



# **2010 NVBC Strategic Plan**

*"We continually remember before our God and Father your work produced by faith, your labour prompted by love, and your endurance inspired by hope in our Lord Jesus Christ."  
1 Thessalonians 1:3*

## Background

In 2009, the strategic focus of Narara Valley Baptist Church (NVBC) was summed up in the phrase “*Encounter Jesus, Engage People*”. After a season of prayer, it was felt that God was prompting us to grow in passion and skill in relationally focused evangelism. At the same time, it was understood that you cannot share what you don’t have. If we don’t have a personal relationship with Jesus, we can’t share it with others.

Therefore, in the first half of 2009 in AM & PM services, in Growth Groups, in Youth ministry and in Children’s ministry we addressed what it means to both have a relationship with Jesus and grow in that relationship. The second half of the year sought to build on this foundation, by providing equipping and serving opportunities to assist people in sharing their faith. A focal point for much of this endeavour became the ‘Jesus All About Life’ (JAAL) campaign in the September/October period. This campaign provided a helpful catalyst for people to prepare to be involved in evangelism, as the campaign sought to simply introduce Jesus to the public agenda and allow believers in churches to begin conversations.

In addition to our teaching ministry, we also sought to clearly identify ‘pathways’ – a suite ministry initiatives to help people take the next step in their spiritual journey. These pathways began with ministries (eg. the ‘Journeys’ course), that specifically addressed the spiritual needs of people who may not even believe in God as yet, and went right through to courses which aimed to help people identify and use their spiritual gifts.

In 2009 we witnessed the most significant numerical growth at NVBC in the past 10 years. Whilst our PM service experienced some decline, our AM service grew by 10%, Children’s Ministry almost doubled and Youth ministry grew to regular attendances of almost 100. Whilst some of the growth resulted from Christians looking for a church as they moved into the area, another area of growth was first-time conversions. Throughout the year, a number of initiatives were undertaken to integrate new-comers into the life of NVBC (eg. pastoral visitation, new-comer lunches, ministry partner courses, etc)

Structurally in 2009 we experienced significant governance changes. While it is still early days, it is hoped that the changes implemented will result in (amongst other things): the health of NVBC being attended to in greater measure; the functional requirements of the church being addressed in timely & skilled ways; and Pastors/Staff being released to engage in ministry.

In 2010 we seek to build upon the growth of 2009.

# Vision

Vision is all about what you see, or more correctly, what you are shown (Proverbs 29:18).

Rather than getting into endless debates about Mission and Vision, and having multiple statements that simply confuse, we prefer to use the analogy of a camera when considering Vision.

- **Zoom** – our single sentence summary of who we are becoming
- **Wide Angle** – our more extensive explanation of who we are becoming (contained in the document “The Church We See”)
- **Portrait** – our 1-3 year plan of how individuals can participate and contribute to who we’re becoming

## Zoom:

“Desperate for God. Passionate for people”

## Wide Angle:

### The Church We See

We see a church that shapes and influences culture. A church where the frequency and magnitude of life change is so significant that it cannot be ignored.

We see a church that continually seeks God, like lungs seek air. A church where faith-filled prayer intersects with the power and will of God, and earth reflects heaven.

We see a church that communicates the Gospel so clearly in word, deed and sign that daily people are becoming followers of Jesus. A church that knows that the stakes we’re dealing with are eternal and seeks to invest there.

We see a church that reflects God’s heart for the nations. A church that desires to see God’s kingdom grow beyond the borders of its own region, to our nation and the world.

We see a church that creatively engages senses and imaginations whenever and wherever it meets. A church where creativity honours God, inspires people and is released to be a blessing beyond its own boundaries.

We see a church where facilities overflow with the volume of people becoming followers of Jesus and enables creativity to be expressed with excellence.

We see a church that is renowned for its depth of love. A church of such irresistible acceptance and belonging that people are: drawn to it, changed by it, and begin to exhibit it.

We see a church that is a voice of hope to those who have none. A church where the marginalised, the broken, the crushed and the dejected are welcomed, empowered, find greater wholeness and are released to be a blessing to others.

We see a church that walks by faith. A church that laughs at complacency and where faith-based risks are taken because the hand of God is evident.

We see a church that is generous. A church that holds resources God has entrusted to us with an open hand and is a river of blessing to others.

We see a church where the generations join together to worship and serve God. A church that honours those who have gone before and the wisdom they bring, yet continues to connect in contemporary ways with this generation.

We see a church that is energized and excited by God's empowering presence. A church where enthusiasm and passion are the norm. A church where the sound of laughter echoes throughout our hallways.

## Portrait:

The following pages of the 2010 Strategic Plan describe how individuals can participate and contribute to who we're becoming. The overarching theme for this year is "Faith" and seeks to increase our desperation for God and genuinely trust Him.

## 2010-2012 Key Strategic Focus ... Faith, Love, Hope

After seeking God regarding the next three years at NVBC, 1 Thessalonians 1:3 will form a framework for our direction together.

*"We continually remember before our God and Father your work produced by **faith**, your labour prompted by **love**, and your endurance inspired by **hope** in our Lord Jesus Christ."*

*1 Thessalonians 1:3*

The order of this trilogy was quite compelling as each component (faith, love and hope), builds upon the next. We commence by growing in our trust of God, begin to exhibit the love of God and are then in a place to authentically extend the hope of God to our community.

Whilst each year will focus on one of these components (and have a 'theme verse'), we are seeking to take the church on a progressive journey with the ultimate destination being that by the end of 2012 we know God better and are making God known more effectively.

## 2010 ... Faith

**Theme Verse:** *“My house will be called a house of prayer for all nations” Mark 11:17*

The starting place for this vision will be growing in faith – a growing in our capacity to trust God in more than mere words. Whilst we will be called to trust God in some specific areas (to be discussed shortly), the cornerstone to our faith development will be trusting God in prayer and testifying about answers to prayer. Our hope is that testimonies about answered prayer will continue to fuel faith in who God is and what God is able/wanting to do.

### Key Objectives<sup>1</sup>

1. A prayer culture is increasingly formed within NVBC.
2. NVBC will have a Vision that is: known, owned, and compelling.
3. As a church will begin to trust God for facilities which will see us become a net community space provider rather a consumer.
4. Each attender at NVBC will have clarity and compulsion about how God has ‘wired them up’ and where in faith, they can engage in meaningful ministry.
5. NVBC attenders will trust God with their finances and increase the level of their generosity.

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<sup>1</sup> . Note: This 2010 Objectives contained in this document are ‘church-wide’ objectives. In addition to these objectives, each Pastor and Staff member will in formulating objectives for their sphere of ministry in keeping with the overall direction for this year.

## Objective #1

### A prayer culture is increasingly formed within NVBC

We desire to see NVBC grow to be a church that continually seeks God, like lungs seek air. A church where faith-filled prayer intersects with the power and will of God, and earth reflects heaven. We see that in 2010 NVBC will develop a total desperation for God and an acknowledgement that without Him nothing of significance will take place.

Strategies	By Who	By When
<p><b>Senior Leaders ( P &amp; S/Elders/Board)</b></p> <ul style="list-style-type: none"> <li>• daily prayer in the office @ 9am</li> <li>• personal retreat time with God (weekly)</li> <li>• fortnightly spiritual health checks</li> <li>• Elders/Board monthly @ meetings</li> <li>• quarterly gathered prayer</li> <li>• participate in monthly United Prayer Nights</li> </ul>	<p>P&amp;S All SP with P&amp;S Team Elders / Board Chairs P&amp;S / Elders / Board All</p>	<p>Week Days Weekly Fortnightly Monthly Quarterly Monthly</p>
<p><b>Ministry Leaders</b></p> <ul style="list-style-type: none"> <li>• participate in monthly United Prayer Nights or when able</li> <li>• regularly (monthly) follow up leaders regarding their spiritual health</li> <li>• pastors praying for and creating space in every meeting to encounter God</li> </ul>	<p>All P&amp;S P&amp;S</p>	<p>Monthly Monthly As required</p>

**Partners/Congregation**

- incorporate prayer focus into partnership training
- participate in monthly United Prayer Nights where able

**Sunday Services**

- testimonies of answered prayer regularly (fortnightly) incorporated into services
- preaching series on prayer
- pre service prayer/preacher prayer
- invitation for prayer given at each service
- opportunity for spontaneous and participative prayer in services

**Growth Groups**

- Growth Group leaders praying for people and creating space in every meeting to encounter God
- Growth Groups offered “When God’s People Pray” DVD & study
- participate in monthly United Prayer Nights where able
- encourage Growth Groups to attend United Prayer Nights in place of their weekly gathering to assist people live sustainable lives

Pastoral Care Pastor  
All

Term 2  
Monthly

P&S  
Senior Pastor  
Young Adults Pastor  
Preacher  
Preacher  
Service host

Fortnightly  
During Term 1  
From Term 2  
From Term 1  
Weekly  
Weekly

Pastoral Care Pastor /  
Young Adults Pastor / Youth  
Pastor

Weekly

Pastoral Care Pastor  
Pastoral Care Pastor  
Pastoral Care Pastor /  
Young Adults Pastor / Youth  
Pastor

Term 1  
Monthly  
Quarterly

## Objective #2

**NVBC will have a Vision that is: known, owned, and compelling.**

We desire to see a Vision that is more than words on a wall. We see that the Vision will provide a clear statement of where we're heading and what that looks like.

Strategies	By Who	By When
<p><b>Senior Leaders (P &amp; S/Elders/Board)</b></p> <ul style="list-style-type: none"> <li>Affirmation of P &amp; S/Elders/Board Vision</li> <li>Senior Pastor identify a key scripture for our 2010 focus</li> <li>Ensuring our ministries are in line with and building "The Church We See", eg utilising red, green, orange tool</li> <li>Senior Pastor - inputting vision to all senior leaders regularly eg team meetings. Remind at beginning why we are doing this</li> <li>All appropriate church publications to include "The Church We See"</li> </ul>	<p>Senior Pastor Senior Pastor P&amp;S Team  Senior Pastor  Office Manager</p>	<p>Early Term 2 Early Term 2 End Term 2  Twice Yearly  End Term 2</p>
<p><b>Ministry Leaders</b></p> <ul style="list-style-type: none"> <li>Pastors cast vision to Ministry Leaders</li> <li>Ministry Leader Vision Dinner with Senior Pastor sharing, interviews, questions, opportunities, with Pastors &amp; Elders hosting tables</li> <li>Pastors imparting vision to team members regularly</li> </ul>	<p>P&amp;S Team P&amp;S Team  P&amp;S Team</p>	<p>End Term 2 End Term 2  Quarterly</p>

<p><b>Partners/Congregation</b></p> <ul style="list-style-type: none"> <li>• Ministry Partnership seminar manual to include “The Church We See”</li> <li>• “Welcome To Church Lunch” – share “The Church We See”</li> <li>• Church-wide Vision Dinner - Pastors and Ministry Leaders host tables. “The Church We See” is shared (big picture inspiration) and Ministry Fair at dinner provides ready points of involvement. This event needs to be lots of fun ☺</li> </ul>	<p>Pastoral Care Pastor Senior Pastor P&amp;S Team</p>	<p>Term 2 Term 2 Term 3</p>
<p><b>Sunday Services</b></p> <ul style="list-style-type: none"> <li>• Hosting times - connect with vision (The Church We See)</li> <li>• “The Church We See” banner in foyer along with Vision ‘tag’</li> <li>• Put “The Church We See” on pre-service power point</li> <li>• Regular testimonies shared which describe how we’re seeing Vision become reality</li> <li>• Identify or write a song that speaks about ‘Faith’ as our 2010 focus.</li> </ul>	<p>P&amp;S Team P&amp;S Team P&amp;S Team P&amp;S Team CMD</p>	<p>Term 2 Term 3 Term 3 Term 2 Term 3</p>
<p><b>Growth Groups</b></p> <ul style="list-style-type: none"> <li>• Connection with vision through studies</li> <li>• GG Leaders reminded regularly of vision</li> <li>• Incorporate The Church We See at the beginning of all study books</li> </ul>	<p>P&amp;S Team Pastoral Care Pastor Office Manager</p>	<p>Term 2 Quarterly Term 3</p>

### Objective #3

**As a church will begin to trust God for facilities which will see us become a net community space provider rather a consumer.**

We desire to see NVBC grow to be a church where facilities overflow with the volume of people becoming followers of Jesus and enables creativity to be expressed with excellence. In see that in 2010 we will take definitive steps in the area of finance and architectural plans to see us become a net community space provider again.

Strategies	By Who	By When
<ul style="list-style-type: none"><li>Architectural plans have been agreed to by NVBC</li></ul>	Facilities Director	End 2010
<ul style="list-style-type: none"><li>NVBC is able to demonstrate a \$1 million loan repayment capacity ability to banks</li></ul>	All	End 2010

Note: At the time of posting this doc (October 2010), our Executive Facilities Team have identified:

- I. That 127 with confirmation from architects that facilities can be accommodated on the site matches the church's agreed direction and is the way forward .
- II. Adopting a staged approach with lower loan requirements is a responsible & feasible approach
- III. Investigating utilising current buildings with engineer/architect approval which will allow for a more expeditious and accommodating initial approach
- IV. I may well be preferable to build a 350 seat auditorium @ 127 and when we hit 300 in that building, we go to multi-services
- V. Build those services up before expanding our building footprint on the site
- VI. We've now got a Finance Team and a Prayer Team providing support
- VII. Looking to appoint a person to handle communications so as to ensure information is disseminated in an effective and definitive manner

## Objective #4

**Develop structures and processes that help facilitate personal growth from being a seeker to being actively involved in ministry.**

The goals for this objective are, that by December 2010:

- the pastoral team has clearly established pathways for growth and service (from Red, through Orange and to Green).
- that the established pathways are known and owned by the church leadership and attenders at NVBC
- that every ministry leader has a clear understanding of where their ministry fits in terms of the larger picture
- every ministry to conduct an audit of SHAPE (*Spiritual gifts, Heart, Abilities, Personality, Experiences*) requirements for team members
- increase from 55% of people agreeing to the statement “Leaders encourage attenders to use their gifts and skills” to 75%
- all attenders given the opportunity to participate in a ministry in keeping with their SHAPE

Strategies	By Who	By When
<p><b>Senior Leaders (P &amp; S/Elders/Board)</b></p> <ul style="list-style-type: none"> <li>• Pastoral team to ensure consistency between the church model document ‘Who Are We, Where Are We Going, How Are We Going To Get There?’ and this Strategic plan.</li> <li>• Pastoral team to develop clear pathways for growth and service (from Red, Through Orange and to Green), including what is offered to people at each stage and what resources are required. Further, the role of church leadership and the individual in the discipleship process will be defined.</li> <li>• Pastoral team to present the pathways document in a concise way to the church leadership to ensure we are all on the same page.</li> </ul>	<p>Senior Pastor</p> <p>Senior Pastor</p> <p>P&amp;S Team</p>	<p>Term 2</p> <p>Mid Term 2</p> <p>End Term 2</p>

<p><b>Ministry Leaders</b></p> <ul style="list-style-type: none"> <li>• Pastors/Staff share the pathways strategy with ministry leaders, helping them identify where their ministry fits into the wider picture, including transition points.</li> <li>• Ministry leaders are made aware of what support and resources are available to them.</li> <li>• Ministry leaders have opportunity for input on the Pathways strategy before the strategy is known to the church.</li> <li>• All ministry leaders to define the SHAPE of each role on their team.</li> </ul>	<p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>Ministry Leaders</p>	<p>Beginning Term 3</p> <p>Beginning Term 3</p> <p>Mid Term 3</p> <p>Mid Term 3</p>
<p><b>Partners/Congregation</b></p> <ul style="list-style-type: none"> <li>• Strategy is communicated to Ministry Partners &amp; congregation to make them aware of what is available and how to get involved (possibly at Vision Dinner).</li> <li>• Ministry fair at Vision Dinner provides clear pathway for people to get involved in ministry.</li> </ul>	<p>P&amp;S Team</p> <p>Ministry Leaders</p>	<p>Term 3</p> <p>End Term 3</p>
<p><b>Sunday Services</b></p> <ul style="list-style-type: none"> <li>• Continued promotion of upcoming 'pathway' activities.</li> <li>• Regular encouragement to get involved in ministry at NVBC and a validation of those engaged in informal ministry.</li> <li>• Testimonies highlighting the discipleship process and what is available through NVBC.</li> <li>• Make a box of Bibles available at services for those who come to faith</li> <li>• Promote participation in Growth Groups</li> </ul>	<p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>P&amp;S Team</p>	<p>Term 4</p> <p>Term 4</p> <p>Term 4</p> <p>Term 2</p> <p>Quarterly</p>
<p><b>Growth Groups</b></p> <ul style="list-style-type: none"> <li>• Continued promotion of upcoming 'pathway' activities.</li> <li>• Growth group leaders help identify where those in their care may be able to serve.</li> </ul>	<p>P&amp;S Team</p> <p>Growth Group leaders</p>	<p>Term 4</p> <p>Term 4</p>

## Objective #5

### NVBC attenders will trust God with their finances and increase the level of their generosity

We desire to see NVBC grow to be a church that is generous. A church that holds resources God has entrusted to us with an open hand and is a river of blessing to others. In see that in 2010 NVBC will increase in generosity and in our trust of God.

Strategies	By Who	By When
<p><b>Senior Leaders (P &amp; S/Elders/Board)</b></p> <ul style="list-style-type: none"> <li>challenging all Senior Leaders to tithe gross income. Senior Pastor to invest time during Terms 2 and 4 each year at Elders, Church Board and Pastors/Staff team meetings vision casting in the area of stewardship</li> <li>prayer in each leadership meeting (Elders, Church Board, &amp; Pastors/Staff) where we both thank God for His provision and intercede for His on-going provision and discipleship in this area</li> </ul>	<p>Senior Pastor</p> <p>SP &amp; Elders / Board Chairs</p>	<p>Terms 2&amp;4</p> <p>Monthly</p>
<p><b>Ministry Leaders</b></p> <ul style="list-style-type: none"> <li>challenging all Ministry Leaders to tithe gross income</li> </ul>	<p>P&amp;S Team</p>	<p>Quarterly</p>
<p><b>Partners/Congregation</b></p> <ul style="list-style-type: none"> <li>Explore Providing Opportunities For 'NVBC Gift Registry'</li> <li>In Term 4 each year we will run a four week series on giving which will focus on growing as disciples in the area of stewardship.</li> <li>Incorporation of teaching on giving into Ministry Partnership training</li> <li>NVBC will be able to demonstrate a \$1million loan repayment capacity</li> </ul>	<p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>Pastoral Care Pastor</p> <p>Partners/Congregation</p>	<p>Term 4</p> <p>Term 4</p> <p>Term 1</p> <p>Term 4</p>

<p><b>Sunday Services</b></p> <ul style="list-style-type: none"> <li>• At least fortnightly we will incorporate testimonies into Sunday services which will seek to inspire people and assist them to see the link between their giving and Vision fulfilment.</li> <li>• Prayer fortnightly in Sunday services thanking God for the resources He's given us and praying specifically for the resourcing needs of the church</li> <li>• Continuing provision of direct deposit information in the Bulletin and flag this as a giving option every six weeks in services</li> <li>• On a monthly basis we will inform the church through the Bulletin about where actual giving is in comparison to projected giving</li> </ul>	<p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>P&amp;S Team</p> <p>Treasurer</p>	<p>Term 1</p> <p>Fortnightly</p> <p>Every 6 weeks</p> <p>Monthly</p>
<p><b>Growth Groups</b></p> <ul style="list-style-type: none"> <li>• Senior Pastor and/or Elders together with the Pastor overseeing Growth Groups, will invest time during Terms 2 and 4 vision casting with Growth Group leaders in the area of stewardship</li> <li>• Prayer and praise points included in each Growth Group study relating to God's provision</li> <li>• Provision of monthly financial updates to Growth Groups</li> </ul>	<p>SP, Elders &amp; Pastoral Care Pastor</p> <p>Pastoral Care Pastor</p> <p>P&amp;S Team</p>	<p>Terms 2 &amp; 4</p> <p>Quarterly</p> <p>Monthly</p>