

Orange Park Presbyterian Church

2007 Master Plan



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Strategic Visioning Team:

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GOAL #1

A CHURCH FOR THE WORLD

Build up the OPPC collective body into an inwardly-strong, outwardly-focused Christian force in our community by equipping the laity for intentional ministry.

“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God...” (Ephesians 4:11-13)

Purposes: Learning how to minister to others is an element of Christian discipleship. Counters the inward-focused consumer culture by equipping members to serve the Lord by serving others. The church is incarnational.

Strategies:

- 1.1. Champion the need for each member to have a spiritual development plan that outlines personal goals and methods for growing in each of the core areas of: worship, fellowship, discipleship, ministry and mission. Adult plans will be administered through the small group network. Versions developed for Children and Youth will be administered through Children's Ministry Teams and Youth Leaders.
 - 1.1.1. A Spiritual Development Plan administrative guide and participant worksheet will be developed through a collective effort by OPPC Program Staff, Life Group Director, and Elder-Shepherds for Adult Discipleship, Children's Ministries, Youth and Equipping. Target date for completion of the guide is 5/31/2008.
 - 1.1.2. Life Group Director will train life group leaders how to administer the plans by 10/31/08. Similarly, the Associate Pastor and Director of Children & Family Ministries will train youth and children's ministry team leaders how to administer the plans by 10/31/08.
 - 1.1.3. Group leaders will coordinate a publicized church-wide launch of the personalized spiritual development plans Dec-08 / Jan-09.
 - 1.1.4. Administration will include periodic reporting on how participants are progressing. For example, How many people are participating? Where are they experiencing success? What challenges are they encountering? The Life Group Director will compile summary reports for church leadership, so they can assess program development and use successes as a motivational aid.
- 1.2. Recognizing that meeting member needs is a first step to equipping them to meet the needs of others, OPPC must continue to affirm its commitment to life groups, utilizing them as a delivery point for member care and spiritual formation. The Elder-Shepherd for Member Care will develop a plan and assemble a team for implementing this. Additionally, we must continue to strengthen other member care services, for example, funeral visitation, hospital and shut-in visitation, assisting the elderly, assisting the prayer team and others.
 - 1.2.1. Pastoral staff should develop guidelines and training to help individuals identify when professional counseling may be necessary and formalize a referral process.

1.3. Continue intentional formation of the laity through various ongoing individual and group learning opportunities, complementing existing courses (Discovering series, Alpha, Crown Financial, Marriage Course) with the following additions:

- 1.3.1. Foundational courses on core values and church doctrine. Delivered as interactive training online and on CD. Target available date: 5/31/08.
- 1.3.2. Developmental courses teaching Parenting and Time Management skills for Christian living. Delivered as annual 6 to 8 week workshop, available by 1/1/09.
- 1.3.3. Adoption of a Children and Youth Ministry philosophy for equipping and teaming with parents to raise Godly children. Program staff and Elder-Shepherds for Children's Ministry and Youth will develop a roll-out plan by 3/31/08.
- 1.3.4. Progressively challenging leadership training, offered at semi-annual gathering (with online supplemental resources available thereafter) in the following subjects: Leading an Effective Meeting, Teambuilding, Conflict Resolution, Mentoring Others.
- 1.3.5. Gift-specific channels of instruction, primarily delivered as independent coursework pursued under the supervision of a like-gifted mentor. OPPC would facilitate this process by providing access to appropriate training resources and developing a curriculum for each channel.

The Elder-Shepherd for Adult Discipleship will coordinate the development of these learning opportunities, assisted by church staff and lay leaders in the various areas of ministry to be studied. New training would be rolled out throughout 2008-2009.

1.4. Remove barriers to service. Give members permission and time.

- 1.4.1. Introduce ministry "test-drives". As part of the job description project, each ministry leader will identify which position(s) under their supervision could serve as entry-level, and set forth a strategy for allowing new volunteers to train for and serve in that position for an introductory 90 day period. At that time, the volunteer can opt to vacate the position or complete a full term of service. While leaders can introduce the "test drive" concept to their ministry right away, a church-wide invitation to "Test Drive" a new ministry will be conducted annually each fall.
- 1.4.2. Repackage some service opportunities to fit busy schedules. Determine how big projects can be broken down into more manageable components, for example, determining if some tasks be recast as "work from home" or "lunch hour" projects. Each ministry leader should assess the feasibility of this as they develop the job descriptions for their area of ministry.
- 1.4.3. Encourage ministry focus by adopting a "less is more" approach. Encourage ministry leaders to be on no more than two ministry teams. If they are on two teams, they should identify one as their primary ministry, so as to further excellence and guard against fatigue.

1.5. Create a "Volunteer Placement Service" that:

- 1.5.1. Facilitates "gift-matching" by creating a job description for each ministry opportunity detailing the specific duties and requirements for the position.
- 1.5.2. Helps volunteers identify potential ministry positions using an application/resume process, spiritual gifts assessments, training records and other OPPC resources.
- 1.5.3. Provides orientation to lay leaders entering new ministry positions by introducing them to relevant church resources, policies, and personnel.
- 1.5.4. Follows up with placed volunteers after 90-days to determine the position "fit."

- 1.5.5. Generates regular reports on volunteer activity at OPPC, including statistical data, success measures, and reports measuring the level and direction of the congregation's involvement in ministry.

Elder-Shepherd for Equipping and/or staff member tasked with Ministry-Making duties would lead this effort, developing a volunteer application, job description format, volunteer database, and working with ministry leaders to develop job descriptions and assemble appropriate orientation material. The Volunteer Placement Service would be fully functional by September 2008. The OPPC volunteer database listing, at a minimum, the contact data and current positions held by each active lay minister, would be in place by year end 2008.

- 1.6. Celebrate mission with an annual dinner recognizing OPPC's community impact. This would be coordinated by the Elder-Shepherds for Mission. A standing month/week should be established by year end 2007, and an event team should be assembled at least three months prior to that target date.
- 1.7. Provide a monthly Hands-On Mission opportunity for church members to engage in personal service to the local community. Ideally, each month's mission project should be a group effort that fosters communication and teamwork. There should be enough variety to appeal to a broad range of gifts, interests, ages, and levels of spiritual development. Building around OPPC's existing commitment to prepare and serve food at the Sulzbacher Center, the Elder-Shepherd for Local Mission will:
 - 1.7.1. Develop and administer an annual project schedule and budget.
 - 1.7.2. Recruit leaders to coordinate each project.
 - 1.7.3. Publicize monthly events in church newsletters and bulletins.
 - 1.7.4. Promote participation and facilitate event planning through ongoing communication with ministry leaders.
 - 1.7.5. Track monthly participation rates and success stories and share this information with church leadership.

Target date for expanding church-sponsored mission opportunities to monthly events is 9/1/08.

- 1.8. Provide annual International and National mission opportunities that encourage members of our congregation to engage in personal service to the larger national and world community.
 - 1.8.1. Develop and administer an annual project schedule and budget by 9-1-08.
 - 1.8.2. Recruit leaders to coordinate each project.
 - 1.8.3. Publicize annual events in church newsletters and bulletins.
 - 1.8.4. Promote participation and facilitate event planning through ongoing communication with ministry leaders.
 - 1.8.5. Track annual participation rates and success stories and share this information with church leadership.

This effort will be coordinated by the Elder-Shepherds for Mission and by Program Staff, specifically by the new Administrator for Mission.

1.9. Hire a part-time Administrator for Mission to facilitate OPPC's mission efforts.

1.9.1. Position would coordinate internal activities (recruiting & equipping lay ministers) and serve as community liaison (meet regularly with community social service leaders and ecumenical groups to coordinate our efforts, public relations).

1.9.2. Position would facilitate domestic and international mission projects as well as the sending of domestic and international mission teams.

Elder-Shepherd for HR would evaluate our needs, develop appropriate job description, hours, and salary, coordinate search to staff this position. Target hire date: 1/1/2009



GOAL #2

A CHURCH IN THE WORLD

Develop an off-campus Evangelism/Community Outreach Plan that introduces an exciting and sustained way for lay-ministers to engage the community.

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” (Matthew 28:19-20)

Purposes: Intensifies our focus on this purpose and serves as a faithful response to Christ’s Great Commission. Challenges members to learn the basics of their own faith (and beyond) and put that knowledge into practice.

Strategies:

2.1. Assemble an Evangelism Planning Team (by year end 2007) to:

- 2.1.1. Assess the feasibility and potential impact of various evangelism strategies, for example: Christian coffee house, satellite church campus and associated preschool, workplace evangelism, mall outreach (kiosk or cart). This will be a sustained ministry of OPPC, rather than a parachurch organization.
- 2.1.2. Develop an Evangelism Plan (by October 2008) that embraces the chosen strategy and maps out a way to implement it. This would include budget estimates (capital investment and operating costs) as well as anticipated staffing needs. The plan would be presented to Session for adoption as an addition to OPPC’s Master Plan.

2.2. Identify an Evangelism Team Leader (by year end 2008) who will implement and shepherd the plan. The Elder-Shepherds for Mission and Strategic Visioning will lead this effort.



GOAL #3

A 21st CENTURY CHURCH

Conduct a capital campaign that fosters spiritual growth as it simultaneously celebrates OPPC's 50-year Anniversary and challenges us to invest in the future by funding: A) the building of a new Fellowship Hall, B) the acquisition of real property for future expansion, C) retire debt.

"By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds." (1 Corinthians 3:10)

"O LORD our God, as for all this abundance that we have provided for building you a temple for your Holy Name, it comes from your hand, and all of it belongs to you. I know, my God, that you test the heart and are pleased with integrity. All these things have I given willingly and with honest intent. And now I have seen with joy how willingly your people who are here have given to you." (1 Chronicles 29:16-17)

Purposes: Spiritual development/Discipleship of our members by challenging them to test their own faith, trust in God's provision, and contribute to the building of something that can only be accomplished through a unified effort of the church body. Recognizes the sacrifices and achievements of those who've come before us and joins us with them missionally. Raises funds for needed expansion.

Strategies:

- 3.1. Establish a Capital Campaign Task Force, to include the Senior Pastor, Elder-Shepherds for Strategic Visioning, Stewardship, Business and Finance, and other visionary church members who may contribute to the informed leadership of the team. They will:
 - 3.1.1. Select and engage a campaign consultant to assist OPPC's effort (by 10/30/07).
 - 3.1.2. Establish campaign timeline, theme, and benchmarked goals (by 12/31/07).
 - 3.1.3. Present the campaign plan to session at January 2008 meeting.
 - 3.1.4. Work with the Design Team to identify a designer (or designer-builder) to draw up any building plans that may be needed to further the campaign vision.
 - 3.1.5. Conduct the capital campaign according the plan approved by session, reporting monthly on the plan's progression, and ultimately calculating campaign success. Target launch date in early 2008.

- 3.2. Identify the need for any bridge financing of the fellowship hall project.

- 3.3. Explore the creation of a Land Acquisition Team to work on:
 - 3.3.1. Assess the overall value added to our church of particular properties.
 - 3.3.2. Determine possible alternate methods of utilizing properties, including purchase, rental, lease, etc.
 - 3.3.3. Identify potential short term and long term use of the properties.

- 3.4. Undertake a Church History Project that will connect new members to OPPC's rich history by recognizing historic leaders in our church and celebrating what we've already accomplished together.
 - 3.4.1. Establish a Church History Project team by 10/30/07.
 - 3.4.2. Search church archives for historically significant photos, news, and mementos that can be incorporated in a museum-type display.
 - 3.4.3. Interview those identified as historic leaders; produce a video or series of video interviews recounting memorable moments in the life of our church.
 - 3.4.4. Host a month-long Church-History campaign that includes weekly videos, displays, and culminates in an event that celebrates the 50th anniversary of the OPPC mission and ministry. The campaign should tie into our vision for the future, inviting everyone to be part of the new legacy. The campaign will kick-off on January 6, 2008, in recognition of the 50th anniversary of OPPC's charter (January 10, 1958).



GOAL #4

A CHURCH TRANSFORMING THE WORLD

Design and build a new fellowship complex that will significantly increase OPPC's current capacity for large group fellowship events, expand our capacity for corporate worship by providing a venue suitable for conducting simultaneous services, further discipleship goals by providing dedicated adult classroom space and a consolidation of our library and makeshift bookstore into an inviting media center, upgrade our kitchen facilities, restrooms, storage and general usability, and provide dedicated space for children's ministry (including the preschool).

"All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer." (Acts 2:42)

Purposes: Foster spiritual development within the community of Christ by providing a readily accessible facility where we can come together for worship, fellowship, and learning. This inviting space will encourage us to grow together by providing areas designed for both intimate and corporate gatherings, places to break bread together, quiet study space and media-equipped worship centers... with room enough to grow significantly as we invite friends and neighbors into our fellowship of believers.

Strategies:

- 4.1. Appoint a design team, to include the Elder-Shepherd for Building and Grounds, to outline plans for a new fellowship hall that will replace the existing structure with larger one providing
 - 4.1.1. Food preparation, pantry, food service and small dedicated dining area
 - 4.1.2. Adult classrooms – A/V equipped (dedicated space)
 - 4.1.3. Library /bookstore (dedicated space)
 - 4.1.4. Children's ministry and preschool classrooms (dedicated space)
 - 4.1.5. Restrooms
 - 4.1.6. Multi-use common area, with stage/platform & piano, suitable for use as alternative worship/theater, group study space, banquet hall, preschool activity, or open play area.
 - 4.1.7. Storage for tables, chairs, cleaning equipment, audio-visual equipment, props and supplies.

Design team will consult with church leaders whose ministries will utilize the old and new facilities to further clarify their needs with respect to space, use, equipment and furnishings. These needs should be incorporated in the comprehensive Building Project Plan.

- 4.2. Design team will simultaneously work with these church leaders to develop a plan for continuation of all ministries during the demolition and building phases of the project. This should be incorporated in the comprehensive Building Project Plan.

4.3. Design team will estimate the cost of demolishing the existing fellowship hall and develop a cost-effective plan for identifying, removing, storing (or selling) any salvageable furniture and equipment. The projected demolition and net salvage costs, along with a timetable for completing demolition, should be included in the Building Project Plan

4.4. The comprehensive Building Project Plan, prepared by the Design Team, will include the following elements and will be shared with the Capital Campaign Task Force by 4/30/08.

4.4.1. New Fellowship Complex Site Plan & Design.

4.4.2. Demolition Plan setting forth a timetable and estimating the cost of tearing down the old structure, removing debris and preparing the site for new construction, salvaging and storing (or selling) any useable furnishings and equipment from old structure.

4.4.3. Projected costs and timeline for new building construction, including permitting.

4.4.4. Estimated costs to equip and furnish the new facility.

4.4.5. Existing ministry continuation plan.

The campaign task force will include this information in its May 2008 presentation to Session.

4.5. Work with Capital Campaign Task Force to select a designer (or designer-builder) to draw up plans for the new structure consistent with local building codes.

4.6. And we build to the glory of God!