

# ***Visioning Our Future***

**The Final 2006 Long-Range  
Planning Report  
for Calvary Baptist Church,  
Mount Airy, NC**

- Prepared by  
the Calvary Baptist Church  
Long-Range Planning Committee
- Approved by the Deacons  
September 7, 2006
- Discussed, amended, and approved  
by church vote on  
November 19, 2006

**Dedicated to the memory of  
Rev. Bill Pearson**

To our brothers and sisters in Christ and fellow members of Calvary Baptist Church:

Since its beginnings in 1914, Calvary Baptist Church has been known as a congregation of vision, and has truly demonstrated itself in this community to be “a caring fellowship.”

As you all know, Calvary Baptist Church recently elected a Long Range Planning Committee. The duties of this Committee were of study and advisory only. Our charge was to survey the congregation and compose a plan for the next five years in the life of the church, including goals and strategies for implementation. This, with the grace of God, we have completed to the best of our abilities.

With the help of the late Bill Pearson, our Committee began a process to dream a new vision for Calvary Baptist Church. That process, which came to be known as Visioning Our Future, was made up of a variety of methods of gathering input from the congregation, regarding where they thought our church was at the time, and where they thought it could (and should) go in the years ahead.

Group meetings known as Discovery sessions, along with church profile questionnaires, focus group meetings, and oral reports to the congregation, were utilized to determine the areas that needed to be addressed. Eight specific areas of focus were identified through this process: (1) Stewardship and Finance; (2) Children’s Ministries; (3) Decision Making and Communicating with the Congregation; (4) Facilities; (5) Worship; (6) Programs; (7) Inreach/Outreach Ministries; and (8) Deacon Family Ministry.

It is the intention of the Long Range Planning Committee, through this report, to present recommendations toward short- and long-range goals to help guide our church through the coming days and years. These recommendations were derived directly from the members of Calvary Baptist Church, and they speak to the objectives, goals, and means of implementation in the eight areas of focus that were identified and discussed.

We feel it should be noted that several of the findings and recommendations discussed in this report have already been addressed by various committees of the church, and steps toward implementing new changes are already being put into place. This setting into motion of new ideas validates the proposal that members of this church are committed to seeing Calvary Baptist Church continue to grow spiritually, and are serious about following the will of the Lord in the church’s mission to minister

to the needs of its members and its community, while also taking steps to reach the lost and unchurched in the days ahead.

It is our hope and desire that you, the members of the church, will become personally invested and involved in this process and take an active and dynamic role in insuring that our entire church will progress in a way that would be pleasing to the Lord and in accordance to his will as we continue to Vision Our Future together.

All recommendations are immediate goals unless stated otherwise.

## **Stewardship & Finance**

1. It is recommended that stewardship should be identified as each member's giving of his/her time, talents and money. As such, the church stewardship campaign should receive special attention each year. This emphasis can be promoted thru at least two Sunday School lessons on stewardship per year (toddler to adult) and thru at least two sermons during worship services per year. The lessons and sermons should compliment one another.
2. Information on estate planning can also be incorporated into this emphasis. The Minister of Education, or his designee, should be responsible for obtaining the latest information regarding estate planning for distribution to the congregation.

## **Budget Process**

1. It is recommended that the Finance Committee establish and designate a specific date for all requests for financial matters to be submitted for consideration in preparation for the budget.
2. It is recommended that the Finance Committee and the staff work together to ensure distribution of the church budget to all church members, utilizing whatever means are available including (but not limited to) mailing and e-mailing, and having ushers distribute on Sunday mornings.

## Children's Ministries

1. Because the future of Calvary's Children's Ministry depends on young parents who are willing to lead our children in scripture and singing, we recommend regular teacher training for nursery workers and other parts of the Children's Ministry. Also, each parent should be urged to take a turn in the nursery or in a different children's ministry program.
2. We recommend that the Children's Ministry, in conjunction with the Nursery Committee, should post sanitation/cleaning/safety practices. These postings should be in all areas and classrooms where children are present and can be laminated or framed to last.
3. Furthermore, evacuation routes should also be posted in each classroom.
4. It is further recommended that a church-wide emphasis be placed on serving, with the hope of encouraging parents with children to volunteer their time and talents so that children's ministries may be properly staffed and programs implemented to include as many adult volunteers as possible.
5. We also recommend that the WMU (for Mission Friends & GAs) and Baptist Men (for RAs) look at the feasibility of year-round scheduling of activities with little or few breaks for the summer.
6. We recommend that the Children's Ministry Committee re-evaluate the overall children's ministry programs of the church (includes pre-schoolers thru 6th grade) and to establish new or different programs/activities as the church grows and areas for children ministries are identified. (i.e., programs similar to Tuneful Tuesdays) **This recommendation would be a two to five year goal.**

## Decision Making

1. It is recommended that the pastor not serve as moderator of church business meetings. The nomination of moderator and vice moderator should be made in accordance to the established Church Constitution and By-Laws. As such, the recent actions of the nominating committee in seeking to nominate a moderator are affirmed.

2. In order to lessen the burden on the pastor and to expand the ministry opportunities to include more church members, the pastor should delegate some non-pastoral responsibilities and allow those persons enlisted to do the work.
3. It is recommended that the Constitution and Bylaws Committee conduct an annual review of all church-wide committee job descriptions and to enhance or amend the duties and responsibilities as needed.

## Communication

1. We recommend that each church committee conduct a yearly training session to be included in their first meeting of each new church year. The election of officers and the review of that particular committee's job description should be conducted and yearly goals discussed. Any updates of information from returning committee members should be made at this time in order that new members can be informed. Further, each committee, and staff as necessary, shall be responsible for the implementation of their part of this report.
2. In an effort to continue effective communication with all members of the congregation, the church should continue the prayer chains currently established.
3. The church staff should coordinate their schedules to ensure that the church office is open to all church members and the public during the advertised office hours as often as possible.
4. It is recommended that the Constitution and By-Laws Committee amend *Article V: Section A* of the Church By-Laws to allow the members of the church to be included, along with the board of deacons and church clerk, to receive yearly audit reports prepared by the audit committee.
5. We recommend that (a) **all** memorials made (except anonymous donations) to the church should be acknowledged in the next issue of the *Herald* without exception and (b) all memorials made (except anonymous donations) to the church by persons outside our congregation should be acknowledged by mail the week after the gift was received without exception. Such acknowledgment should be by professionally printed cards with an appropriate message.

6. It is recommended that no committee/organization meeting should take place unless every member of that committee has been notified of the meeting.
7. It is recommended that all copies of the Church Constitution, By-Laws, all church policies, and the annual Nominating Committee Report be made available to church members at all times.
8. We recommend that the Budget and Finance Committee should continue to provide detailed financial information to the congregation.
10. We recommend that the Nominating Committee should survey the congregation before beginning its work of enlisting church workers.
11. The language in *Article V: Section V* of the Church Constitution (*The Nominating Committee*) should be clarified to show that the committee should ask for (and receive) a nominee's permission to submit his/her name prior to putting that name before the congregation.
12. Because many church members do not take advantage of the opportunity to participate in the church's decision-making process, we recommend that the agenda of each business meeting should be published in the *Herald* before that meeting. Furthermore, the results of each business meeting should be published in the *Herald* following that meeting.
13. The church website should continue to be developed with information regarding our church and its activities.

## **Facilities**

1. It is recommended that the Building and Grounds Committee work hand-in-hand with the Finance Committee to seek out available funds to implement the needed improvements of the church identified by the Building and Grounds Committee. This committee would determine the priority of importance and timeliness of when these improvements would be made.
2. We recommend that efforts be made to improve the surfaces of existing parking lots of the church with pavement.

3. We further recommend adding additional parking areas and/or purchasing land for future parking when available.
4. Due to church growth and increased activities, it is recommended that the Personnel Committee seriously consider expanding the duties of the custodian into a full-time position.
5. We recommend improving the appearance of adult and children's Sunday School rooms by painting walls, installing blinds/window treatments and lighting as needed.
6. We recommend improving the appearance and lighting of the upper and lower hallways and stairwells as deemed necessary.
7. It is recommended that additional age-appropriate playground equipment be purchased for the children's playground. Also, safety rules for the playground should be posted there.
8. We recommend that an ice machine be purchased for the fellowship hall.
9. We recommend that an outdoor bell pavilion be constructed.
10. We recommend that the Carillon Bells be wired as soon as possible.
11. We recommend improving the appearance of all restrooms as needed.
12. We recommend building or purchasing shelving and storage bins to store seasonal items.
13. We recommend enlarging or extending the Picnic Shelter. We also recommend adding a new roof to the Picnic Shelter.
14. We recommend adding a paved area for a basketball court and two goals.
15. Regarding the matter of a Family Life Center, we recommend that a committee be established at such a time when city sewer services are made available to the church *and* when property is accessible for the establishment of such a facility. This committee will study all areas of concern including (but not limited to) project costs, financing plans, parking, architect and design, etc. and report their

findings and any recommendations to the church. **This would be a long-term goal.**

## **Worship**

1. Our recommendation is that both the 8:30 and 10:55 worship services be continued with no blending on Sunday morning. These two services compliment each other, do not compete with one another, and meet the needs of all those who wish to worship the same God in different ways.
2. We recommend that the unity of the two different worship groups be promoted. We encourage church leadership and staff to have blended services on special occasions, but also to unify the entire congregation by sharing experiences in Sunday School, Bible study, Wednesday night suppers and meetings, 5th Sunday night services, other Sunday night opportunities, social gatherings and special events.
3. The leadership of the Uplift service should be mindful of time restraints. The service should begin and end so that worshipers may arrive at Sunday School before it begins.
4. Deacons, other church leaders and all members are encouraged to occasionally experience *both* services.
5. We encourage a variety of music at both services incorporating special groups, individuals, youth and children.
6. In order to aid the overall worship experience, we recommend the bulletin be used as a valuable tool for communication and outreach to represent Calvary Baptist Church and its vision. Information contained in the bulletin should be brief, concise and be relevant to the worship service and the upcoming weekly activities of the church. New prayer concerns and other church-related data could be included as needed. Inserts should not be used except for special or immediate interest items.
7. We recommend that copies of the *Herald* (containing more detailed information on events and activities of the church) should be readily available for church members and visitors for personal pickup at various locations around the church. As such, the *Herald* should not be duplicated in the body of the bulletin itself.

8. It is recommended that any oral announcements during the worship service be kept to a minimum.
9. It is recommended that the staff periodically re-examine the order of service to better promote and enhance the worship experience.
10. We recommend a yearly revival using a variety of formats, other church choirs, different music and pastors.

## **Programs**

1. It is recommended that our church should take advantage of opportunities for training offered by the Surry Baptist Association, Baptist State Convention, and other sources. There are classes being offered in Sunday School worker training, Christian growth, discipleship training, and other spiritually beneficial topics. These opportunities should be communicated to the membership through the newsletter, bulletin, web site, oral announcements, and/or any other media.
2. We recommend that periodically, our church should offer in-house Sunday School training and teacher orientation. This training would be coordinated through the Minister of Education and the Sunday School Superintendent. This type of training would also better prepare our current teachers in their work and give existing teachers, as well as new ones, information to better equip them in their role. The importance of time management to include beginning and ending your class on time could also be emphasized during this training.
3. We recommend that Sunday School teachers should be recognized for the work they do. Their work is time-consuming and requires dedication and commitment. Possible ways of recognition could include a banquet, luncheon, or other means of allowing church members the opportunity to express their appreciation.
4. We recognize the fact that *no* program of the church will be successful or meaningful *without the participation and commitment of its members and congregation*. We would therefore encourage *everyone* to become actively involved through their participation, attendance and support of the various programs and activities offered at Calvary Baptist Church.

## **Inreach/Outreach Ministries**

1. We recommend that the In-reach/Outreach Committee give special attention to the establishment of an on-going church-wide Inreach/Outreach ministry program. This committee would serve as the administrator of such a program.
2. We recommend that volunteers be solicited, to include all ages, to join efforts with the First Care Team members and the HOMEBOUND Ministry to expand the ministries of the church. Volunteers would be encouraged to use their special talents, gifts and abilities to help others as an example of Calvary's caring fellowship.
3. Furthermore, a commitment service should be used as a way of publicly supporting this endeavor while soliciting additional volunteers and providing an avenue for personal commitment to this ministry.

## **Deacon Family Ministry**

1. Due to current church growth, and the increased number of families assigned to each Deacon, the Deacon Family Ministry no longer functions as efficiently as desired. Therefore, it is recommended that the Board of Deacons seek out a more efficient method of utilizing each Deacon's spiritual gifts in ministering to the members of Calvary Baptist Church.

## **Conclusion**

*One of the greatest weaknesses in evangelism today is that Christians are sitting on dynamite – the power of His Spirit – and they don't know it. – Outreach Magazine*

Throughout the compiling of this report, a common theme running through each of the areas of focus was the need for more members of our church to contribute their God-given abilities, talents, and finances in the furtherance of his kingdom here at Calvary Baptist Church. All the needs addressed in this report, as well as any unforeseen needs that may arise in the future, can be handled by all members of the church working together and following the example of Christ our Lord by being servants to one another.

As Dr. Bo Prosser writes in “The Missional Church: Empowered Intentionality,” the lesson for July 9, 2006 from the *Formations Learner’s Study Guide*, “Too many of us have been going through the motions of ‘doing church.’ We know all about fulfilling budget requirements, filling nominating committee slots, and besting last year’s average attendance figures. Yet many of us are not excited about the church programs and church structures to which we are obligated. Maybe we need to see people who love ‘being church.’” It is our hope that more members of Calvary Baptist Church will come to love “being church.”

Throughout the first half of 2006, the members of the Long-Range Planning Committee came to know, respect, and love Bill Pearson even more than we already had. We look back on those days of laying the groundwork for this process with fondness and longing, and now that we have come to the end of this journey, it is truly a bittersweet moment for all of us, for along the way we have lost our guide and our friend. It is impossible to underestimate the impact that Bill Pearson had on this process, and on the members of this committee. To say that none of it would have been possible without him is an understatement of immense proportions.

It goes without saying that this report is dedicated to the memory of Bill Pearson. We are grateful for his leadership in this effort, and we rejoice with the knowledge that we will someday see him again.

### **The Long-Range Planning Committee**

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