

Oakwood's 2015 Vision



Growing in Grace for His Glory

Oakwood Church Family,

At the end of 2008 the church body approved the formation of a strategic planning team comprised of the following church members: Dick Cox, Jan Powell, Chris Azure, Jill Flowers, Mike McComas, Jim Cupp, and Russ Taylor. The planning team held its first meeting on January 27, 2009 and began the first of three planning phases: Phase 1 – *Evaluation*; Phase 2 – *Vision*; Phase 3 – *Strategy*.

From the outset, the intent of this Strategic Plan was to cast a realistic, yet faithful vision for the direction of Oakwood Baptist Church over the next five to ten years. The planning team was continually reminded of what Jesus said in John 15:5 that apart from Him we can do nothing. We sought diligently as a planning team to reflect our dependence upon the Lord by leading the church to seek His guidance in prayer. A prayer team was enlisted by Jill Flowers which faithfully prayed for the church throughout the planning process. Planning team members prayed and fasted together. Church members were asked to pray and fast as well. A Sunday was set aside for both younger and older members to pray together near the end of their Sunday School classes.

During the *Evaluation* phase, the planning team conducted a study of both the church and the surrounding community which consisted of various surveys, questionnaires, contacts with other churches, SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis, demographic assessments, etc.

After hearing from the membership, we identified seven core values that we felt distinguish the biblical calling of the church. From those core values, we developed what we believed to be an accurate mission statement for Oakwood. Our mission statement and core values serve as a standard by which we measure the value of all current and future endeavors of the church. Those activities that cannot be clearly linked to one of our core values or fall within our mission statement will not be pursued. Both the mission statement and core values were approved by the church body.

During the *Vision* phase we broke our mission statement into four *Strategic Focus Areas* and placed each core value under one of them. After carefully assessing the results of our church and community study and considering each section of our mission statement, we began to consider how we might add to or improve our efforts at ministry in the areas of our calling, as the church, through the formation of specific goals. To assist the planning team in forming these goals, we enlisted various members to serve on teams to help brainstorm and develop initial goals for each core value. Some of the goals were quite progressive, calling Oakwood to rethink how we operate while others were a simple call to rework our current ministries, broadening existing efforts and adjusting others.

The plan is organized first by *Strategic Focus Area*, followed by *goals* and associated *action plans* which were developed in detail during the final phase, the *Strategy* phase. The goals include a basic description, when necessary, and are ordered chronologically, according to starting or completion date. The action plans include both the responsible party and the timetable for completion. While some goals are more progressive than others, our desire was and is to discern how the Lord would lead us to fulfill our mission. From October 2009 to January 2010, three open planning forums were conducted with the church body for input and feedback.

In the end, the remaining pages are the fruit of extensive prayer, discussion, and continual evaluation. This plan is not perfect, as no plan that involves fallible man is, but our hope is that by following where we feel the Lord is leading in these areas, Oakwood will become a stronger and more effective instrument of God's righteousness toward the advancement of His Kingdom.

We appreciate the many prayers and shared wisdom of the many members who contributed to the successful completion of this process.

In Christ,

Your Strategic Planning Team

OBC Mission Statement

“Oakwood exists to glorify God through an intentional gospel witness, authentic spiritual growth, passionate worship, and the pursuit of love and joy among His people.”

Explanation: OBC’s “Mission Statement” is overarching and states what it is we are supposed to be doing. It will function to provide an initial check on what the church will and will not attempt. All ministries, programs, etc. must line up with our mission statement. Our mission statement reflects our calling and desire as a church family to glorify God together in a way that corresponds both to the Great Commission and the Great Commandment.

1. “an intentional gospel witness” = Great Commission: **Matt. 28:19** “Go and make disciples . . .”
2. “authentic spiritual growth” = Great Commission: **Matt. 28:20** “teaching them to observe . . .”
3. “passionate worship” = Great Commandment: **Matt. 22: 37** “Love . . . God”
4. “pursuit of love & joy among His people” = Great Commandment: **Matt. 22:39; Galatians 5:13-15, 6:10** “Love neighbor”

Each of our strategic focus areas are derived directly from our mission statement:

Strategic Focus Area #1: *Glorify God through an intentional Gospel witness.*

Strategic Focus Area #2: *Glorify God through authentic spiritual growth.*

Strategic Focus Area #3: *Glorify God through passionate worship.*

Strategic Focus Area #4: *Glorify God through the pursuit of love and joy among His people.*

OBC's Core Values

Explanation: The "Core Values" undergird and support the mission of the church. Core Values drive us to fulfill our mission and clarify *how* we believe we must fulfill our mission. Thus, the core values, like the mission statement, *also* function as a check on the types of things we will and will not do as a church in that all ministries, programs, etc. must not only line up with our mission statement, but they also must *not* compromise or jeopardize any of our core values.

1. **Biblical Preaching and Teaching**: In full confidence that the Bible is given by inspiration of God, is infallible, inerrant, and the all-sufficient rule of faith and practice, we promote doctrinal truth and faithful obedience by boldly expounding the whole counsel of God as set forth in the Scriptures for the purpose of evangelizing the lost and edifying the church.

2 Timothy 3:16 -17 "All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work."

2 Timothy 4:2 "Preach the word! Be ready in season and out of season. Convince, rebuke, exhort, with all longsuffering and teaching."

2. **God-Dependent Prayer**: Since we can do nothing apart from God and knowing He is ready to grant true wisdom and perfect peace, we immerse all that we do in prayer to God in the name of our Great High Priest, Jesus Christ.

James 1:5 "But if any of you lacks wisdom, let him ask of God, who gives to all generously and without reproach, and it will be given to him."

Philippians 4:6-7 "Be anxious for nothing, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all comprehension, will guard your hearts and your minds in Christ Jesus."

3. **Christ-Exalting Worship** (Praising all that He is with all that we are): Seeking to exalt the greatness of God in our minds and hearts, to rejoice in Him Whose very presence is fullness of joy, and to pursue intimacy with the One Who has lovingly chosen us for His inheritance, we gather together to respond to the beauty of God with all that is within us by seeking to worship in a manner that engages the intellect with Christ-centered lyrics, directs the will to wholehearted obedience, and stirs the heart with informed, God-centered passion.

Psalm 34:3 "Oh magnify the Lord with me, and let us exalt His name together!"

Psalm 27:4 "One thing have I asked of the Lord, that will I seek after: that I may dwell in the house of the Lord all the days of my life, to gaze upon the beauty of the Lord and to inquire in His temple."

Psalm 103:1 "Bless the Lord, O my soul, and all that is within me, bless His holy name!"

4. **Gospel-Centered Ministries**: Believing that the Gospel is the sole instrument by which God draws the sinner to Himself and conforms him to the image of Christ, we strive to keep the good news of Christ and the pursuit of its life implications as the focus of our endeavors as His church.

Philippians 2:27b "...stand fast in one spirit, with one mind striving together for the faith of the gospel."

1 Corinthians 1:18 "For the message of the cross is foolishness to those who are perishing, but to us who are being saved it is the power of God."

1 Corinthians 15:1-2 "Moreover brethren, I declare to you the gospel which I preached to you, which also you received and in which you stand, by which also you are saved, if you hold fast the word which I preached to you . . ."

5. **Loving Community**: Based on our shared union with Christ, we have loving communion with other Christians in which we share our lives in Christ for mutual comfort, encouragement, and strength.

Philippians 2:1-2 "Therefore if there is any consolation in Christ, if any comfort of love, if any fellowship of the Spirit, if any affection and mercy, fulfill my joy by being like-minded, having the same love, being of one accord, of one mind."

Hebrews 10:24-25 "And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching."

6. **Evangelistic Outreach**: Understanding that faith comes from hearing and hearing by the word of Christ, we seek to 1) corporately reach out to our community and our world through ministries/missions with the intent that the Gospel of Jesus Christ may be heard and 2) as we live out the Gospel to equip and encourage one another to be prepared to give a reason for the hope that is within them.

John 6:44 "No one can come to Me unless the Father who sent Me draws him; and I will raise him up on the last day."

Romans 1:16 "For I am not ashamed of the gospel, for it is the power of God for salvation to everyone who believes, to the Jew first and also to the Greek."

Romans 10:17 "So then faith comes from hearing and hearing by the word of Christ."

7. **Christ-Centered Families**: Knowing that the familial relationships between husbands and wives and their children are intended to display the glory of God as a basic foundation of human society, we are committed to equipping and encouraging families to be centered around Christ.

Genesis 1:27-28 "God created man in His own image, in the image of God He created him; male and female He created them. God blessed them; and God said to them, "Be fruitful and multiply, and fill the earth, and subdue it; and rule over the fish of the sea and over the birds of the sky and over every living thing that moves on the earth."

Ephesians 5:22-6:4 . . .

Strategic Focus Areas, Goals and Action Plans

The target dates listed throughout the plan are tentative deadlines based on current expectation. The dates are established to ensure measurable accountability toward completion, but do not prevent an early completion of the total goal or any individual step within the action plan.

STRATEGIC FOCUS AREA #1: Glorify God through an intentional Gospel witness.

Core Values that drive us to fulfill this aspect of our mission: ***Evangelistic Outreach***

Goal SF 1.1 Establish an evangelism program to offer intentional and ongoing evangelistic training.

Description: This program would feature a number of courses, varying in topic and duration to build and maintain the body's ability to effectively and comfortably share their faith in everyday life.

Action Plan:

- 1- The Evangelism Committee and Associate Pastor would develop a coordinated plan to offer evangelistic training as part of the overall discipleship program of the church to begin by Jan 2011. Funding would be a joint effort from both discipleship and evangelism budget lines.
- 2- With initial classes beginning in early 2010, development would continue with a goal of completing a comprehensive coursework structure by Jan. 2012.

Goal SF 1.2 Begin a coordinated, social needs ministry to intentionally engage the community with the gospel message and the love of the church.

Description: Social needs are defined as those basic and ongoing physical needs lacking among the poor in our area including; food, clothing, school supplies, etc.

Action Plan:

- 1- The Missions Committee will be charged to evaluate the current social ministry programs of the church (i.e. Forest Avenue, Seasons, City Union Mission, etc.) as well as identify additional opportunities for potential involvement.
- 2- Once this evaluation is complete, the committee will prioritize the opportunities by greatest value and coordinate an overall program (complete with a budget proposal) to engage the body in regular and intentional involvement in social ministry opportunities, starting in 2011.

Goal SF 1.3 In conjunction with other churches, reach young families in our community through a gospel-centered children's sports program.

Description: The sports program would feature several sports leagues in a seasonal rotation possibly including baseball, soccer, and football. These leagues would be intentional in sharing the gospel through practice and game-time devotionals.

Action Plan:

- 1- The Children's Director would be charged to appoint a program director to recruit additional leaders to administer the leagues.

- 2- The program director and associated leaders would research and develop a program format to present to other churches to seek partnership involvement and a budget proposal for the 2012 fiscal year.
- 3- The desired timeline is as follows;

June 2012: Program Director in place, research, development, and recruiting begins
 March 2013: The Sports Program begins with an initial sports league (likely soccer)

Goal SF 1.4 In conjunction with sister churches or the local association, commit to direct involvement in the establishment of a strong gospel presence in the Kansas City area through either a new church plant or the revitalization of an existing church by 2015.

Description: The realization of this goal could vary from financial support to cooperative outreach and ministry events to permanent commitment of members and resources to strengthen the local body of the church in need.

Action Plan:

- 1- The Missions Committee will be charged to identify assistance possibilities within the local area and present a plan for consideration by the body including all foreseeable human and capital resource needs by September 2014. This plan may involve direct oversight by the Missions Committee or the development of a sub-committee to implement this ministry plan.
- 2- Once accepted, the oversight body will move forward with implementation to begin in January 2015.

STRATEGIC FOCUS AREA #2: *Glorify God through authentic spiritual growth.*

Core Values that drive us to fulfill this aspect of our mission: ***Biblical Preaching/Teaching; Christ-Centered Families***

Goal SF 2.1 Establish a ministry of continual development and strengthening of Christ-centered families.

Description: Christ-centered families are those in which biblical principles are understood and applied toward the family relationships of marriage and parenting, strengthening Christ's reign and the gospel witness in the home.

Action Plan:

- 1- The ministerial staff will seek to provide regular discipleship courses directed toward the training of families in related biblical principles by the summer of 2010.
- 2- The ministerial staff will seek to implement a cohesive strategy to intentionally disciple Oakwood's children which will include an assessment/evaluation of current children's ministries at Oakwood (i.e. children's church, Sunday School, AWANA) by the summer of 2010.
- 3- The ministerial staff in conjunction with the Men's Women's and Children's Directors will plan and lead an annual, multi-church, weekend event to strengthen families within the body of Christ by 2011.
- 4- The ministerial staff and church leadership will continually monitor the need for either a lay or staff director of family ministries according to an increase in scope or frequency of ministry responsibilities. Such needs, when identified, will result in the development of the appropriate position to handle these responsibilities.

Goal SF 2.2 Establish a coordinated effort toward regular evaluation and continued education of Oakwood's teachers.

Action Plan:

- 1- The Associate Pastor, in conjunction with the Sunday School Director, will make regular evaluations of our teachers' biblical knowledge and classroom leadership to identify and address areas of needed training, beginning in 2011.
- 2- The Associate Pastor, in conjunction with the Sunday School Director, will facilitate regular meetings with individual teachers to discuss opportunities for improvement within their classes.
- 3- The Associate Pastor, in conjunction with the Sunday School Director, will offer regular training to teachers through venues including, but not limited to; on-site workshops, off-site conferences, and on-line courses, beginning in 2010.
- 4- The church will affirm the expectation of regular and reasonable participation in training opportunities by those charged to serve as teachers within any format of the church's program.

STRATEGIC FOCUS AREA #3: *Glorify God through passionate worship.*

Core Values that drive us to fulfill this aspect of our mission: ***Christ Exalting Worship; God-Dependent Prayer***

Goal SF 3.1: Train and organize prayer teams over every ministry by the Fall of 2010.

Description: Each ministry at Oakwood will have the direct prayer support of a prayer team specifically designated for that particular ministry. Each ministry will be encouraged to provide a prayer coordinator from within that ministry, while the remainder of the prayer team will be composed of members *not* directly associated with that ministry.

Action Plan:

- 1 – The ministerial staff will oversee initial implementation of the prayer ministry with the potential for a future directorate established, according to need.
- 2 - Church-wide prayer training will be conducted by August 2010 through Wednesday discipleship classes offered during the summer. Classes will be offered in such a way as to encourage participation of all ages including families together with their school-aged children. Participation in these classes will not obligate a member to be a part of a prayer team.
- 3 – Enlist one prayer coordinator from each ministry team/committee to serve as a liaison between the ministry/committee and the prayer team by August 2010.
- 4 – Enlist members to participate on the prayer teams in September 2010.
- 5 – Conduct prayer teams “launch” meeting in October 2010.

Goal SF 3.2 Strengthen the corporate worship at Oakwood through intentional efforts to increase our understanding of, passion for, and efforts pursuant to the exaltation of God.

Action Plan:

- 1- The Minister of Music will offer ongoing training on the value and function of worship that encompasses both the mind and heart. Such classes, workshops, and retreats would also address heart issues that hinder sincere worship and engender worship connections with other believers beyond the Oakwood congregation.
- 2- The Minister of Music will develop an intentional program to increase the quality and quantity of musicians and media staff through lay training and paid assistance.
- 3- The Minister of Music will develop and implement weekend events that incorporate both worship, prayer, and teaching to reach younger generations with the gospel and edify our membership.

STRATEGIC FOCUS AREA #4: *Glorify God through the pursuit of love and joy among His people.*

Core Values that drive us to fulfill this aspect of our mission: ***Loving Community; Gospel-Centered Ministries***

Goal SF 4.1: Foster biblical fellowship through the establishment of Sunday night small groups by May 2010.

Description: These small groups will accomplish three purposes not currently being met in an *intentional* way at OBC: 1 - Gospel-centered fellowship that *blends* both young adults, families, and older adults in a setting that fosters encouragement and exhortation through prayer and biblical counsel. Small groups are an opportunity for church members to intentionally pursue biblical fellowship (i.e. for the purpose of growing in grace/sanctification, not primarily for socialization). 2 - These small groups will provide a unique context for *applying* God's Word - particularly the morning sermon. 3 - To provide an atmosphere in a member's home in which unsaved/unchurched friends may be initially introduced to the church body and to the Gospel .

A survey conducted by the strategic planning team indicated that 49 people, out of 130 who completed the survey, are willing to consider participating in small groups. Of these 49, 21 indicated they do not currently attend the evening service (58 of those surveyed do not attend Sunday evening services). Twenty, (24% over the age of 50 who completed the survey), indicated an interest in small groups. Twenty-nine (91% of age 50 and under who completed the survey) indicated an interest in small groups. Of those surveyed, 37 indicated they currently attend Sunday evening services and do not wish to participate in Sunday evening small groups. The average attendance for Sunday evening services over the past six months is 71.

Action Plan:

- 1 – The ministerial staff will identify and train members who possess teaching and/or leadership gifts to facilitate these groups.
- 2 – The ministerial staff will assign members who wish to participate in a small group.
- 3 – The ministerial staff will develop a quarterly small group leaders' meeting.

Note: These small groups will meet on Sunday evenings at a time agreed upon by each group. Each small group will be responsible to coordinate childcare for their group. Regular Sunday evening services will continue for those who choose not to participate in a small group. To maintain a sense of corporate connection, on the fourth Sunday of each month small groups will not meet, but instead there will be a monthly fellowship activity at the church on these nights, which may include meals, the Lord's Supper, testimonies, and songs of praise.

Goal SF 4.2: Develop a “master plan” relating to staff by September 2010.

Description: The staff “master plan” will entail a detailed picture communicating what the ministerial staff positions must be in order to assist OBC in fulfilling its vision. This master plan will prioritize the changes and additions to the current staff structure for future implementation. Some changes and additions to the staff structure may or may not include the following:

Part-Time or Full-Time Minister to Families or Children’s Minister
Full-Time Minister of Youth
Full-Time Minister of Music

Action Plan:

- 1 – The Personnel Committee will develop a master plan relating to staff by September 2010.
- 2 – Develop job descriptions for new and revised staff positions.
- 3 – The final master plan for staff, including job descriptions, will be presented to the church body for approval by October 2010.
- 4 – Initial implementation of this master plan will convene at the recommendation of the Personnel Committee.
- 5 – The Senior Pastor / Personnel Committee will assign a staff liaison to each ministry and committee for the enhancement of ministry coordination and accountability.

Goal SF 4.3: Develop a “master plan” relating to facilities by 2013.

Description: The facilities “master plan” will entail a detailed picture communicating OBC’s future plans to renovate and/or add to the current facilities as the church grows.

Action Plan:

- 1 – The Nominating Committee will enlist a 5-member Building Committee to conduct a detailed assessment of both actual and anticipated needs relating to facilities. Some of these needs may or may not include the following:

Additional Parking/Handicap Parking	Adding and Updating Restrooms including Handicap
New and Expanded Nursery facilities	Fenced outdoor play area for toddlers
Prayer Garden	Multi-purpose facility (Gym)
New Church Sign	Additional Educational Space
Shelter House w/fenced area	Elevator

- 2 – The Complete the Task Committee will lead the church to eliminate the current building debt by 2011.
- 3 – The Building Committee will hire an outside consultant to develop a professional master plan. (Budget for 2012)
- 4 – The Building Committee will present a final “master plan” by 2013 to be approved by the church body.
- 5 – The Stewardship Committee will begin a capital fundraising campaign by 2014.