone's life

Goal: Strengthen and broaden the Christian Education opportunities for all members of this church and the community around us

Objective 13: Encourage spiritual growth and leadership of our youth

- a) Engage youth as instructors
 - Vacation Bible School teachers
 - Youth led Bible study
 - Extended session
- b) Continue and enhance the involvement of youth in the life of the church
 - Deacon appointments, Youth Sunday, Lay Leaders, committee membership
- c) Facilitate outreach activities for youth

Objective 14: Enhance the variety, effectiveness and curriculum of the ongoing study programs for all ages

- a) New offerings requested
 - Singles Class/ministry
 - Young adults – topic study
 - Parenting
 - Marriage enrichment
 - Week-night/mid-week Bible study (pot luck/brown bag dinner)
 - Children's Worship and Wonder program
- b) Programs to continue and enhance
 - Sunday School - Year Round
 - Extended Session
 - Camp
 - CWF
 - Youth Group
 - Vacation Bible School

Objective 15: Introduce new opportunities to enrich our faith and understanding of the world around us with Special / Topical Studies

- a) Faith centered
 - Special speakers, Church history classes, Special study opportunities, Prayer Group
- b) Personal enhancement
 - Special speakers
 - Environmental stewardship initiatives
 - Personal finances

Objective 16: Improve the safety and soundness of BACC's education program

- a) Assess BACC's children and youth programs against latest child care/safety standards and resolve as needed
 - Nursery, playground, youth trips, Sunday School, etc

Goal: Strengthen opportunities for Christian fellowship*

Objective 17: Provide opportunities for constituency fellowship

- a) Provide regular opportunities for informal gatherings and interactive opportunities

Specific activities suggested by congregation:

Youth activities, CWF – women’s groups, yard sale, CMF - men’s groups, game night, bowling night, softball, volleyball, Putt- Putt, bonfire, movie night, anniversary celebrations, flock gatherings, work out to Christian music, Wednesday night family night, spaghetti dinner, Valentine’s dinner, informal outings for adults, Out to Munch Bunch, congregational retreats, travel group open to community, seniors programs, line dancing, monthly social for CWF, neighborhood gatherings

- b) Support opportunities for fellowship through service to others
- c) Investigate interest in young adults ministry
- d) Investigate interest in singles ministry
- e) Enrich and expand CWF, CMF, CYF, seniors groups
- f) Foster a sense of openness, tolerance, and acceptance of all

Objective 18: Strengthen existing and develop new means for involving and communicating with members

- a) Enrich web site development to include newsletter, directory, and listing of events, services, and educational opportunities
- b) Provide networking opportunities with other DOC congregations