

# HVBC Strategic Plan Contents

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**HVBC Mission Statement**

**H**Heart for Missions

**V**ictory through Prayer and Praise

**B**ecoming like Christ

**C**elebrating Christian Community

**HVBC Core Values**

- 1. We value striving to be like Jesus Christ in all areas of our lives.**
- 2. We value knowing God and using the Bible as our guide for living.**
- 3. We value the presence and working of the Holy Spirit in our lives and within our church.**
- 4. We value being a missions-minded church both locally and globally.**
- 5. We value being a loving intergenerational Christian community.**
- 6. We value authentic and creative worship, both traditional and contemporary.**
- 7. We value prayer, both individual and corporate.**
- 8. We value good stewardship, handling well that with which God has entrusted us.**

9. **We value small groups and Sunday School classes as a way to grow spiritually and connect with others on a deeper level.**
10. **We value excellence; we desire to give God our best in everything that we do.**

## **Strategic Goal 1: Community**

*Hope Valley Baptist Church desires to create consistency within our current programs that promotes community among the members and friends of our church and to actively reach out to Durham to bring more people into our community of faith in Jesus Christ.*

*Scripture reference: Acts 2:42-47*

*Short Term Objectives: (to be completed by June 1, 2007 and some annually thereafter)*

- 1. Begin referring to committees as “teams” and address any needed changes in the constitution.**  
Responsible: Nominating
- 2. Start a young singles ministry (Up to age 35).**  
Responsible: Nominating
- 3. Sponsor a golf outing one to two times per year. Goal to reach all ages - male, female, married and single.**  
Responsible: Athletic Outreach
- 4. Promote volleyball league, softball league, basketball league and open gym.**  
Responsible: Athletic Outreach
- 5. Have a Dinner Club (Similar to Grits and Gravy) twice a year – i.e. Spring & Fall.**  
This would be for all church members and would focus on including new members.  
Responsible: Family Ministries
- 6. Host quarterly “Friday Fun Night” events.**  
This would be for all church members and would focus on including new members.  
Responsible: Family Ministries
- 7. Have a sign up for church members to adopt/mentor college students.**  
Responsible: Sunday School Director
- 8. Assign established member to new members. Connect new members to Sunday School. Have outreach leaders from various Sunday School classes contact them.**  
Responsible: Sunday School Director
- 9. Have new members meet with church leaders soon after joining, to determine their interest, abilities, etc., so they can find where they best can serve within the church.**  
Responsible: Deacons & Pastor

**10. Host annual church wide outings to a Durham Bulls Game.**

Responsible: Family Ministries

**11. Designate a church historian who will prepare a history of major church events and add to it annually.** The history would be kept in the library.

Responsible: Nominating Committee.

## Strategic Goal 2: Discipleship

*Hope Valley Baptist Church desires to provide support, coordination, guidance, and tools to our discipleship leaders so that we will be encouraged by them to strengthen our relationship with Jesus Christ and to grow in our knowledge of the Bible.*

*Scripture references: 2 Timothy 2:1-2; 2 Timothy 2:15*

*Short Term Objectives: (To be completed by June 1, 2007 and some annually thereafter)*

**1. Host annual Fall Sunday School Round-Up events;** include money for this in the budget.

Responsible: Sunday School Director and Family Ministries

**2. Encourage all who attend HVBC to be involved in a small group - either a Sunday School class or a group that meets some other time during the week. Provide adequate training for teachers and small group leaders. Have two small groups experiences per year.**

(February/March and October/ November). On some occasions we may have a revival or some other event in place of a small group.

Responsible: Pastor and future staff

**3. Study best use of space for Sunday School classes.**

Responsible: Sunday School Director and Properties

**4. Periodically have prayer meeting break up into groups for prayer.**

Responsible: Pastor

**5. Have a newcomers/new members class at least once a year.**

Responsible: Pastor with other staff and Sunday School Director

**6. Create a link on the church website to list what books are in library.**

Responsible: Technology and Library

**7. Add Sunday School classes as needed. Establish a class for young adult/college age beginning during the summer and possibly continuing throughout the year.**

Responsible: Sunday School Director

*Medium Term Objectives: (To be completed by June 1, 2009)*

**1. Increase staff as needed.**

Responsible: Personnel

**2. Have a variety of small groups meet throughout the year. Some would be for discipleship, community, outreach, special needs, etc.**

Responsible: Staff

**3. Have retreats for Sunday School classes, small groups, men, women, youth, families, etc.**

Responsible: Staff and Leaders

**4. Study the possibility of starting a children's church** (Grades 1- 6).

Responsible: Church council

## Strategic Goal 3: Evangelism

*Hope Valley Baptist Church wants its members to be open and ready to share their faith in Jesus Christ and to enthusiastically support corporate evangelism efforts so that others may experience the joy in knowing Jesus Christ as Savior and Lord.*

*Scripture reference: 1 Peter 3:15*

***Short Term Objectives: (To be completed by June 1, 2007 and some annually thereafter)***

- 1. Have four outreach events per year targeting our community.** These would connect with various church events such as: Easter/Easter Egg Hunt, VBS, Holyween and Christmas. Advertise, hang signs, mail postcards, have flyers for people to give to their friends. On the day of the event have information about our church to pass out to adults.  
Responsible: Pastor, Outreach Director and Family Ministries
- 2. Assign outreach & in-reach leaders for each Sunday School class.** Have the leaders listed in printed material.  
Responsible: Deacon Chair and Sunday School Director
- 3. Have an evangelistic tract printed and put on website.**  
Responsible: Pastor and Technology
- 4. Have an evangelistic small group emphasis every other year.**  
Responsible: Staff
- 5. Have special music or other event to publicize widely – quarterly.**  
Responsible: Pastor and Minister of Music and Worship
- 6. Have five or more groups go Christmas caroling** (about 7 people per group), so we can go to shut-ins and possibly other members as well as local care facilities.  
Responsible: Staff
- 7. Have a church brochure produced and printed.**  
Responsible: Staff
- 8. When we serve as a voting precinct, have brochures and other information about the church available.**  
Responsible: Pastor and Outreach Director
- 9. Have a Live Nativity during the Christmas season.**  
Responsible: Drama and Props

10. **Have a mission activity with a local hospital or Ronald McDonald House once per quarter.**

Responsible: Missions

## (Strategic Goal 3: Evangelism - Continued)

12. **Reactivate Publicity Committee.** Advertise in local newspapers, community newsletters and on the radio (K-LOVE). Post church information at apartment complexes and community buildings.

Responsible: Nominating and newly activated Publicity

13. **Host outdoor event on softball field such as a music event and a picnic meal.**

Responsible: Church Council

14. **Experiment with having a visitor reception after church** so that visitors can be welcomed and familiarized with our church.

Responsible: Deacons

### *Medium Term Objective: (To be completed by June 1, 2009)*

1. **Study hosting a Baccalaureate service with other churches for area high schools, targeting Jordan High School.**

Responsible: Staff

# Strategic Goal 4: Missions

*Hope Valley Baptist Church contributes and participates in many missions efforts locally and abroad in order to provide opportunities to share Christ's love. Our goal is to strengthen our current missions programs and to expand our local focus.*

*Scripture reference: **Matthew 25:31-46; 28:19-20***

**Short Term Objectives: (To be completed by June 1, 2007 and some annually thereafter)**

## **1. Encourage continued support of missions through:**

**A. Operation Inasmuch** – continue our one day blitz for doing missions in our community held in the fall. Continue our contact with Helping Hand, Ronald McDonald House of Chapel Hill, Good Samaritan Inn, and the Durham Council on Senior Citizens for locating areas of needed assistance. Increase congregation participation by 15 people per year.

Responsible: Missions

**B. Interfaith Hospitality Network** - Continue our quarterly housing of families. Enlist more of the congregation to share a meal with these families each quarter.

Responsible: IHN Coordinator

## **2. Mission Groups**

**Develop a comprehensive and organized mission program.**

**Set aside one Wednesday night per month to have an abbreviated prayer time and then meet in Men's and Women Mission teams. In this time, members would:**

- A. Identify a leader of the monthly missions meeting.
- B. Plan mission activities and become acquainted with ongoing missions and missionaries both in our area and in the world.
- C. Plan both the Women and Men's Day Worship Service.
- D. Have adult missions groups serve as primary support for the RA's, GA's and Mission Friends and especially for the leaders.
- E. Develop ways to financially support our own mission groups who go on trips directly from our church.
- F. Enlist 3- 5 men or women who are willing to complete the Disaster Relief Training and be available to give time on current mission.

Responsible: Missions, Adult Missions Leader

**3. Vacation Bible School** - View this week as a mission activity for our community. Develop contact with visitors to VBS and encourage their joining with us for Sunday School and worship.

Responsible: VBS Director and Sunday School Director

## (Strategic Goal 4: Missions - Continued)

### **4. Mission Trips -**

- A. Present opportunities for upcoming trips 5-6 months in advance (by end of January) so interested people can organize into teams and prepare more thoroughly.
- B. Each Missions team member will complete a summary report on the trip outcome.
- C. Continue sending teams to Haiti.
- D. Maintain contact with Baptist leaders in Belize to plan a time and location of Vacation Bible School for each summer as needed.
- E. Encourage individuals to build funds as a team and support each other as a team as soon as the group has been determined.

Responsible: Missions

### **5. Support one Belize pastor for a period of 3 years to earn a pastoral training certificate.**

Support the pastor both financially and through prayer. Give support to this church and conduct at least one summer VBS at his current church, if possible.

Responsible: Missions

### **6. Continue our financial support of the Chinese Mission in Chapel Hill.** Include the mission members in special programs such as Christmas programs, Homecoming, Holyween, church camping trip. Monthly, have a short report in the Illuminator on activities and attendance of this group. Keep our congregation informed on activities and accomplishments of this group so that they feel more a part of our fellowship.

Responsible: Missions, Finance, Family Outreach, and Chinese Pastor

# Strategic Goal 5: Leadership

*Hope Valley Baptist Church desires to be a place that honors God in all of our church endeavors. In order to do so we desire to provide a strong infrastructure so that every service, program, and ministry can be carried out in a way that is pleasing to God. We desire to encourage, support, and hold accountable our **staff** and volunteer **leaders**, and we strive to better meet the needs of our congregation by providing more staff as we are financially able. We desire to be good stewards of our **finances** and properties and to continue to properly **maintain** and care for our **facilities** and possibly expand upon our facilities when the need arises and the finances are made available. We desire to stay current in our use of **technology** so that we can stay relevant in today's society and use technology to better serve the needs of our congregation and to better serve those with whom we seek to share God's message of love and forgiveness.*

*Scripture reference: 1 Timothy 1:17, Colossians 3:23-24*

## **I. Leadership Ministry Area - STAFF**

### ***A. Short Term Objectives: STAFF (To be completed by June 1, 2007)***

- 1. Create a job description for the potential new staff member so that the job can be advertised and so that church members will be fully aware of the position to be filled.**

Responsible: Personnel

- 2. As needed, recommend to the church that they hire new staff member** so that the staff and pastor will have more support and so that the ministry of Hope Valley Baptist Church can be expanded and better supported.

Responsible: Personnel

- 3. Encourage staff to participate in continuing education and leadership training** so that they will continue to grow professionally and so that they will be better equipped to serve Hope Valley Baptist Church. Include this goal in the job descriptions.

Responsible: Personnel, Deacon Chair, Pastoral Support

- 4. Have current Personnel Committee complete a document that contains a job description for each staff member** so that the roles and responsibilities are clear and known by all and so that staff members can be held accountable.

Responsible: Personnel

- 5. Have current Personnel Committee hold staff support meetings annually.**

The Pastoral Support Committee will perform this function to annually evaluate the Pastor. The purpose of a staff support meeting is to review performance based on job description and to set individual goals for the coming year. This will be done so that the staff can be held accountable and can grow professionally. In addition, based on this meeting, a recommendation can be made to the finance committee on salary for the coming year.

Responsible: Personnel

## (Strategic Goal 5: Leadership - Staff Continued )

### *B. Medium Term Objectives: STAFF (To be completed by June 1, 2009)*

1. **Continue to evaluate staff and to evaluate staffing needs** so that the growing needs of the congregation can be met.

Responsible: Personnel

2. **Refine staff accountability.** Hold annual reviews based on job descriptions and goals set during previous review so that performance based on job description can be reviewed and in order to set individual goals for the coming year. This will be done so that the staff can be held accountable and can grow professionally. In addition, a recommendation can be made to the finance committee on salary adjustments for each year based on these meetings.

Responsible: Personnel

### *C. Long Term Objectives: STAFF (To be completed by June 1, 2014)*

1. **Add additional staff positions as needed** so that the growing need of the congregation can be met.

Responsible: Personnel

## **II. Leadership Ministry Area - DEACONS**

### ***A. Short Term Objectives: DEACONS (To be completed by June 1, 2007)***

- 1. Give deacons more clear cut guidelines and responsibilities** so that they are aware of their duties and can be held accountable in fulfilling them.  
Responsible: Pastor, Deacon Chair, a deacon volunteer
- 2. Provide more training for deacons** so that each deacon may grow spiritually & will understand & fulfill the role of a deacon. Provide a subscription to a deacon leadership magazine to each deacon.  
Responsible: Pastor, Deacon Chair, a deacon volunteer
- 3. Ask the Deacon Chair to have each deacon write an informal letter to the Pastor each year** before the new deacons rotate on to provide feedback to the Pastor so that the pastor might gain from each deacon's insight.  
Responsible: Deacon Chair
- 4. Have deacons brainstorm ideas/give their input on how to improve** so that deacons may think about ways they could improve their ability to minister to the congregation. Encourage Deacons to build good relationships with the people in their deacon groups; have deacons periodically visit Sunday school classes to get to know the people in their groups better.  
Responsible: Deacon Chair
- 5. Provide written information to the congregation reminding them of the duties and responsibilities of the Office of Deacon several weeks to one month before each deacon election.** Include a list of the names of people who do not wish to be considered for the position of deacon. This will be done so that the congregation will be well informed of the responsibilities of a deacon and so that the congregation will not vote for people who do not wish to be considered.  
Responsible: Church Secretary and Deacon Chair
- 6. Periodically publish in the Illuminator a list of the current deacons and the groups they are responsible for** so that the congregation can know who the deacons are.  
Responsible: Church Secretary

### ***B. Medium Term Objectives: DEACONS (To be completed by June 1, 2009)***

- 1. Continue to hold annual deacon retreats** so that there is a time set aside for training, bonding, spiritual growth, and planning.  
Responsible: Deacon Chair and the Pastor
- 2. Add deacons as necessary** as church growth dictates, so that the needs of our congregation may be served and so that proper help will be provided to the Pastor.

Responsible: Deacon Chair

### **III. Leadership Ministry Area: TECHNOLOGY**

#### ***A. Short Term Objectives: TECHNOLOGY***

*(To be completed by June 1, 2007 and some annually thereafter)*

- 1. Explore the cost and feasibility for the installation of a big screen and a projector in the sanctuary and submit the cost information to the finance committee** so that we can determine the feasibility of purchasing such equipment and incorporating it into our worship services.  
Responsible: Technology and Properties
- 2. Continue to post sermons on the web** so that they will be accessible online to those who would like to read them and so that we can increase our church's web presence.  
Responsible: Technology and Pastor
- 3. Ask Worship Team to increase audio/visual usage during services** so that services may be enhanced with more audio/visual presentations.  
Responsible: Pastor and Worship Team
- 4. Improve communication between worship participants and the audiovisual technicians.**  
Responsible: Worship participants, Pastor & Minister of Music and Worship
- 5. Maintain and upgrade the website.**  
Responsible: Technology

#### ***B. Medium Term Objectives: TECHNOLOGY***

*(To be completed by June 1, 2009)*

- 1. Install big screen or ceiling mounted projector or rear mounted projector in sanctuary** so that services may be enhanced with more audio/visual presentations.  
Responsible: Technology and Properties
- 2. Create a computer network that serves all the church buildings** so that there will be internet access available in all these spaces.  
Responsible: Technology
- 3. Continue to assess the technological needs of the church** so that the church may serve its members and the community to the best of its ability.  
Responsible: Technology
- 4. Set up streaming audio of HVBC services on the web.**  
Responsible: Technology
- 5. Recruit more volunteers to support increase in audio visual technology.**  
Responsible: Technology and Nominating

**6. Research possibility of broadcasting HVBC services on public access television or radio.**

Responsible: Technology

## **IV. Leadership Ministry Area: MAINTENANCE**

### ***A. Short Term Objectives: MAINTENANCE***

*(To be completed by June 1, 2007)*

- 1. Ask all committees/Sunday School classes/leaders/members to get rid of clutter** so that our church has a neat, clean and well-cared for appearance for members and for visitors.

Responsible: Facilities

- 2. Improve landscape maintenance** (e.g. beds cared for, mulching, and parking lot blown off).  
**Review current landscape contract** - add or make changes/clarify what needs to be done to maintain landscaping so that our church has a positive appearance for members and will be attractive to guests.

Responsible: Properties

- 3. Find volunteer to coordinate workdays twice a year** so that miscellaneous jobs around the church may be completed.

Responsible: Properties

- 4. Encourage people to let cleaning person contact know if there are any cleaning problems.**  
Have church secretary include information to this effect once per quarter in the Illuminator so that people will take ownership of the church building.

Responsible: Church Secretary

- 5. Address storage needs for all committees, programs, services and events** so that a clearly labeled space will be reserved to store program supplies.

Responsible: Properties and Program coordinators

- 6. On a quarterly basis, run reminders of who the cleaning person contact is in the Illuminator** so that members will continue to communicate any cleaning problems to the cleaning person contact.

Responsible: Church Secretary

- 7. Develop a key control program.** i.e. Who has keys? Who should have keys? How are keys to be returned?

Responsible: Properties and Secretary

### ***B. Medium Term Objectives: MAINTENANCE***

*(To be completed by June 1, 2009)*

- 1. Continue with periodic review of landscape and cleaning contracts and evaluations** so that the church grounds will be maintained properly (Two times per year).

Responsible: Properties

### ***C. Long Term Objectives: MAINTENANCE***

*(To be completed by June 1, 2014)*

- 1. Assess the needs of the church grounds for a full time staff person dedicated to the**

**maintenance and upkeep of the church grounds and property** so that our church will be neat, clean and well cared for.

Responsible: Pastor, Deacons, Properties

## **V. Leadership Ministry Area: Facility Development**

### ***A. Short Term Objectives: FACILITY DEVELOPMENT***

*(To be completed by June 1, 2007)*

#### **1. Hire a professional church architect to study our current facilities and usage and goals in order to create a Master Plan for our facilities.**

Responsible: Properties

##### **Items to be considered in the Master Plan *may* include:**

- a. add covered walkway between Family Life Center and the Main Building
- b. move A/C unit to west side of building and enlarge sidewalk between education building and Family Life Center
- c. pave the rest of the parking lot
- d. purchase surrounding property if it becomes available
- e. address issues that Sunday school/educational rooms are not being used effectively
- f. connect Education building to the Family Life Center through the current furnace room area
- g. address “cut through” traffic issues
- h. add fence to cover HVAC units on the side of the Family Life Center
- i. create parking area/garage/maintenance shed for the church van
- j. move babies class to one year old room, use small nursery as a room for nursing moms; move one year olds to current 2’s & 3’s room; build new 2 year olds room, new 3 year olds room and create a “crying baby” room.
- k. add speed bumps - traffic control
- l. enclose corridor at the back of the sanctuary (between sanctuary and Educational building
- m. add audio/video to new stage area in gym (if stage is built)
- n. add restrooms in the back of the sanctuary, and/or if corridor created then enlarge and remodel the bathrooms at the back of the educational building.
- o. build a new church office/Administrative/Christian Education Building, possibly two stories. Include workroom, reception area, meeting rooms, storage and at least 4 offices to leave room for growth. May require rezoning.
- p. determine longevity of the Education Building. (Should we put off major improvements and rebuild in that location eventually?)
- q. improve entryway on Jordan High School/Garrett Road side
- r. add stage to gym which would eliminate bleachers on one half of the gym
- s. add air conditioning to the gym
- t. add a turning lane on Garrett Road
- u. review historical differences in worship facilities (e.g. pews and lighting, stage area....do we need to update based on our current worship style?)
- v. create a more distinctive front to the church
- w. build a larger Fellowship Hall/multipurpose space
- x. address acoustics in the gym area if a new stage is added
- y. create a backdrop for the baptistry (have a church consultant help with this; possible stained glass with a light behind it.)
- z. possibly flip the sanctuary seating so that the back would become the front and front would become the back.....remove bathrooms in the back and extend seating.
- aa. Develop a larger handbell room.

- bb. Develop a larger library
- cc. Study issue of noise of toilets, specifically how to keep from hearing flush in the sanctuary.

## **(Strategic Goal 5: Leadership - Facility Develop. Continued)**

- 2. Add a partition upstairs in the Family Life Center** so that the Youth will not be interrupted by people entering and exiting classrooms upstairs in the Family Life Center while they are meeting.  
Responsible: Properties
- 3. Paint the interior of the Family Life Center.** Update colors upstairs where the children and the youth meet. (Work to be contracted out). Replace damaged ceiling tiles.  
Responsible: Furnishings and Properties
- 4. Get new furniture for upstairs in the Family Life Center** (TeamKids, RA's GA's Youth, Truth class).  
Responsible: Furnishings
- 5. Buy locking cabinets for each classroom upstairs in the Family Life Center** so that items may be secured while other groups use our facilities, such as Boy Scouts, people using the gym and their guests, voting, Interfaith Hospitality Network.  
Responsible: Furnishings
- 6. Add cabinets and/or storage in the church office** so that mail sorting can be more efficient and so that there is a suitable place to store copier paper.  
Responsible: Properties
- 7. Publish a copy of HVBC's "Rules and Procedures" for our facilities, Family Life Center use, Wedding Policies. Possibly include committee responsibilities and job descriptions.** "Publish" may mean putting a binder with this information in the church library; it may also include posting some of these items on the web, including the application to use the Family Life Center.  
Responsible: Technology and Library
- 8. Put up a sign/kiosk by the church playground so that it is clear that the playground is the church's private property.** Information about the church should be available for visitors to take.  
Responsible: Properties
- 9. Add power to the picnic shelter and ballfield and add lights to the playground.**  
Responsible: Properties
- 10. Research better lighting for the sanctuary;** this should be reviewed with the projector system in mind (Theatre quality lighting).  
Responsible: Properties
- 11. Add bulletin board walls in each classroom upstairs in the Family Life Center in order to protect the walls from items being taped on them. Also add white wipe-boards to those classrooms that don't have them.**  
Responsible: Sunday School Superintendent

## **(Strategic Goal 5: Leadership - Facility Develop. Continued)**

**12. Improve the lighting in the Fellowship Hall.**

Responsible: Properties

**13. Add audio/visual closet in the Fellowship Hall** (including TV mounts).

Responsible: Properties

**14. Continue to improve the lighting in the Educational Building** (change hanging lights to recessed) in the rooms that still need to have the fixtures changed. Some rooms need the ceiling dropped in order to do so. Goal to use up roomful of ceiling tiles in classroom at the end of the Education Building.

Responsible: Properties

**15. Research cost of buying plastic coated metal tables for the picnic shelter** (similar to the ones in the 2-5 year old area of the playground)

Responsible: Properties

**16. Put a wooden cross on both ends of the picnic shelter** so that the picnic shelter and the playground will be clearly seen as belonging to the church.

Responsible: Properties

**17. Replace current partition /choir rail in the sanctuary with a movable one** so that the stage area can be more versatile.

Responsible: Properties

**18. Add two more handicapped spaces** in front of the church by the education building on the side of the church facing the playground.

Responsible: Properties

**19. Finish oak trim work along the right side of the stage in the sanctuary near the organ.**

Responsible: Properties

**20. Paint the rooms in the Education Building that need to be painted, especially the choir room.**

Responsible: Properties

## **(Strategic Goal 5: Leadership - Facility Develop. Continued)**

### ***B. Medium Term Objectives: FACILITY DEVELOPMENT***

*(To be completed by June 1, 2009)*

- 1. Add artwork/pictures to the halls in the Education Building.**  
Responsible: Furnishings
- 2. Based on Master Plan usage of the Educational Building, consider replacing the flooring in the Educational Building with Pergo or carpet.**  
Responsible: Furnishings
- 3. Consider whether we need to replace some of the furniture in the Educational Building (tables and chairs) trying to keep a uniform and professional look.**  
Responsible: Furnishings
- 4. Replace Education Building doors with nicer doors that have windows.**  
Responsible: Properties
- 5. Work on upgrading the landscaping. Recommend to the Nominating Committee to consider adding a Landscaping Committee.**  
Responsible: Properties
- 6. Begin implementing the Master Plan in stages** if necessary so that our facilities can fully serve the needs and ministries of our congregation and glorify God.  
Responsible: Properties and Finance

### ***C. Long Term Objectives: FACILITY DEVELOPMENT***

*(To be completed by June 1, 2014)*

- 1. Work toward completing the Master Plan in stages** if necessary so that our facilities can fully serve the needs and ministries of our congregation and glorify God.  
Responsible: Properties and Finance

## VI. Leadership Ministry Area: FINANCES

### *A. Short Term Objectives: FINANCES*

*(To be completed by June 1, 2007)*

- 1. Brainstorm ways to encourage more people to give more money and resources** so that the finance committee can implement some of the best ideas with the aim of increasing giving by church members.  
Responsible: Finance
- 2. Ask Pastor to give periodic messages on giving and tithing** so that the congregation and new members can be reminded of need for good stewardship.  
Responsible: Pastor
- 3. Educate the church on tithing** (if not 10%, start at 3 or 4 % and climb to 5 or 6% after a year or so) so that the members will understand the concept and importance of tithing. **Publish small articles in the Illuminator on tithing, stewardship and giving on a quarterly basis.**  
Responsible: Pastor and Church Secretary
- 4. Encourage congregation to consider including Hope Valley Baptist Church in their wills** so that the congregation might remember to do so in order to help support the continuing financial needs of our church.  
Responsible: Finance and Church Secretary.

### *B. Medium Term Objectives: FINANCES*

*(To be completed by June 1, 2009)*

- 1. Develop a Capital Campaign/Pledge Drive in order to finance Master Plan renovations and new buildings** so that our church may be renovated and/or enlarged as needed.  
Responsible: Finance

### *C. Long Term Objectives: FINANCES*

*(To be completed by June 1, 2014)*

- 1. Financially support the Master Plan** so that it can be fully implemented.  
Responsible: Finance and congregation

# Strategic Goal 6: Worship

*Hope Valley Baptist Church desires to have worship services that bring honor and glory to God. We want to warmly greet worshippers and involve them as active participants in meaningful services that incorporate a variety of worship styles and activities.*

*Scripture reference: Psalm 95:1-7, Romans 12:1-2*

## **Objective I: Expanding Choir/other music during worship services**

### **Goal 1: Increase variety of choir/music performances during worship services.**

Responsible: Minister of Music and Worship

#### Year One:

1. Identify individuals willing to participate in small group presentations (for example, duets, trios, quartets).
2. Identify individuals willing to participate in instrumental presentations.
3. Find appropriate music for small group/instrumental presentations.
4. Incorporate a variety of musical elements on a regular basis.

#### Year Two:

1. Include several small group and several instrumental pieces during regular worship services.

#### Year Five:

1. Identify leader(s) for instrumentalists (similar model as handbells).
2. Regular ongoing practices for small groups and instrumentalists (using success of handbells as a model).

### **Goal 2: Increase choir membership.**

Responsible: Minister of Music and Worship

#### Year One:

1. Assess current recruitment efforts and barriers to joining choir.
2. Develop and implement plan to increase choir membership.
3. Consider hiring child care.

#### Year Two:

1. Ten new choir members by Fall, 2007.
2. Review and modify plan to increase choir membership if needed.
3. Childcare will be in place for choir members who need it during rehearsal time.

#### Year Five:

1. Adult choir will have 40 members.

## **(Strategic Goal 6: Worship - Continued)**

### **Goal 3: Enhance experience of Praise and Worship through music.**

Responsible: Minister of Music and Worship

#### Year One:

1. Identify new contemporary “Praise and Worship” music.
2. Regularly include “Praise and Worship” songs, possibly with presentation software (if presentation software used, identify tech team to rotate projection responsibility).
3. Minister of Music and others will explore establishing Praise and Worship team.
4. Work with Personnel Committee to determine responsibility for leading Praise and Worship Team (that is, staff position or lay volunteer).
5. Include more choral/corporate responses at benediction.

#### Year Two:

1. Integrate “Praise and Worship” experiences into Worship Services.

### **Objective II: Worship services**

#### **Goal 1: Enhance the experience of worship during Sunday morning worship services.**

Responsible: Pastor, Deacon Worship Team and Minister of Music and Worship

#### Year One:

1. The Pastor and others will identify new strategies for improving the experience of worshipping God for those attending worship services (examples might include drama, interpretive movement, or variations in sermon presentation style).
2. Seek suggestions from the membership regarding ways to improve their worship experience (e.g., solicit suggestions through SS classes, Weds. night dinner and services).
3. The Pastor and diaconate will consider increasing the number of times per year that we celebrate Communion.
4. The Pastor and diaconate will consider reciting well-recognized prayers and Bible verses more frequently (for example, the Lord’s Prayer, Twenty-third Psalm, John 3:16).
5. We will regularly include scripture reading by lay people or deacons.
6. We will include a time to greet guests/neighbors in pews (e.g., after announcements and before/during prelude).
6. Encourage worshippers to come to services expecting to experience God and spiritual renewal.
7. Work on starting service on time.

#### Year Two:

1. Average attendance at Sunday morning worship services will increase by 10% over current average attendance.

#### Year Five:

1. Both lay worshippers and deacons will regularly take part in worship services.
2. Average attendance at Sunday morning worship services will increase by 25% over current average attendance.

## **(Strategic Goal 6: Worship - Continued)**

### **Goal 2: Improve the sanctuary space as a reverential place for worship.**

Responsible: Pastor, Minister of Music and Worship, Furnishings, and Properties

#### Year One:

1. The pastor will work with Properties committee and others with special talents to determine an appropriate backdrop for the Baptistry (for example, cross, mural, or stained glass).
2. Worshippers will be reminded about reverence – cell phones, other unnecessary disruptions.
3. The Minister of Music and Worship and others in choir will explore purchasing new robes.

#### Year Two:

1. There will be an appropriate backdrop for the Baptistry.
2. The choir will have new, comfortable, lighter-weight robes.

#### Year Five:

1. The walls around the choir loft will be painted.

### **Goal 3: Enhance the worship experience for guests and children.**

Responsible: Pastor, Staff, and Properties

#### Year One:

1. Develop and have available brochures describing our purpose, Sunday School classes, and ministry and mission activities.
2. Include a welcome time for guests during the worship service (e.g. after announcements).
3. Experiment with different times and formats to welcome guests.
4. Consider developing a separate bulletin for children that would share what is taking place in worship, but would have explanations and be “kid friendly.”

### **Goal 4: Determine the future of the early service.**

Responsible: Pastor, Staff, and Deacons

#### Year One:

1. After receiving input from all interested members, the Committee on Early Service will make recommendations for the early service.

#### Year Two and Five:

1. Recommendations of Committee on Early Service will be implemented.

## **(Strategic Goal 6: Worship - Continued)**

### **Goal 5: Strengthen Wednesday evening Prayer Meeting/Bible Study.**

Responsible: Pastor, Publicity, and Future Staff need

#### Year One:

1. Find ways to improve attendance at Wednesday evening service, e.g., with better publicity.
2. Wednesday evening service will regularly end before 7:30 p.m. to accommodate choir practice.
3. We will regularly announce when a new Bible study is starting.
4. Develop a program for preschoolers and grades 1 to 6 during the summer.

#### Year Two:

1. Attendance at Wednesday evening service will increase 50% over present attendance.
2. Explore having once-a-quarter separate women's and men's group meetings instead of traditional prayer service.

#### Year Five:

1. Attendance at Wednesday evening services will routinely exceed 75.

## **(Strategic Goal 6: Worship - Continued)**

### **Objective III: Extended Session**

#### **Goal 1: Develop extended session program that includes a discipleship component.**

Responsible: Sunday School Director and Extended Session Directors

##### Year One:

1. Identify extended session material that includes Bible-based teaching. Specifically, check to see if it is possible to provide material for Extended Session that could be included with Sunday School material.
2. Identify leader for extended session who will be responsible for
  - a. selection of age-specific curricula for children ages 2 to 5,
  - b. identifying teachers for extended session, and
  - c. providing any required training to teach the curriculum.
3. Work with Church Council and seek input from congregation to determine whether these duties should be assigned to a permanent staff member or to a volunteer church member.

##### Year Two:

1. Have a well run, appropriately staffed Extended Session program that includes discipleship.

##### Year Five:

1. Attendance at Extended Session will be double the current attendance.

### **Objective IV: Handbells**

#### **Goal 1: Strengthen current handbell choir program.**

Responsible: Minister of Music and Worship, Handbell Director, and Personnel

##### Year One:

1. Perform needs assessment for the Handbell program that includes:
  - a. whether and how many new instruments/equipment are needed.
  - b. optimal number of Handbell choir members.
  - c. whether the Handbell choir leader should be a paid position.
  - d. whether it is possible to start a children's Handbell choir.

##### Year Two:

1. Purchase any new instruments or equipment needed.
2. Recruit new members.
3. Have a regular functioning children's Handbell Choir.

##### Year Five:

1. The Handbell Choir will have adequate numbers of members, necessary instruments Equipment, and facilities.

## **(Strategic Goal 6: Worship - Continued)**

### **Objective V: Revival/Spiritual Renewal Services**

**Goal 1: Provide Revival/Spiritual Renewal Services once a year.**

Responsible: Pastor

#### Year One:

1. Develop a plan to provide revival/spiritual renewal services:
  - a. annually.
  - b. of variable lengths (single day, two-day to four- or five-day).
  - c. in a variety of formats (examples include traditional revivals services, briefer spiritual renewal weekends, retreat, small group experiences that culminate in a large share service similar to 40 Days of Purpose).

#### Year Two:

1. Revival/spiritual renewal services are placed on the calendar each year. Length of time and format may vary from year to year.

### **Objective VI: Worship Services for Deaf and Hearing Impaired Members and Guests**

**Goal 1: Provide a meaningful worship experience for the deaf and hearing impaired.**

Responsible: Deaf Ministry Team, Sound Team, and Minister of Music and Worship.

#### Year One:

1. Ensure that there are adequate volunteers to provide signing at worship services.
2. Make sure that there is a functioning audio-assist system for each hearing impaired individual.
3. Publicize our Deaf Ministry services by contacting local organizations for the deaf.

#### Year Two:

1. Increase the number of deaf members.
2. Incorporate sign language into the broader worship service (e.g., teach the congregation to sign a song like the Doxology).
3. Periodically offer signing classes (American Sign Language).

#### Year Five:

1. There will be an active Deaf Ministry at all worship services.
2. All members and visitors who need hearing assist devices will have them.
3. HVBC will be a model for Deaf/Hearing Impaired services and outreach.

# **(Strategic Goal 6: Worship - Continued)**

## **Objective VII: Other Special Services**

### **Goal 1: Continue to provide special services throughout the year.**

Responsible: Pastor, Staff, Missions, Youth, and Nominating

#### Year One:

1. Provide special services throughout the year that may include:

- \*Homecoming
- \*Thanksgiving
- \*Christmas
- \*Parent/Child dedication
- \*Easter/Lent
- \*Men's Day
- \*Women's Day
- \*Mission-focused service
- \*Youth Day
- \*Friend Day
- \*Special separate children's service (e.g., Jonah movie)
- \*Combined Service with Chinese Mission
- \*Other special services as identified by the Pastor and other church leaders  
(Forty Days of Purpose as an example)

2. Identify lay leaders for Men's Day, Women's Day and Mission-focused Services.

3. Identify speaker for Homecoming Service.

4. Identify leaders for Children's Christmas performance - schedule as early as possible and coordinate with Pastor and Music Minister so there is not too much going on any Sunday.

#### Year Two:

1. Include regular evening worship services (e.g., quarterly, fifth Sunday).

- could have specific musical/instrumental/worship focus.
- collections for missions could be taken up.

# **HVBC 2005-2006 Strategic Planning Process:**

## **Definition: Strategic Planning**

Strategic planning is the process of determining the future of the organization and what organizational resources will be needed to achieve organizational goals.

## **Strategic Planning Team Members:**

Shirley Barbee, Lloyd Braswell, Mike Dossett, Roberta Drewry, Jonathan Herring, Cindy Horton, Greg Jenkins, Ralph Lewter, Carl Roberts, Linda Roberts, Jeff Robson, Barbara Rowley, David Steffens, David Stoops, Emmett Ward, Cheryl Rowley, Joi Whittington, and Tim Williford

## **There are four types of Planning:**

- 1) Reactive Planning  
Looking to the past.  
RESULT: Recreate the past
- 2) Inactive Planning  
Evaluate the current environment  
RESULT: Maintain “status quo”
- 3) Pre-active Planning  
Look to future and predict  
RESULT: Forecast the future
- 4) Interactive Planning  
Move yourself into the future and invent it  
RESULT: Create and control your destiny

After studying these four types, we determined that our goal was to embark on interactive planning.

## **Visioning Questions:**

Where do we want HVBC to be five, ten, twenty or one hundred years from now?

What is HVBC’s true purpose?

What will HVBC’s staff, programs, facilities, etc. look like?

How can HVBC improve?

What does HVBC offer that is unique?

How will we know when HVBC is succeeding?

## Proposed Mission Statement:

**Heart for Missions**  
**Victory through prayer and praise**  
**Becoming like Christ**  
**Celebrating Christian Community**

## Critical Goal Categories:

We developed *six Critical Goal Categories* that relate to our mission statement. The six categories are *Community, Leadership, Discipleship, Missions, Evangelism, and Worship*. We broke down the various current ministries and how they fit under these critical goal categories:

### **Community**

Athletics  
Care ministry  
Ceramics / crafts  
Keenagers  
Meals  
Member visitation  
Publications  
Singles  
Youth

### **Discipleship**

Small groups  
Sunday School  
VBS  
Extended session  
Library  
Fund Raising

### **Evangelism**

Community outreach  
FAITH

### **Leadership**

Staff  
Deacons  
Technology  
Maintenance  
Facility Development  
Finances

### **Missions**

Girls in Action/Royal Ambassadors  
Youth on Mission  
Interfaith Hospitality Network  
Mission trips  
Operation Christmas Child  
Operation Inasmuch  
Partnerships  
Prospect visitation

### **Worship**

Choir  
Extended session  
Handbells  
Revivals  
Special services  
Worship services

## **Critical Goal Category Sub-Teams:**

We assigned individuals on the Strategic Planning Team to the one or more of the six categories:

<i>Community</i>	Ralph Lewter, Carl Roberts, Cheryl Rowley, Tim Williford
<i>Discipleship</i>	Lloyd Braswell, Mike Dossett, Linda Roberts
<i>Evangelism</i>	Lloyd Braswell, Mike Dossett, Cindy Horton
<i>Leadership</i>	Shirley Barbee, Roberta Drewry, Jonathan Herring, Greg Jenkins, David Stoops, Emmett Ward
<i>Missions</i>	Barbara Rowley, Tim Williford
<i>Worship</i>	Barbara Rowley, David Steffens, Joi Whittington

## **Desire to have S.M.A.R.T. Goals:**

**Specific**  
**Measurable**  
**Attainable**  
**Realistic**  
**Target Date**

# Periodic Review of Plans

1. A Strategic Planning Evaluation Team will be created to review the Strategic Plan on a quarterly basis; the Strategic Planning Evaluation Team will be comprised of the Church Council and others who will be asked to serve by the deacons. After each quarterly review, the Strategic Planning Evaluation Team will report the progress being made on the Strategic Plan to the deacons, and the Team will also make recommendations to the committees and persons responsible for completing the various objectives. As a part of this process this team may prioritize different goals that we are working to implement.
2. The deacons and the church council will meet once per year to review the Strategic Plan and offer a statement to the church on the progress being made with the Strategic Plan recommendations.
3. In 5 years a new body will be chosen by the diaconate to review the Strategic Plan and either make further recommendations or present a new Strategic Plan.