

*re*vision™

VISION AND MISSION INITIATIVES



HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

TABLE OF CONTENTS

EXECUTIVE SUMMARY 1

OUR BELIEFS..... 2

MISSION CONTEXT: LOCAL MISSION ENVIORNMENT..... 3

OUR VISION 4

OUR MISSION 4

INITIATIVE..... 5

A.) Family – Recreation Ministry..... 5

INITIATIVE..... 6

B.) Multi Ethnic & Social Class Needs Outreach Ministry..... 6

INITIATIVE..... 7

C.) Remodel – Expand church facilities 7

INITIATIVE..... 8

D.) Multi Media Ministries 8

INITIATIVE..... 9

E.) Children & Youth Ministry 9

Attachments: (2)

ReVision 2002 Context Report

Reflection Series Session Eight Focus Groups Response Recap

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

EXECUTIVE SUMMARY

During 2002 a feasibility committee was formed to obtain and evaluate the congregation's opinion about facility expansion. Having completed an internal survey and interviews with various architecture and design firms, a relationship was developed with Danzinger and Associates.

Glenn Wilson of Danzinger and Associates proposed that Highland Baptist Church conduct a self-evaluation process of our vision and mission status and intentions. The objective was proper stewardship in seeking God's will and to focus on our vision and mission opportunities. This process is called REVISION, which is published by Percept, Inc. Upon completion of such a process the congregation should have a better understanding of what the needs of our community and congregation truly are. Finally, after a REVISION plan is documented and adopted, decisions may be made about mission and ministry activities. Additionally, if remodeling or expansion would finally be recommended, there would be more clarity about the intended use and impact to the growth of our church.

The congregation voted to proceed with the REVISION process. A Task Force was established to manage the program. The initial activity was the mailing of 360 REVISION congregational surveys. Neither the Task Force nor the church staff reviewed the content of the survey responses. The anonymous surveys were counted and sent to Percept for analysis and incorporation of demographic data resulting in our REVISION Context Report. The Context Report provided a statistical snap shot of the needs and preferences of our community and congregation. While this was being completed thirteen smaller discussion groups were established. These Focus Groups committed to an eight week study of "The Reflection Series". This study challenged the Focus Groups to consider and discuss biblical references, the context report and their own perceptions regarding vision and mission.

The Focus Groups conducted their meetings from January 12, 2003 through March 09, 2003. Each group reported the results of each meeting to the Revision Task Force. Upon completion of the Reflection Series, the Task Force convened to compile and summarize the many and varied reports of the Focus Groups. The objective was to develop a REVISION plan.

This REVISION plan's components include statements of Our Beliefs, Our Mission Context, Our Vision, Our Mission and Initiative strategies, which are included in the pages following this summary.

This REVISION plan is presented to the congregation of Highland Baptist Church. It is intended to serve as living document, growing, changing and guiding our call to mission. Keeping God's Word and will at the center of all things, may this be one of many of efforts Highland Baptist Church pursues in obedience to the Great Commission.

Thank you,

C/o The Revision Task Force

Chair: Allen Shepherd

Members: Susan Haven, Terry Ellis, Karen Warford, David Sperling, Joanne Bemiss

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

OUR BELIEFS

Highland Baptist Church has long had a strong and well founded belief structure. We take this opportunity to reflect on the stated beliefs and regard them as a supporting foundation for the findings of this REVISION effort. Let this also serve as a reminder that these beliefs are to be reflected in our actions as individuals and as a church for our community.

Articles of Faith (a summarization from the current Constitution and Bylaws):

- One living and true God known as the Father, Son and Holy Spirit
- Scripture is the inspired written word of God therefore the only infallible rule of faith and practice
- God created man who, by transgression, fell from the grace of God. This relationship can only be restored by experiencing the forgiveness of Jesus Christ
- Salvation is through Jesus Christ as Son of God and influenced by the Holy Spirit
- The righteousness of God provides for pardon of sin and the promise of eternal life through faith in Jesus Christ
- True Saints shall be kept by the power of God through faith unto salvation
- The church is according to gospel being a congregation of baptized believers in the faith and fellowship of the gospel, worshiping God and following the teachings of Jesus Christ.
- Baptism of the believer by immersion in water in the name of the Father, Son and Holy Spirit
- The Lord's Supper is the sacred use of bread and fruit of the vine to commemorate together the love of a crucified Christ and the reality of the resurrection of until He comes again.
- Sunday the Sabbath is to be kept holy by Christ's example of rest, and acts of public and private benevolence
- The bodily resurrection of all mankind in final judgment whereas the righteous will be received into the kingdom and the unrighteous will be banished
- The Great Commission to make disciples of all nations and share the love of Christ by:
 - Preaching the gospel
 - Verbal witness
 - Biblical lifestyle
 - Supporting all methods and mean for sharing the gospel of Jesus Christ our Lord

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

MISSION CONTEXT: LOCAL MISSION ENVIRONMENT

Highland Baptist church is a family in Christ. Recently we recognized the potential need to expand our facilities. In consideration of proper stewardship and seeking God's guidance, we had to examine the needs and preferences of our community. We are within a community that is in a state of growth and change.

Our community's population continues to increase at about twice the rate of the US population on average. The ethnic-class makeup of the community is primarily Anglo Middle American somewhat traditional families, however the Hispanic/Latino population (as we realize) is growing and projected to increase almost 40% in the next five years. An unknown percentage would be statistically unaccounted for in this category.

- **We must eliminate potential barriers and seek the mission opportunity from our church which is comprised primarily of the Anglo financially mature-comfortable boomer generation (age 40-59)**

The families in our community are considered somewhat traditional based on the higher than average married two parent households. These families, however, indicated a high concern regarding spiritual, personal and family issues and demonstrate this by indicating a church preference that would provide for spiritual development, community-social services and personal development. Our local congregation also reported a high concern within these areas.

- **We must eliminate potential barriers and seek the mission opportunity from our church considering that our community has close to the US average of age groups 0-39 but within our church this age group is under represented. We must assume the families within our community are either lost or seeking spiritual nourishment elsewhere other than Highland Baptist Church.**

The community contains a high average of high school graduates but a lower than average populace of college graduates. Within our congregation the high school and college education levels are about equal with the US average.

- **We must eliminate potential barriers and seek the mission opportunity from our church to lift up the academic well as spiritual maturity of those in our community and congregation.**

Both the community and congregation indicated a strong desire for spiritual development programs. However, the congregation additionally identified a desire for recreational programs which include retreats, sports, camping, Bible studies and family activities.

- **We have an opportunity to refocus our efforts and blend these needs of both the community and the congregation by developing recreational activities that incorporate a high level of spiritual development versus traditional secular sports (athletic) programs.**

We can celebrate and continue to build upon the similarities between the congregation and community in:

- Desire for Bible study discussion and prayer groups
- Desire for spiritual and personal development
- Maintaining traditional family structures
- High faith receptivity

Below are program categories that the community or the congregation is calling for that we do not offer:

- Spiritual Retreats
- Marriage Enrichment
- Parent training
- Personal Family Counseling
- Food & Clothing resources

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

OUR VISION

Highland Baptist Church is a family of faith founded upon the Word of God. We believe that our vision must stem from the redemptive authority of God, which will provide for:

The good news of the gospel witnessed to our community extending to the entire world.

The study of the Bible as God's final authority that governs our lives

A profession of faith in Jesus Christ as Lord and Savior

Baptism by immersion

The mature in Christ willingly provide to those in need of

- Food
- Shelter
- Clothing
- A Christian example
- Spiritual nourishment
- Intercessory prayer
- Fellowship

The greatest of these would be giving love resulting in the fulfillment and glorification of God's vision and furtherance of the kingdom.

OUR MISSION

We are a family of faith founded upon the Word of God whose mission call is to:

- Evangelize the World
- Exalt the Savior
- Encourage Involvement in the Family
- Educate for Maturity
- Equip for Service
- Enable in prayer

These we do in faithful obedience of God's will.

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS
INITIATIVE

A.) Family – Recreation Ministry

1) Three year initiatives

- a) Create staff position for Minister of Family and Recreation
- b) Evaluate and implement target group programs
 - i) Spiritual needs – studies
 - ii) Education – academic and support
 - (1) Consideration of special needs children
 - iii) Fellowship opportunities
 - (1) Christian concerts
 - (2) Prayer conferences, retreats and seminars
- c) Sports leagues - retreats
- d) Recreation area(s) (inside and/or outside)

2) First year initiatives

- a) Evaluate criteria of position for Minister of Family – Recreation
- b) Evaluate need and style options of dual services

3) Justification

The need for emphasizing this area of ministry was strongly revealed by both the local congregation and the community response considered during this Revision process. The church body is referred to, cared for and demonstrated as a family in Christ. This is a focal ministry for the growth of the church to move forward in turn passing on our Christian heritage and values of faith. Providing for the spiritual and physical needs of families with a Christian example reflects God's provisions for all His children.

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS
INITIATIVE

B.) Multi Ethnic & Social Class Needs Outreach Ministry

1) Three year initiatives

- a) Create coordinator position
- b) Education programs
 - i) Academic
(1) Reading, writing, “how to” daily life seminars, GED
 - ii) Referral assistance to existing community or government programs / services for Non-Americans.
 - iii) Language Learning Exchange (English ↔ foreign)
- c) Establish on property full service “Needs Pantry” (benevolence)
 - i) Food
 - ii) Clothing
 - iii) Maternity
 - iv) Access to coordinator and referral assistance services.

2) First year initiatives

- a) Establish diversity ministry team
- b) Evaluate criteria for position of diversity coordinator
- c) Upon availability utilize current facility to establish on property “Needs Pantry” (benevolence)
 - i) Initially for material items and later implementing support services when possible
 - food
 - clothing
 - maternity/infant items

3) Justification

Statistics and comments about ethnic diversity and those in need were contributed from both primary sources to this Revision process (the context report and focus group reports). We have always recognized the needs; however, the increasing diversity of our community brings with it an increase of needs. Those in need may become isolated and distracted from the gospel. This mission opportunity truly allows us to reach out, bring down barriers and close a gap. The intent would be to eliminate the distractions while providing as exemplified by Christ. We would be lifting those in need to become mature and willing in Christ. In turn, these souls may begin serving from within our congregation or throughout the world.

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS
INITIATIVE

C.) Remodel – Expand church facilities

1) Three year initiatives:

- a) Implement “facility remodeling and expansion planning committee” focusing on suggested areas of:
 - i) New: Education space
 - ii) New: Fellowship space
 - iii) New: Recreation accommodations (inside and/or outside)
 - iv) New: Sanctuary balcony (completion of previous planning efforts)
 - v) Recommend reallocation of existing or vacated space resulting from new construction.
 - Designate facility dedicated entirely to children and youth ministries and education
 - Spiritual, educational, cultural and social activities - events
 - performance area, kitchen and restrooms
 - vi) Senior Adults, handicap and special needs accessibility improved and incorporated throughout all facilities
- b) Retain architectural planning and design firm – master planning
- c) Capital campaign

2) One year initiatives

- a) Implement “facility remodeling and expansion planning” committee.
- b) Retain architectural planning and design firm – master planning

3) Justification

Current limitations and use of space restrict our ability and opportunities to maintain or develop existing and new ministry programs. Therefore, we are not moving forward in church growth to the extent possible. We are a small to medium sized church in a prominent location and possessing undeveloped property. The historical pattern of growth from a one to two building facility established by previous efforts of this congregation should continue in order to accommodate our ever growing and changing community. Visitors and prospective members may be deterred by the limitations of the existing facility. Existing members may be compelled to seek alternative worship locations in consideration the limitations of the existing facility impacting the ministries and services offered. Overall, this is an opportunity to increase designated use areas and improve the efficiency, flow and effectiveness of existing structures making them more practical and welcoming to any and all who would enter Highland Baptist Church.

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS
INITIATIVE

D.) Multi Media Ministries

1) Three year initiatives

- a) Revise and expand Sound Committee and job descriptions to encompass and oversee all Multi Media oriented needs
- b) **Internal Ministry:**
 - i) Define and implement appropriate use of multi media tools
 - ii) Audio and visual aids through all facilities
 - (1) computer, monitor, projector, speaker, record/play equipment, etc... installed where applicable
 - iii) Audio and visual recording and distribution (sermons and studies)
 - iv) Incorporate library services
 - v) Create access to external electronic services and ministry tools.
 - vi) Music ministry: ensure input is provided and needs considered.
- c) **External Ministry:**
 - i) Define and implement appropriate use of multi media tools
 - ii) Audio and visual recording and distribution (sermons and studies)
 - iii) Public Broadcast
 - (1) TV, Radio, Internet

2) First year initiatives

- a) Revise and expand Sound Committee and job descriptions to encompass and oversee all Multi Media oriented needs
- b) Evaluate current and potential technologies.
- c) Evaluate other churches multi media programs, ministries and technology management.

3) Justification

This modernization will support and facilitate many facets of all ministry and educational efforts of Highland Baptist Church across all existing and future programs and departments.

Additionally, new and alternative ministries would be possible.

The effective use of multi media could:

- Allow us to reach a larger segment of the population
- Allow us to utilize external services and tools within our ministry
- Allow us to improve internal services, tools and presentation of our ministries.

HIGHLAND BAPTIST CHURCH – REVISION STATEMENTS

INITIATIVE

E.) Children & Youth Ministry

1) Three year initiatives

- a) Develop facility dedicated entirely to children and youth ministries
 - i) Spiritual, educational, cultural and social activities - events
 - performance area, kitchen and restrooms
- b) Implement support-counseling ministry
 - i) In addition to spiritual education, provide for issues of peer pressure, drug & alcohol abuse, violence, social and relationship training, safety

2) First year initiatives

- a) Designate representative from the youth age group to participate in planning committees:
 - “facility remodeling and expansion planning committee”
 - “multi media committee”
- b) Youth Minister to study, evaluate and present external support programs to be adopted or recreated internally.

3) Justification

In order to perpetuate the teachings of Christ to future generations we must raise and train the current generation of children and youth to be mature in Christ as the future leaders. Just like the community, the needs and expectations of children and youth is ever changing. We must recognize and meet these needs in a Christian fashion. Providing a designated facility for children and youth ministry activities will stimulate the sense of ownership and responsibility of the children and youth themselves. Additionally it will allow flexibility and adaptation as the children and youth departments develop ministry and outreach efforts to their peers in the community.