

“Sample” Church Ministry/Vision Plan

(Pastor will fill in his churches information and bring to interview session)

I have been the pastor of Sample Baptist Church (SBC) for two years. Our church averages 72 in worship and is in a community of approximately 20,000 people in a five mile radius. The church budget is \$56,000 for a per capita giving of \$15.00 per attendee per week. Our church baptized eight people the first year and seven people last year. We are involved in helping support a mission effort in Romania and have been involved in that project for just over a year now. The population in our church field is fairly diverse, blue collar, and very traditional. The statistics tell us that 52% of the people in the five mile radius do not profess to be Christians and do not attend a church anywhere in the city as far as we know.

The vision I believe God would have us to achieve has several aspects, but all are inter-related.

- **First of all, I believe our church should double in attendance in the next five years, and be averaging around 140-150. If we grow 20% over each of the next three years and 10% the next two years, we would be averaging 148 at the end of five years. We realize that we are not going to be able to do that by doing just what we have done over the last two years. In order to reach 14 people next year, we are going to do the following outreach activities:**
 - **Conduct a community needs assessment. This will involve our church members in better understanding our church field and how they can play a role in reaching this community for Christ.**
 - **Conduct a series of evangelistic events in the community aimed at addressing the top need as discovered in the community assessment. This will require many in our church to be trained in how to share their faith in the marketplace and during an outreach event.**
 - **Conduct at least four Backyard Bible Clubs in four key locations that address the diverse people groups living in our church field.**
 - **Preach messages that lead people to come to a place of decision regarding their spiritual life and eternity.**

- **Secondly we believe that 70% of those added to the church in that five year period should be those who have been led to Christ by our church members. We believe that if we equip our people and get them into our community, then the number of people reached will significantly affect our baptisms over the next five years. We also believe that if we are successful with our first objective, then a significant number of those reached will be of a different people group than what has traditionally been the makeup of our church. For this to be successful we must help our church members understand and embrace the various cultural differences we have, but also recognize that we are one in Christ. This process will require a drastic increase in the number of leaders needed in our church to minister to the new believers and those from other cultures. To achieve this objective we must do the following:**
 - **Inform and educate our people in the cultural diversity found in our community.**
 - **Train leaders from those cultures that are reached and give them leadership roles in our church.**
 - **Prepare for the addition of other staff members that will change the dynamic of the church as people have known it in the past.**
 - **Begin to address future space and resources needed to achieve our vision.**

- **For our church to be able to do what we believe God is leading us to do, our budget must also double over the next five years, just to keep pace. We must go beyond that to be as effective as we can be. To accomplish that, we must do the following:**
 - **Share with our people the biblical teaching and mandate to give as the scripture teaches.**
 - **Help them to better understand how we work together to address the Jerusalem, Judea, Samaria, and the uttermost from a practical way that allows us to be involved in Kingdom things globally.**

- **Keep them informed of where our church is regarding the giving, and what the money is being used to accomplish.**
- **Always be open and honest with the people regarding finances.**
- **If our church achieves the objectives laid out thus far, there will, of necessity, need to be consideration given to establishing new congregations among the people groups being reached through our outreach events and other community activities. We would seek to establish two new congregations over the next five years among the people groups in our church field. We realize that we as a congregation cannot possibly accomplish this on our own, but we will seek to do the following to make these congregations a reality:**
 - **Seek out other pastors of like passion and partner with them to establish these congregations.**
 - **Seek out the help and support of the local association, state convention, and national entities to assist us in reaching out to the people in our church field.**
 - **Seek to establish these new congregations with a success mentality, not a survival mentality.**
 - **Encourage our church members to become involved in helping these new congregations grow and become strong forces for Christ in our neighborhoods.**

This brief statement of the vision of our church only takes in the first steps in a five year process and is not by any means exhaustive in the things we will seek to do, but it does give us a picture of a preferred future for our church and some broad strokes as to how we can get there.

This sample gives a basic idea of what a church believes God wants them to accomplish and what the next steps are to the best of their understanding. This is what would be helpful from each church in the association and the city. From these individual vision statements we can get a good idea of what needs to be done next.

