

VISION



2020

Blue River-Kansas City Baptist Association

Master Ministry Plan

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"Where there is no vision, the people perish."

Pro. 29:18

A special “Thank You” goes to everyone who participated in the VISION 2020 process, but we especially want to thank those who served on the Evaluation Planning Team and on the Strategic Planning Advisory Group.

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Table of Contents

Overview	4
Preamble	5
Vision Statement, Values & Objectives	6
Objectives, Goals & Action Plans.....	8
Gospel Outreach.....	9
Resourcing Churches	10
Assisting Community Transformation.....	12
Church Planting	14
Equipping Leaders	15

The VISION 2020 Master Ministry Plan
Blue River-Kansas City Baptist Association

As the newly elected Executive Director of Missions for BR-KC Association, I shared that my first year priorities would be connecting with pastors and churches, providing strategy and mission training opportunities, and leading the Association through a strategy planning process. Below is the process we used to envision and discern what the Lord would have our Association to focus on in the years 2010-2020.

Strategy Development Process for the Association

ENVISION is the title we gave to the process of associational strategic planning. It consisted of four phases. The process sought to give every pastor, church, church leader and church member the opportunity to be involved in seeking God's vision for the next decade in the Association.

The work required to move us to that point was divided into four phases.

Phase I – “Who and How” (October & November, 2008)

An Evaluation Planning Team of pastors and lay leaders was assembled. The team developed the process and tools necessary to get feedback regarding the Association's ministry. They also studied the current status of our counties and what changes in demographics could be expected in the urban and rural areas of the Association over the next 10 years.

Phase II – “Conduct Evaluation” (January – March, 2009)

The Evaluation Planning Team surveyed and interviewed pastors and key leaders in churches and local governments. They gathered hard and soft demographic data on our churches and communities and brought a report to the April 23 Executive Board Meeting. You can find that Evaluation Team Report on our website.

Phase III – “Strategic Planning I” (April – June, 2009)

The Planning Team's report to the Executive Board was published and discussion groups held for those who couldn't attend the Executive Board meeting. A Strategic Planning Advisory Group of nine pastors and church planters was enlisted to study the report, surveys and interviews and develop a proposed vision, along with a set of values and objectives for the Association to consider.

Phase IV – “Strategic Planning II” (August – October, 2009)

An all-day retreat was held on September 3 to discuss the proposed vision statement, values and objectives. The retreat was open to anyone in the Association that desired to participate. Work groups were formed around each proposed ministry objective to develop goals and action plans. Strategic Planning Advisory Group members facilitated the work groups, collected the input, and worked to finalize the goals and action plans at a follow-up meeting on October 1.

The result of this year long process is the VISION 2020 Master Ministry Plan contained in this document.

The vision statement envisions a preferred future and gives us a picture of what we could be and do with God's help. The values describe those beliefs we feel are essential at the Association level. The vision and values serve as filters and parameters for what we consider doing and how we pursue the vision. The objectives are priority areas of ministry we believe are most important in order to accomplish the vision. The goals are targets and the action plans are means toward accomplishing the objectives. The goals and action plans will need to change over time as the context changes.

The VISION 2020 Master Ministry Plan gives us focus and urgency and direction, but is not written in stone or canonical. We will need to flex, evaluate, and refocus along the way. But the ministry plan is discerned from a lengthy and comprehensive process of seeking the Lord and garnering input from many of God's people and His churches in our Association. May God guide us and give us success in these spiritual pursuits according to His will, for His glory, the building of His Kingdom and Church, the salvation of many, the edification of His people, the good of our communities and the blessing of many.

Preamble

VISION 2020 has been an exciting process of discovering God's Will for the cooperative ministries of the churches in the Association. In many ways the process has helped us connect to pastors and churches in a fresh way, strengthening relationships and restoring a vision of churches working together for the Kingdom.

The planning group arrived at five objectives to guide the ministry of the Association. This document outlines those five objectives plus the goals and action plans developed during the year-long strategic planning process. But there are over-arching concepts that relate to each of the objectives.

Ministry Teams

We envision a Ministry Team for each of the VISION 2020 objectives. These teams would be formed by volunteers from our churches who sense a burden for the ministries represented in their objective of choice. The teams would be open to anyone who has an interest and will take the time to participate in the Team Meetings. Teams will be fluid in that people may join and/or drop off a team at any time.

Two Team Leaders would be enlisted by the staff of the Association to provide continuity and focus to each team. These leaders would serve a term of one year.

Pledge the Vision

The goals outlined will require both human and financial resources. The human resources will come from those in the churches that God calls out to serve on our Ministry teams. The financial resources will come from the churches and individuals in the Association.

We would challenge each congregation to examine the goals of VISION 2020 and prayerfully consider how their church should support the work financially. It is our hope and prayer that every congregation would participate in a "Pledge the Vision" emphasis at one of the following three levels:

- 9K Challenge: Pledge \$9,000 over and above your current Associational giving for the next four years.
- 2K-5K Challenge: Pledge \$2,000 to \$5,000 over and above your current Associational giving for the next four years.
- All for One Challenge: Pledge to increase your Associational giving by some amount for the next four years.

Additional Staff

The Personnel Committee has already expressed a desire to add one additional Associate Director to the staff when the Association receipts have increased to the level where another staff position can be supported. This new staff member would serve as a missional Acts 1:8 catalyst to help accomplish many of the goals of VISION 2020. He would be an Associate Director for Missional Outreach. He would develop and facilitate our churches intentional mission strategies, community transformation efforts, church planting, Association mission partnerships and projects, and provide related equipping needs among our churches.

Facilitating Partnerships

As you read through the goals and action plans, you will see that every objective involves some level of partnering or networking among the churches. The need for churches to work together to accomplish Acts 1:8 is a New Testament value and a Baptist Hallmark. It is important that churches address all of the elements of Christ's command, seeking to bring the Gospel to their "Jerusalem" and also to their "Judea, Samaria and the uttermost parts of the earth." For VISION 2020 to come to fruition, partnering and networking must become a part of the ministry paradigm of the churches. Every Ministry Team will have, as an over-arching assignment, the task of discovering where and how partnerships are needed and can be created. It will be the job of the Association staff to help each team make this happen and keep them focused on this part of their work together.

We recognize that the continuum between fulfilling the Great Commission and demonstrating the Great Commandment can create a different comfort level among churches. It is our goal to partner churches based on a common comfort level.

As you read, study and pray over this document, ask God to open the eyes of your heart and help you see the fields around us that are white unto harvest. Ask him to create in your church a burden for helping to strengthen neighborhoods and for starting new churches. Ask him to equip your leaders and provide the resources needed to move forward together, reaching out to our communities with the Gospel of Christ. And ask him where your place is in the VISION 2020 plan.

VISION 2020

Vision Statement

We envision a network of healthy Baptist churches partnering together to transform lives and communities through the power of the Gospel of Jesus Christ at home, in North America and around the world.

Values

Biblical Fidelity

Gospel Proclamation

Partnership

Service/Servanthood

Objectives

Gospel Outreach

Resourcing Churches

Assisting Community Transformation

Church Planting

Equipping Leaders

Objectives,
Goals, Action Plans
and
Updates



Gospel Outreach

The Gospel Outreach Ministry Team (see preamble) will be responsible for carrying out the goals and action plans of this objective.

Goal: By 2020, every church in the Blue River Kansas City Baptist Association will be sharing the Gospel locally, nationally, and internationally as a result of mission urgency, training, and opportunity.

Action Plans:

1. The Gospel Outreach (GO) ministry team will carry out the action plans for the Gospel Outreach objective. This team will consist of volunteers from associational churches with a passion for Gospel Outreach. Two team leaders will be selected annually by the associational staff.
2. By the April 2010 Executive Board Meeting, the GO ministry team will encourage every church to sign a Covenant of Prayer related to gospel outreach; personally, corporately and associationally.
3. Annually, the GO ministry team will provide consultative customized evangelism training for churches desiring to grow in Gospel Outreach.
4. Annually, the GO ministry team will assist churches and campus missionaries with Gospel Outreach to college students.
5. Annually, the GO ministry team will challenge every existing “going church” to intentionally partner with another church or churches who are not involved in a local, national and international mission effort.
6. By 2010, the GO ministry team will assist regional churches within the association to begin a cooperative effort through evangelism events and projects for reaching unchurched people within that region.
7. By 2010, the GO ministry team will identify both a North American people group and an international unengaged unreached people.
8. By 2011, the GO ministry team will lead an associational effort for initial engagement of both a North American people group and an international unengaged unreached people group.

Update: In our efforts to have every church in the Association sharing the gospel locally, nationally and internationally, there are eight action plans designed to help achieve this goal. A Gospel Outreach (GO) Team has been formed led by Jeff Funderburk, pastor at Heart of Life, Garden City and Randall Stotts, pastor at First Baptist, Blue Springs. Leadership for this team will now pass to Randy Messer, pastor of First Baptist, Oak Grove with assistance from Jeff Funderburk and Matt Sprink, Pastor of Disciple Making at First Baptist, Blue Springs.

The team encouraged every church to sign a Covenant of Prayer related to evangelism. This is an on-going effort.

We have partnered with Gary Taylor, Evangelism Director at the Missouri Baptist Convention to bring events and training to the Association. Gary was here to provide orientation to our pastors for the GPS (God’s Plan for Sharing) emphasis and the convention also provided a workshop titled “Every Believer a Witness” that was held at Noland Road Baptist in August. Brother Matt Burton, pastor at New Salem, also worked with a team of students from Midwestern seminary to provide volunteers to help churches with door-to-door canvassing and sharing.

An outreach event was planned for Santa-Cali-Gon, but was postponed to next year for lack of volunteers and financing.

The Association provided funds to help four campus missionaries who are reaching college students at the Longview, Blue River and Penn Valley campuses. We continue to try and find churches who will link directly to these young men who are working on a great mission field.

The team seeks to partner “going” churches with churches who are not involved in local, national and international missions. This has not yet been achieved, but is a continuing emphasis.

Our outreach to Vancouver, British Columbia and the Horn of Africa are fulfilling the plan to reach an unreached people group in North America and internationally. Trips have been made to Vancouver assessing needs and getting to know church planters in that city. Two more trips will take place this Fall with a team going October 17-20 and another in November. The team going next week will seek out opportunities to share with churches planning trips to Vancouver next year. In November our team will lead an “Encouragement Retreat” for church planters and missionary families in that area.

Dr. Hammer led a team to the Horn of Africa September 30 - October 9 this year. They sought out refugee camps in Ethiopia and delivered over 400 birthing kits our churches had donated. They also purchased over \$8,000 worth of supplies and materials to help refugees as they shared the gospel. The churches of the Association donated \$18,258 to relief efforts in the Horn of Africa.



Resourcing Churches

The Resourcing Churches Ministry Team (see preamble) will be responsible for carrying out the goals and action plans of this objective.

Goal: The association staff and Resourcing Churches Ministry Team will develop Resource Groups to assist churches in their ministries by June 1, 2010. (e.g. VBS, Youth, S.S., Music, etc.)

Action Plans:

1. Discover specific ministries within churches that are in need of assistance.
2. Find volunteers within the association to fit missions [ministry] needs.
3. Facilitate the development and equipping of the mission teams to fit mission [ministry] needs.
4. Inform churches of the availability of mission teams in accordance with the information gathered in step one.
5. Receive requests and coordinate the sending out of mission teams.

Update: Assisting churches in strengthening ministries:

In addition to the regular ongoing consultation the Association provides to churches on request, the team is working to find an assessment tool that would help churches to evaluate their ministries and see which ones need strengthening and which ones perhaps should be phased out. It is a recognized fact that many times churches “hold on” to ministries long after their effectiveness or the need for them has disappeared. When such a tool is approved, we will distribute it to the pastors in the hope that it will help them find a way to best use the resources they have at their church.

Goal: 80% of association churches will partner with at least one other association church by the Annual Meeting of the Association in October 2012

Action Plans:

1. Define at the 2009 Annual Meeting that a partnership between churches would be an established relationship for achieving shared goals in areas such as evangelism, community involvement and worship through sharing of resources such as material or personnel.
2. The association staff will contact each church to determine any area they would like to partner with another church and maintain a list of those churches and areas.
3. The association staff will provide the list of churches willing to partner and in what areas to the association’s churches, and facilitate the churches getting together to discuss partnerships.

Update: Getting churches to partner together in ministry:

This goal is being met (80% involved in a partnership by October 2012). We have many churches that have worked together on various projects and ministries. The state convention’s GPS initiative has helped, plus many of our churches work together on event centered outreach ministries as well as working together on VBS.



Resourcing Churches

Goal: The association staff and Resourcing Churches Ministry Team will facilitate sharing materials among the churches and have a process in place by January 1, 2010.

Action Plans:

1. Discover churches willing to share resources.
 - Develop a check list of items a church is willing to share.
 - Send request and list to the pastors.
2. Create a database and enter the responses from the churches.
3. Publish the availability of these resources at least twice a year.
4. Add a means on the web site where the churches can register resources they have.
5. Resend the request in step 1 each year.

Update: Facilitate sharing materials among churches:

All aspects of this goal are in place and operational. Our web site has a page where churches can list their needs as well as those items they are willing to share. Few have taken advantage of it. We continue to meet this need primarily through the Online NEWS e-mails. When a church notifies us of a need, we notify over 1,000 homes and churches via the Online NEWS. It is not uncommon for a need to be met the same day the e-mail is sent.

Goal: The association will develop a database of those persons with special expertise that are willing to share and assist churches in need of their expertise by January of 2010.

Action Plans:

1. Develop a survey form for association churches information.
2. Place survey form on web site.
3. Solicit names of individuals, companies, organizations, etc. from among association churches using web site as well as printed forms.
4. Develop a database for association records and enter responses.
5. Develop association form for churches to use to request help.

Update: Develop a database of people with special skills:

The survey form and database are on our web site, but so far only a handful of people have completed the form. We still continue to meet requests by calling on people we know who can meet the need. There have not been a lot of requests, but when one comes to our attention, it is almost always met by contacting an individual known to have the skills needed.

One additional strategy has been added to the Resourcing Churches work since the VISION 2020 Master Ministry Plan was approved in 2010. We are in the process of identifying "Legacy Churches" within the Association. These are churches upon whose legacy much of the church planting, missions and evangelism in our Association was built. We have congregations who, in former days, were the motivating force in the Association for missions, evangelism and church planting, but who now are struggling to reach their neighborhoods and provide meaningful opportunities for ministry and worship.

The Legacy Church Initiative will identify such churches and resource them with special assistance. This will come in the form of consultations that will result in a better understanding of the needs in these churches and neighborhoods, and the development of ways to positively impact their ministries at all levels.



Assisting Community Transformation

The Assisting Community Transformation Ministry Team (see preamble) will be responsible for carrying out the goals and action plans of this objective.

Goal: Increase the educational progress for children within our Association's borders.

Action Plans:

1. Minister through the Adopt-A-School Program
2. Publicize the work and purpose of the Adopt-a-School program.
3. Encourage local churches to adopt a school in their community.
4. Provide tutors for after-school and summer program sites.

Update: The first goal for the ACT Team was to increase the educational progress for children within our Association's borders. They sought to do this through Adopt-a-School Programs and after school tutoring.

They have identified many congregations within our association that have meaningful relationships with schools in their area. It is important that this work continue. The number of congregations participating in the Back Snack Program has also increased.

Goal: Build relationships between cooperating churches and partnership ministries to share resources.

Action Plans:

1. Create networks of leaders.
2. Provide ongoing equipping events
3. Connect these churches with groups that can use their facilities for ministry.
4. Locate ministries that are providing innovative programming and encourage cooperating churches to partner with them.

Update: As with many of the other VISION 2020 areas, ACT is working to develop a network of churches and ministries for the purpose of sharing resources and skills. So far, this has been an informal process of learning the unique characteristics of many of our congregations and listening to their leaders.

Goal: Assist congregations providing innovative programming aimed at significant community issues (i.e. chronic disease, violence, health, homelessness, pregnancy prevention).

Action Plans:

1. Gather needs of churches that are providing needed services and publish them.
2. Gather resource list from churches with resources to help and publish them.
3. Help connect churches with resources to churches providing services.
4. Encourage opportunities for pastors of churches that are providing services to speak to congregations who might provide assistance.

Update: The team desires to find churches willing to provide innovative programming aimed at significant community issues (i.e. chronic disease, violence, health, homelessness, pregnancy prevention). Two examples would be Calvary Temple and Country Meadows. Calvary Temple will host a community event called KC Fun & Fitness Day on Saturday Oct 29th. KC Fun & Fitness Day is an event that will provide health screenings and information, sports & fitness activities to people residing in urban Kansas City. Country Meadows held an employment workshop that trained people who are looking for positions on how to write resumes, network with businesses in their field and discover inroads to finding a job that fits their skills. If your church has been involved in this type of ministry, please let the Association know about your efforts. We have resources that can help.



Assisting Community Transformation

Goal: Mobilize Baptists to act together to effect change in governmental affairs for causes that are for the transformation of the community.

Action Plans:

1. Compile e-mail/telephone lists for quick responses to emergency needs.
2. Develop educational forums that encourage civil discussion regarding emerging needs.
3. Develop a team to discuss issues that are unifying and important to cooperating churches.

Update: A goal was set to mobilize Baptists to act together to effect change in governmental affairs for causes that are for the transformation of the community. We sought to do this by compiling e-mail/telephone lists for quick responses to emergency needs, developing educational forums that encourage civil discussion regarding emerging needs and developing a team to discuss issues that are unifying and important to cooperating churches. Little progress has been made toward this goal.

Goal: Assist congregations in helping their membership become gainfully employed.

Action Plans:

1. Create a pool of people with skills who are seeking employment.
2. Compile a list of members in cooperating churches who make employment decisions., and ask for a commitment to hire qualified applicants from pool.
3. Provide employment fairs which include workshops.

Update: The team would like to assist congregations in helping their membership become gainfully employed. The idea was to match people in our churches seeking employment with employers in our churches through employment fairs and creation of a database. No progress has been made, and this goal will be revisited by the team in the near future.



Church Planting

The Church Planting Ministry Team (see preamble) will be responsible for carrying out the goals and action plans of this objective.

Goal: The Association will help to catalyze our churches to start 30 new churches in the Association by 2020.

Action Plans:

Finances

1. The Associational Church Planting Ministry Team (see 5 below) will seek to enlist 3 to 5 churches (per church plant) to become support partners in various capacities.
2. The Associational Church Planting Ministry Team will designate associational budget money for assessment, start-up, and the on-going support of church plants.
3. The Association will create a fund for church planting to which individuals, businesses, and churches can contribute for the financial support of these church plants.
4. The Associational Church Planting Ministry Team will seek to develop a network of business owners who can provide part-time jobs for church planters.

Identifying, Assessing, & Coaching

5. Associational staff will create an Associational Church Planting Ministry Team comprised of appropriate Associational Staff and 2 non-staff volunteers to assist with the task of identifying, assessing, and coaching church planters.
6. The Associational Church Planting Ministry Team will develop systems for identifying potential church planters.
7. The Associational Church Planting Ministry Team will designate appropriate entities for the assessment of potential church planters in addition to the MBC Church Planting Assessment.
8. The Associational Church Planting Ministry Team will develop an on-going coaching and mentoring structure for the benefit of church planters and potential church planting coaches.

Update: The CP Team has initiated four new church plants, one in Independence, South Kansas City, Northeast Kansas City and Pleasant Hill. Meetings and Bible Studies are being held in all four areas and three training events have been held for church planters. Thirty-seven attended the January training and thirty-four attended in May. Sixteen total church plants have been assisted. Coach Training for church planters is in progress and should be completed this Fall. The team will participate in Discovery Day at Midwestern Baptist Theological Seminary with a Church Planting booth where hard copies of the Church Planter Application would be available along with other information.

The team is developing a Church Planting network called PlantKC modeled after one in St. Louis. They have reserved the URL www.plantkc.org and are in the process of developing the web site. PlantKC meetings will replace the monthly Church Planting Team meetings.

Twelve new CP recruits and interns have been enlisted with six having completed Missouri Baptist Convention assessment.



Equipping Leaders

The Equipping Leaders Ministry Team (see preamble) will be responsible for carrying out the goals and action plans of this objective.

Goal: Assist churches in the Association in assessing leadership training needs that rise from their existing ministry areas.

Action Plans:

1. Provide personnel to lead in this assessment.
2. Provide leadership training in ministry areas identified.
3. Encourage churches to utilize technology resources for training by highlighting online resources as well as developing a lending library by 2011.

Update: The Equipping Leaders Team seeks to assist churches in assessing leadership training needs. They are searching for a tool that can be sent to pastors and that will help them determine what leadership needs they may have. So far, little has been done to help the churches “assess” their needs. The Ministry Toolbox is in place to meet leadership needs, but few have requested help. More work needs to be done to help churches identify their leadership needs, or communicate those needs to the team.

Goal: By 2011, help churches in the Association develop networks to address leadership needs.

Action Plan:

1. Compile a list of gifted leaders in the following areas: Pastoral, Worship, Education (Sunday School & Missions), Children, Youth, Senior Adults, Parenting, etc.
2. Form church partnerships to address leadership training by encouraging leaders to come alongside leaders to equip them to be more effective in targeted ministries.

Update: The team is tasked with helping churches develop networks to address their leadership needs. We know of gifted leaders in church ministry, and they almost always respond positively when called on to help a sister church, but no official list has been compiled. Generally, this need is met by contacting existing church staff to see if they will help meet a need.

Goal: Encourage leaders in the Association churches in the area of spiritual development. Time line is on-going.

Action Plan:

1. Encourage mentoring relationships between ministry staff in our churches (pastor to pastor, youth to youth etc.)
2. Establish small peer groups throughout the association by regions for dialogue and prayer to encourage one another as leaders.
3. Association staff provide opportunities that would renew church staff.

Update: The quarterly E³ Meetings (Equip, Empower, Encourage) were started to meet the goal of encouraging leaders in their spiritual development. The meetings take place in four different locations each quarter and have met with mixed success. Those pastors and staff who have come indicate that the time together is valuable, and we have had many who attend each meeting that has been held in their area of the Association. We would like to see more pastors take advantage of this opportunity to meet and encourage their fellow pastors in the Association.

One of the Equipping Leaders goals dealt with establishing mentoring relationships between peer staff and pastors. The response to this goal has been such that the team is re-evaluating whether mentoring relationships are really desired by pastors and staff. The team felt that they could easily compile a list of qualified mentors in almost all areas of church work, but they expressed some doubt as to whether they would ever be called to serve. It was decided to contact pastors and staff and ask if any would be interested in having a mentor to meet with them on a regular basis (monthly, bi-monthly or quarterly). If there is not a strong response, then perhaps this isn't really a felt need.

In January, we had our first Pastor/Staff Appreciation Banquet for all ministers and spouses. The group enjoyed a great meal at First Baptist, Raytown and Jarrett Dougherty from the Pierce-Arrow Show in Branson. This coming January 23, 2012 we will have our second appreciation banquet with illusionist Duane Laflin from Pigeon Forge, Tennessee as the evening's entertainment.

