

Vision Update



ST. PAUL DNA

MISSION

We exist to Catch and Cultivate the Lost so that they might have a personal relationship with Jesus Christ which will cause them to Celebrate Him, Commune with the saints and work with us to fulfill the great Commission.

CORE BELIEFS

- GOD IS IN CONTROL.
- GOD FORGIVES SINS BECAUSE OF THE SACRIFICE OF JESUS CHRIST.
- GOD LOVES ALL PEOPLE AND DESIRES FOR ALL PEOPLE TO BE IN RELATIONSHIP WITH HIM.
- JESUS IS LORD.
- JESUS IS OUR EXAMPLE OF A LIFE THAT PLEASURES THE FATHER.
- THE HOLY SPIRIT EMPOWERS US TO LIVE IN OBEDIENCE TO GOD.
- THE BIBLE IS GOD'S WORD AND IS THE FINAL AUTHORITY FOR ALL OF LIFE.
- GOD HEARS AND ANSWERS PRAYER.
- WE ARE CHILDREN OF GOD.

CORE VALUES

- DAILY CONVERSATIONS WITH GOD
- SHARING HOW HIS STORY CHANGED OUR STORY
- FOLLOWING JESUS DAILY
- GIVING TO THE KINGDOM
- SELFLESSLY MEETING NEEDS
- MAKING PEOPLE FEEL AT HOME

Transforming People with the Gospel of Jesus Christ

Jesus can change anybody.

Since 2005 we have prayerfully endeavored to seek God's face for clarity on the strategic moves needed to see our vision become a reality. We have done the following:

Strategic Planning of Goals 1/05

5 Goals

- ◆ We will work to retain at least 100% of the members.
- ◆ We will work to create a ministry culture that values and invest in children ages 0-18.
- ◆ We will work to evangelize the un-churched [unsaved and out of church] in our community.
- ◆ We will work to develop a culture of obedience to the Word of God.
- ◆ We will work to increase the congregations consistent giving from 10% of the members tithing to 100%.

Steps we Prayerfully took as a result of our Goals: Ongoing

1. Membership Retention. Created membership services team, researched and revised new membership process. Continue to work to refine process and track members.

2. Advertise nationally for a Youth & Children Director. Interviewed applicants from Chicago, Dallas, Gary Indiana, Peoria, and Morton. Determined to continue to pray and await God's direction. God has made it clear that our Youth &

Children's lead Change Agent is in our midst. August 4, 2008 our new Lead Change Agent for Youth & Children's Ministry will begin work.

3. Working to teach members the basics of evangelism. Include opportunities for members to share gospel in service. Encourage members to share Gospel out side of worship service. Focused outreach events to have an intentional evangelistic focus. Ongoing offering of classes, new A.O.K. partnership with Dream Center. Continue to evaluate efforts on training and intentionally sharing the Gospel with our community.

4. Broaden the class menu for lifestyle change through understanding of the Word. Continue focus of teaching the word through classes, small groups, workshops and encouragement of daily discipline in the word.

5. Hosted Good Sense workshop. Sent members of congregation to go through leadership training of Good Sense material. 4 members are trained and working to share through classes and workshops financial principles with our congregation. Working in partnership with banks, and groups in the community to provide professional services in the area of finances.

Professional Consultant 11/05

Dr. Thomas Bandy

We prayerfully sought professional guidance in refining our strategic efforts. Throughout this process, we submitted demographic material, conducted ministry assessments, and participated in an onsite visit which provided Dr. Bandy the opportunity to interact with a significant portion of our congregation. Dr. Bandy made the following recommendations after his visit:

Recommendations: There are five key strategic moves, and they all inter-related to each other.

1) **Spiritual Leadership needs to be focused and deepened in the life of the church.** It is clear that the Pastor already has significant credibility as a spiritual leader. In addition, recommendations elaborated in this report will help you:

- Focus and deploy staff effectively;
- Expand the credibility of spiritual leadership to staff and key volunteers.

The Pastor cannot grow the church alone, and needs to extend his authority to others.

2) **DNA Alignment must be pursued with rigorous accountability.** By “DNA”, I mean the shared core values, beliefs, vision, and mission that is the very heart of St. Paul as the “Body of Christ”.

-While a positive DNA is emerging, there are still negative habits that allowed to go unchecked that undermine the credibility of the congregation in the eyes of the public;

-While the congregation encourages adult spiritual disciplines, they do not hold the members rigorously accountable for spiritual growth.

3) **The Discipling Process is not fully in place.** By “Discipling Process”, I mean the flow of experience through which newcomers are changed Christ, grown in Scripture, mentored to discern personal mission, equipped for excellence, and sent in teams to do God’s work.

- Staff should be deployed to managed the discipling system and mentor people to go deeper;
- There should be a greater connection between worship, mid-week small groups, and mission teams.

4) **The Heartburst for outreach is not sufficiently focused and energizing.** A teaching-oriented congregation is tempted to become too inward.

- The congregation needs to identify a “signature outreach ministry”;
- There must be a staff commitment to develop outreach ministries.

5) **The challenge of location and facility is very great and must be addressed.** A more detailed analysis with recommended options is in the body of the report.

- Location and facility design needs to be done with some clarity about future signature ministry;
- The church must engage a mission-driven capital debt;
- The church needs to help of a professional capital fund raising company.

Steps that we Prayerfully Took As a Result of Consultation: Ongoing

1. **Spiritual Leadership.**
 - Reestablishment of Shepherd’s Council

- Ongoing Refining staff deployment
 - Added emphasis of leadership development
 - Intentional embedding of the DNA is an ongoing process.

2. DNA

- Leaders prayerfully discerned core beliefs and core values.
- Leaders working to embed DNA in the life of the congregation.

3. Discipling Process.

- We are prayerfully seeking to deepen our understanding of the discipling process and how to best implement it in the life of our church.

4. Heartburst Ministry.

- Establishing a 501 C3 to serve as an umbrella organization that can receive funding for developing and discipling transformational leaders.

5. Location and Facilities

- Prayerfully discerned to remain in center of city and expand.
- Partnering with HCO architectural firm of Indianapolis, IN
 - Partnering with Generis Capital Campaign Company.
 - Partnering with Mangieri Construction Management Companies.

Reveal Survey Reveal

We were selected as one of 500 churches to participate in the Reveal Survey conducted by Willow Creek Association. We were blessed to have 176 of our members completed the reveal survey. Reveal is more than

just a book or survey—it's a focused, research-based view of how the spiritual journey unfolds, validated through extensive survey input from over 157,000 congregants in more than 500 churches. This growing sample includes churches of all kinds of denominations, sizes, and contexts.

Reveal identifies a spiritual continuum comprised of 4 unique kinds of people at different stages of spiritual development: Exploring Christ, Growing in Christ, Close to Christ, and Christ-Centered. Each group has uniquely defining characteristics; together they form the lens through which REVEAL conducts its work.

We've received the results of our surveys and we are in the process of reviewing the information to prayerfully consider how to refine our strategic ministry efforts.

Staff

Communication Intern

The goals of the St. Paul Marketing Internship Spring 2008 were to improve the method of communication between ministries of the church, the community and the congregation. With the improvement of the communication methods used by St. Paul Baptist Church, the goals of identification of the needs of the St. Paul community (within a 5 mile radius) and gain a better understanding of the people located in the St. Paul community are more attainable. A final report and recommendations are being submitted for review.

Multimedia Staff Person [Part-time]

We've hired a multi-media part-time staff person. It is the mission of the Multi-Media Intern to creatively harness multi-media tools to assist St.

Paul Baptist Church in the transformation of people with the Gospel of Jesus Christ. He/she will have responsibility for the website, video & dvd production (internal & external), training for audio & video production, and graphic design.

The hiring of this part-time person allow us to have a greater benefit for money that we've been spending with outside consultants to produce similar.

Lead Change Agent for Youth & Children's Ministry/Director of 501C3

It is the mission of the Lead Change Agent for Youth & Children's Ministry to be the "Champion" of youth and children's ministries for St. Paul Baptist Church. He/she will strategize, develop, coach, nurture, and influence families in helping their youth and children to have a lifelong commitment to Jesus Christ.

It is the mission of the Director of the 501C3 to employ Biblical principles to coach families, children, and youth to discover, pursue and achieve success in their life as cultural change agents for Jesus Christ.

GIVING SUMMARY

JANUARY 2008-JULY 2008

Income

Tithe/Offering \$544,552.09

Sunday School \$ 1,619.00

Benevolence \$ 390.04

Unfolding Story \$171,960.22

Media/Other \$ 10,142.71

Total \$ 728,664.06

Expenses

Worship \$ 36,881.89

Care \$ 17,033.71

Discipleship \$ 30,172.37

Development \$ 4,987.83

Outreach \$ 80,600.97

Events

Boy Scouts W.D. Boyce

Community Builder

CEF

PCCEO

Salvation Army

Carver Center

CCCD

Operations \$ 169,016.09

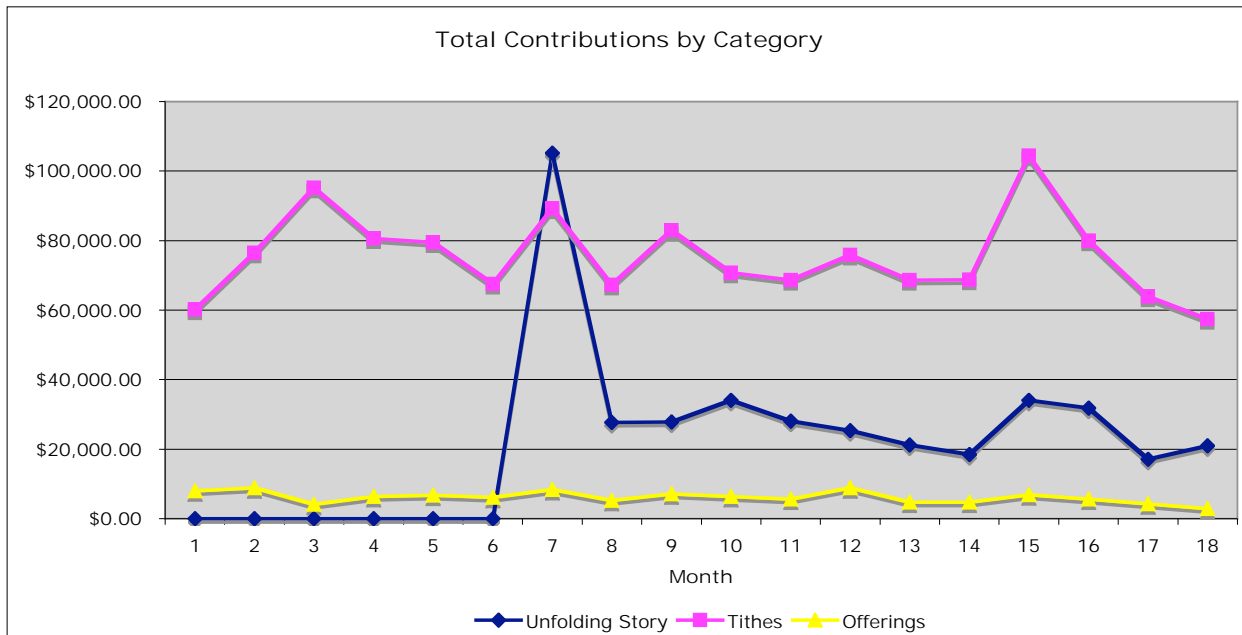
Personnel \$ 237,452.39

Unfolding Story \$ 46,747.65

Total \$ 622,892.90

January 07-June 08

Giving Summary



12 Month Unfolding Story Total: \$420,377.11

Pastoral Reflections

Personal Transformation

Personal Transformation

1) Clarity on the Journey. The last three years I've been forced to embrace the ambiguity of the Christian leader. I embrace the fact that I only know the general direction of where I am leading. I must trust God for the specifics in His time. I must therefore remain flexible. God has helped me to understand that my journey is not a landscape, but a seascape. Samuel Chand says, "Leaders emphasize seascapes over landscapes. Why? Because they know that their journey is not taking them through an environment that's stationary, but one that is dynamic and ever changing".

2) Coaching. I recognize that as a leader I must continually be challenged to grow. The consultation with Dr. Bandy exposed me to the benefits of having a human guide or coach. I therefore entered into a relationship with Dr. Thomas Bandy to serve as my coach. He challenges me each month in the areas of my alignment with God's mission, the Church's (universal) mission, St. Paul's mission and my personal mission. It is during these times of accountability and vulnerability that I am inspired to continue to grow as a leader of God's people.

Thank you so much for your continued prayers and support. We can achieve the God sized vision together. With God all things are possible if we only believe.