

# MIDDLETON BAPTIST CHURCH

## MBC MISSION PLAN

Living out MBC's Mission in Our Community

May 27, 2011



2011-2016

# **MIDDLETON BAPTIST CHURCH MISSION PLAN 2011-2016**

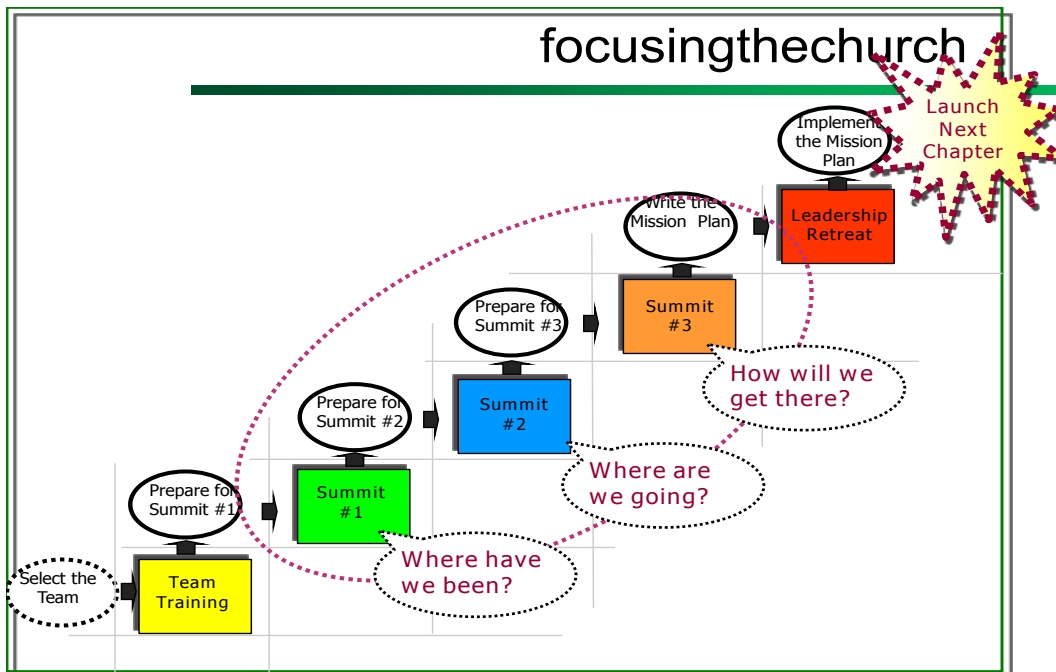
## **TABLE OF CONTENTS**

Overview, Page 1

1. Biblical Purpose Statement, Page 2
  2. Summary of Discoveries from the Journey Wall, Page 2
    1. Chapters and Titles, Page 2
    2. Key Lessons, Pages 2
  3. Actual Values, Page 3
  4. Community Report Summary
    - Community Profile, Page 3
    - Church Profile, Page 3
    - Top Community Needs and Concerns, Page 3
    - Barriers to the Gospel taking hold in the lives of community residents, Page 3
    - Key Opportunities to meet real needs of those in the community, Page 4
  5. Mission Focus Groups, Page 4
  6. Vision Statement, Page 4
  7. Strategic Values Needed, Page 5
  8. Ministry Structure Proposal --People Flow Process, Pages 6 and 7
  9. Ministry Structure Proposal--Ministry Implementation Model, Appendix 2
  10. Strategic Initiatives, Pages 8 and 9
    - I. Strategic Initiative 1: Adopt Middleton Regional High School, Page 10
    - II. Strategic Initiative 2: Equip and Disciple Church Members for Community Ministry and Spiritual Growth as Disciples of Jesus, Page 11
    - III. Strategic Initiative 3: Adopt Sunset Meadows, Page 12
    - IV. Strategic Initiative 4: Adopt Annapolis East Elementary School, Page 13
- Appendices:
1. Appendix 1: Strategic Initiatives from Summit#3, Page 15
  2. Appendix 2: Current Governmental Structure of MBC and Proposed MBC Governmental Structure (Attached)

## MIDDLETON BAPTIST CHURCH MISSION PLAN for 2011 to 2016

From January to May, 2011, the people of Middleton Baptist Church participated in a Focus Ministry Process. Approximately 95 participated in at least one of the three Summits: Where have we been? Where are we going? How are we going to get there? After the Summits, several groups (totalling 106) considered and commented on the findings and recommendations detailed in the Summit Summaries. The revised summary information is in Number 1 to 7 of this Plan. Ministry Structure Proposals (People Flow Process and Ministry Implementation Model) were developed by members of the pastoral staff and leadership of Middleton Baptist Church and are found in Number 8 and 9 of this Plan. The Strategic Initiatives proposed for Middleton Baptist Church for the next three to five years is a culmination of the work done at each of the Summits bringing the Congregation of MBC to believe that God is directing us to focus on these specific initiatives. After those gathered at Summit#3 chose the top five Strategic Initiatives, the initial development work was done at Summit#3 by the group of people who chose the one Strategic Initiative in which they were most interested. The Focus Ministry Team continued developing the Strategic Initiatives which are found in Number 10 of this plan. The Middleton Baptist Church Mission Plan for 2011 to 2016 is proposed for your consideration.



1. **BIBLICAL MISSION STATEMENT:** Middleton Baptist Church exists to be disciples and to make disciples of Jesus Christ for the glory of God.

2. **SUMMARY OF DISCOVERIES FROM THE JOURNEY WALL:**

JOURNEY WALL CHAPTER 1:	The Beginning	Time Period: 1861-1946
JOURNEY WALL CHAPTER 2:	Coming Together Through Adversity	Time Period: 1946-1970
JOURNEY WALL CHAPTER 3:	Awakening & Out Reach	Time Period: 1971-1999
JOURNEY WALL CHAPTER 4:	Pursuing the Vision	Time Period: 2000 on

**A. The Beginning (1861-1946)**

Lesson 1: We need to be attuned to God’s leading/vision to move forward.

Lesson 2: Working together with faith in God and unity in purpose brings strength to move on.

Lesson 3: Out of a passion to witness and strong roots, God brings new beginnings.

**B. Coming Together Through Adversity (1946-1970)**

Lesson 1: God is always faithful in His plan for us; bringing faith, unity, perseverance, and positive results out of difficult circumstances.

Lesson 2: Biblical teaching, worship time, prayer, and faith in God is important.

Lesson 3: There is a cost to complacency, lack of biblical teaching, and unwillingness to adapt.

**C. Awakening & Out Reach (1971-1999)**

Lesson 1: Changes brought greater use of expanded facilities for all ages; fellowship and ministry opportunities inside and outside the building; greater trust in God’s leading and provision of finances and the right people at the right time, and witness to the community of Christian unity and God’s provision.

Lesson 2: Changes can also bring friction; pain, need for conflict resolution, and need for forgiveness; but working together provided opportunity to resolve differences.

Lesson 3: Godly leaders, biblical teaching, vision, teamwork, and unity give us the right focus to grow spiritually, physically, and to reach out.

**D. Pursuing the Vision (2000 on...)**

Lesson 1: As we glorify God, study His word, and deepen our relationship with Him; our hearts are changed and He provides opportunities to serve, vision, and closer relationships with each other.

Lesson 2: Our “faith” journey sometimes takes us out of our comfort zone, requires submission to God’s plan but it brings us a blessing as we look beyond ourselves.

Lesson 3: Ministry is strongly impacted when we have strong leadership, we are open, there is greater participation by the congregation in ministry, we focus on people, and we provide a variety of programs for children and youth.

**3. ACTUAL VALUES that have been and are being demonstrated in MBC History:**

- Value 1: Fellowship
- Value 2: Traditions
- Value 3: Worship
- Value 4: Community Outreach and Missions
- Value 5: Financial Integrity and Good Stewardship
- Value 6: Building

**The corporate desire to lessen the prominence given to Tradition To increase the prominence of Outreach locally and globally**

**4. COMMUNITY REPORT SUMMARY:**

Community Profile:

- 50% is over the age of 45 (50% under 45)
- 25% over 65, 25% are 45-65, 28% are 20-44 and 22% under 19
- 33% of those under 29 are in one-parent families
- 53% of the adults have a high school diploma or above
- The unemployment rate is 11.9% (Nova Scotia's 9.1%)
- Employed: 55% work in sales, service, business or health-related fields
- The median household income is \$40,351

Church Profile:

- 50% Middle-aged with middle-class income, educated, previous church experience
- 20% Families of children and youth, low to middle income, diverse education
- 20% Seniors, widows fixed income, alone

Top Community needs and concerns (from community surveys):

- Life Skills: managing money, parenting skills, nutrition/menu planning
- Support for those who are alone, isolated, disadvantaged or have addictions
- Employment opportunities and the skills/education to be employable
- Low income issues: affordable daycare, good affordable housing

Barriers to the Gospel taking hold in the lives of community residents:

- People believe in God but not in church traditions or religion
- See no need for church, no time (work or extra-curricular activities on Sunday), and has no relevance for them.
- Feel they have to act a certain way and feel judged. Feel that churches don't accept people for who they are and don't practice what they preach.
- See that church is self-serving/apathetic and wants their money.

## COMMUNITY REPORT SUMMARY (Continued):

### Key opportunities to meet the needs of those in the community (from community surveys):

- Affordable day care for low income families
- Adopt-a-grandparent program/launch a senior protection program for those in their homes funding out-door lighting, installing deadbolts, through RCMP Seniors' Safety officer.
- Free lunches for disadvantaged once or twice a month (churches could take turns)/soup kitchens
- More for youth that wouldn't feel comfortable in a church setting, more free outings for kids-swimming, hockey, free coaching in sports
- Mentoring for parents-life skills
- Support what's going on in schools-volunteer to help with their fund-raising activities, breakfast program, attend local events and meetings, after-school homework program

## 5. MISSION FOCUS GROUPS :

MFG-1 (Those who are in our church in significant numbers): Middle-aged with middle-class income, educated, previous church experience

MFG-2 (Those who are in our church, but not in majority and are in the community in large numbers): Families of children and youth, low to middle income, diverse education, busy, minimal church exposure and family connection to church and Seniors on fixed incomes, some who have no family connection or are widows

MFG-3 (Those who are in the community in significant numbers and are almost (or completely nonexistent in our church): young men and women, low income, unemployed, unchurched, low education, feels judged by the church, may struggle with addictions

## 6. VISION STATEMENT (MBC's vision of how the community will be transformed):

### **As Middleton Baptist Church lives out its mission in our community:**

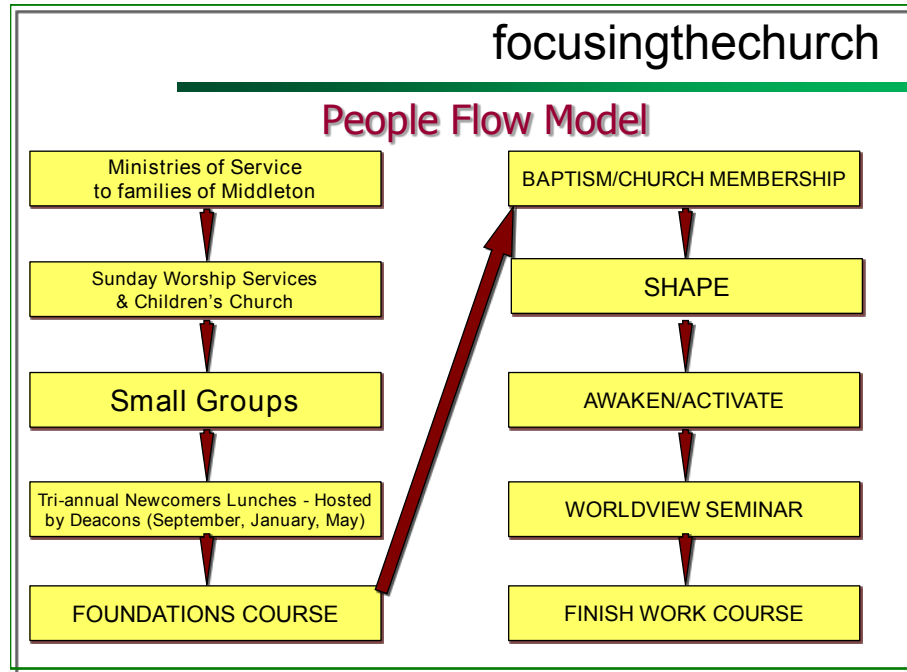
- We see servants of Jesus Christ fully equipped to love and serve our community in His name
- We see families who are restored and strengthened as we serve them in love and point them to Jesus
- We see children and teens who are confident that they are loved, valued and accepted within their families, schools and community following and serving Christ as we intentionally focus on both their physical and spiritual well-being
- We see seniors living in a safe community with deep meaningful relationships and quality care, and
- We see a community without walls made possible by the power of Christ as people are reconciled to one another and to God through faith in Jesus Christ

7. **STRATEGIC VALUES NEEDED:** The values that we need to underlie our actual behaviour and choices
- a. Prayer
  - b. Love
  - c. Risk Taking
  - d. Community
  - e. Generosity
  - f. Outreach

Of the 75 people assembled at Summit#2, a large majority considered it important to highlight the needed Strategic Value of Prayer and the necessity that our beliefs, behaviours, and choices must give a high value to prayer in order for Middleton Baptist Church to achieve its Missional Focus in the next 3 to 5 years. They also gave a high prominence to the need for love to be reflected in our beliefs, behaviours, and choices.

It would appear that the people at Summit#2 felt that that there is still a need for a value change (risk taking, community, generosity, and outreach) so that our beliefs, behaviours, and choices will also change to enable Middleton Baptist Church to fulfil a mission of outreach locally and globally.

8. MINISTRY STRUCTURE PROPOSAL --People Flow Process



**Ministries of Service to families of Middleton:** Onsite engagement with families at Middleton. Invitations to key special family-oriented events throughout the year; i.e., Friend Sunday, DBVS, DVBS Sunday, LAFF, Quarterly Family Events hosted by Holly.

**Sunday Worship Services & Children’s Church:** Guest receives written name tag at welcome table and encouraged to fill out a blue card. Robin contacts new visitors within 24 hours with a card or email. On the second Sunday back, the guests are welcomed by name. On the fourth Sunday back, they are given a permanent name tag and invited to become part of a small group.

**Small Groups**

**Tri-annual Newcomers Lunches:** A brief discussion at these meals about following Jesus, baptism, and church membership. An invitation issued to attend FOUNDATIONS COURSE beginning soon after.

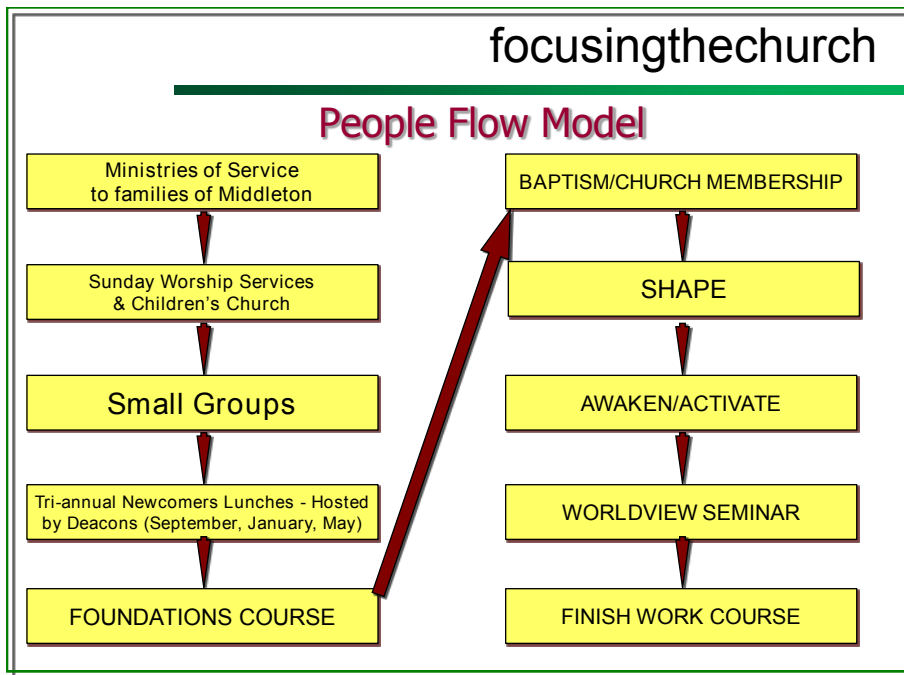
**Foundations Course: Module 1**—Introducing Jesus, faith in Him, and introduction to MBC/Church Membership (2 nights) for prospective church members, baptism candidates, inquirers, and new believers .

**Foundations Course: Module 2**—Introducing God and knowing Him through prayer, introducing the Bible (2 nights) for baptism candidates, inquirers, and new believers.

**Foundations Course: Module 3**—Introducing Baptism and the Lord’s Supper, What Is a Baptist, and Why Should I Care? (2 nights) for baptism candidates only. Baptism candidates and new believers assigned a mentor who will meet with them on a biweekly basis for one year.



## MINISTRY STRUCTURE PROPOSAL: People Flow Process (Continued)



### Baptism/Church Membership

**Shape:** This course helps people discover their spiritual gifts and begin to serve in a ministry that fits their gifting. Participants after going through SHAPE will meet with Robin to find a place of ministry to serve within. They will be assigned a mentor within that ministry and be handed off from their previous mentor to this new one.

**Awaken/Activate:** These two courses take place over two Saturdays. They seek to help participants understand their personal calling and God-given purpose and begin to live that out.

**Worldview Seminar:** This course (six evening sessions) seeks to ground believers in a Christian worldview. In an age of pluralism and relativism, it looks at what sets Christianity apart from other world religions and how we can start to think Christianly about the world and issues around us. This course will explore Christianity in similarity to and different from the world's major religions, and begin to connect participants with the theology and history of the church with the aim that they will be given some tools to begin to see the world through the eyes of Christ so that we might become world changers not world conformers. These things will be made practical as the participant is paired with a Ministry Mentor to help develop a statement of faith that will help the participant wrestle through and put down on paper what they believe.

**Finish Work Course:** This is a leadership level course which seeks to enable believers to be fully devoted disciples and active disciple makers. It begins with training mentors to be fed back into the process and then works on widening our mission both locally and globally.

## 9. **MINISTRY STRUCTURE PROPOSAL -- Ministry Implementation Model** (See Appendix 2)

## 10. **STRATEGIC INITIATIVES**

Strategic Initiatives are:

- Major ministry endeavours necessary to live out Biblical Purpose, Values, and Vision, engaging the people of the Mission Focus Groups.
- They are efforts big enough to require the attention and energies of the entire church
- They are big levers which produce critical change and momentum first in the behaviour, and eventually in the culture of the congregation.

Listed below are the Strategic Initiatives which we identified at Summit#3. Based on the insights that were revealed in Summit#1 and Summit#2, Summit#3 participants were asked to pray individually and listen for the Strategic Initiatives that God laid on their hearts. Groups of seven, then agreed on the Five Most Important Strategic Initiatives from what was shared by each of them after a time of individual prayer (not the most urgent or personal favourite). Everyone, then was asked to choose what they felt were the three most important. This was the process for identifying the five Strategic Initiatives listed below:

- **STRATEGIC INITIATIVE 1: Seniors Assistance (31)**
- **STRATEGIC INITIATIVE 2: Adopt Annapolis East Elementary School and Middleton Regional High School (29)**
- **STRATEGIC INITIATIVE 3: Community Workshops (27)**
- **STRATEGIC INITIATIVE 4: Meet You in the Park (20)**
- **STRATEGIC INITIATIVE 5: Special Needs Teens in Association with Future View Train Station (8)**

The process continued, as each person was asked to identify which of the Strategic Initiatives they were most interested in or passionate about. This was easy for some but more difficult for others for two reasons: one--the initiative in which they were most interested was not one of the top five or two—they were interested in more than one of the initiatives. Those who were most interested in the same Strategic Initiative were grouped together to consider the initiative further. The assignment was to recommend up to five major goals which would be necessary for the church to accomplish the Strategic Initiative.

The criteria given was to ensure that: the goals reflected the Vision Statement as a missional church and the goals qualified as a SMART goal (Specific, Measurable, Achievable, Related to Vision, and Time Framed). The instructions also said that the purpose was not to conclusively lock-in the Goals and Action Steps that would be implemented for each initiative, but to “Prime the Pump” for those who will continue to work on the initiative. The results of the groups deliberations at Summit#3 are detailed in Appendix 1.

## **STRATEGIC INITIATIVES (Continued)**

With the conclusion of Summit#3, the Focus Ministry team worked on the next stage of development for the Strategic Initiatives, continuing with evaluating them in the context of:

- Reflecting the Vision Statement as a missional church engaging the community around us where they are, going out into the community rather than a ministry of attraction.
- Looking for where God is working and coming alongside of Him.
- The SMART goals (Specific, Measurable, Achievable, Related to Vision, and Time Framed.)

In addition, the Focus Ministry Team, taking the recommendations of the Focus Ministry Process in to consideration, evaluated them in the context of:

- No more than two initiatives should be launched in the first year (Summit#3 were aware of this)
- Which initiatives received the greatest support in the congregation?
- Where could we achieve short-term accomplishment most easily?
- Time and resources

Some of the factors that were considered are as follows: There was a great deal of support for the first four initiatives with Seniors Assistance, Adopt AEES and MRHS Schools and Community Workshops within a couple of votes. God seems to be opening several doors at Sunset Meadows. The Community Workshops outlined were more about “bringing people in” rather than “MBC going out”. However, some of those ideas were incorporated in Strategic Initiative 2. The Special Needs Teens in Association with Future View Train Station received only one vote more than two other initiatives and is among a group of five initiatives that received less than 10 votes. The need and opportunity were addressed as part of a MBC on-going ministry within the Strategic Initiative to Adopt Middleton Regional High School. As everything was considered, the Focus Ministry Team refined what had already been developed and recommends that the following Strategic Initiatives be pursued at Middleton Baptist Church over the next three years.

## **STRATEGIC INITIATIVE 1: Adopt Middleton Regional High School**

### 1. June – September, 2011

Goals: Develop connections and relationships with MRHS administration and staff through meeting with Principal Jim Gushue to discuss how the church might serve MRHS. Offer to help Grade 6 teachers from AEES move their classrooms to MRHS and MRHS teachers to move to new classrooms. Begin prayer support for MRHS with a weekly prayer focus in the bulletin.

Impact: Relationships with staff and administration at MRHS will be developed and we will be able to access their greatest needs. Trust will be built and they will know they have a supportive community partner who will serve them and pray for them.

### 2. September, 2011 – June, 2012

Goals: Partner with and serve special needs students at MRHS through monthly lunches hosted by MBC and overseeing weekly visits to the train station for their co-operative program. Provide volunteers for junior high noon hour supervision. Provide an end-of-report-card celebration lunch in the interval period between report cards and parent teacher interviews--hosted in the staff rooms for all staff and administration.

### 3. June – August, 2012

Goals: Get a list of needed school supplies for junior high students, collect school supplies, and place them in back packs to make available to homeroom teachers to give out to students in need.

## **STRATEGIC INITIATIVE 2: Equip and Disciple Church Members for Community Ministry and Spiritual Growth as Disciples of Jesus**

### 1. September – December, 2011

Goals: Launch People Flow Process courses, offer mentorship course to train potential mentors for new believers, begin to offer foundations course on a regular rotation, run first SHAPE course, and teach through mission and vision statements during Sunday morning service.

Impact: Leaders will be equipped to be on the leading edge of full implementation of the Focused Ministry outcomes and to serve as mentors and encouragers of the process.

### 2. January – December, 2012

Goals: Run Awaken and Activate, begin to feature once-a-month testimonies from people out doing community impact ministry, have new governance model in place, and spend the year in intense focus-on-prayer with the aim of developing a vital prayer ministry to support community outreach.

Impact: We will see through intense prayer the power of God doing more than we could ever hope for or imagine and the heart and culture of our community changing.

### **STRATEGIC INITIATIVE 3: Adopt Sunset Meadows**

1. December, 2011 – June, 2012

Goals: Host a monthly tea party celebrating birthdays and special holidays, create monthly newsletter with community events for residents to be circulated at monthly parties, and start to help provide links to workers, advocates, and community programs.

Impact: Seniors at Sunset Meadows will begin to see Christ's love lived out in their community and they will be drawn closer to one another as a community.

2. Summer, 2012

Goals: Host an afternoon celebration event in the middle of Sunset Meadows featuring music, stories, etc. that residents can bring their lawn chairs to and enjoy.

Impact: Isolation that seniors feel even in facilities such as this will be overcome as the community gathers for fun together.

3. September, 2012 – June, 2013

Goals: Once relationships are developed and trust is built offer to do small odd jobs around apartments (i.e. cleaning, baking, moving in or out of facility, etc.), set up time of one-on-one visitation, host a Bible study for seniors, set up a day per week when rides will be available to get groceries and run errands within town, and community kitchen

Impact: Seniors at Sunset Meadows will be increasingly served in the love of Christ and these seniors will see Jesus reaching out to them through MBC and inviting them into a relationship with Him.

## **STRATEGIC INITIATIVE 4: Adopt Annapolis East Elementary School**

### 1. June – September, 2011

Goals: Develop connections and relationships with AEES administration and staff. Meet with Principal Carl West to discuss how the church might serve AEES. Begin prayer support for AEES with a weekly prayer focus in the bulletin.

Impact: Staff and administration at AEES will be encouraged in their jobs and positive bridges will begin to be built between AEES and MBC.

### 2. September, 2011 – June, 2012

Goals: Provide an end-of-report-card celebration lunch in the interval period between report cards and parent teacher interviews—hosted in the staff room for all staff and administration.

### 3. June, 2012 – June, 2013

Goals: Begin the process of gaining the necessary clearance to work with children at AEES. Establish prayer support for staff, administration, and students; provide regular and consistent volunteers for reading to students; plan and host two fundraisers per year one to support the breakfast program and a second to support buying school supplies; and send end-of-semester letters of encouragement and gifts to AEES staff and administration.

Impact: AEES staff and administration will know they have consistent and dependable community support, children will have more confidence in themselves because they can read, and parents will feel supported and encouraged as they see progress in their child's reading ability.

### 4. September, 2013 – August, 2014

Goals: Provide volunteers for after-school homework program. If no such program exists, establish and staff such a program.

Impact: Staff, students, and parents will know they have a support advocate in MBC who want to see students succeed and live up to their God given potential. Through MBC's presence at AEES staff, administration, students, and parents will see the love of God lived out in the lives of our people.

# **MIDDLETON BAPTIST CHURCH MISSION PLAN 2011 TO 2016**

## **APPENDICES**

**Appendix 1: Strategic Initiatives from Summit#3**

**Appendix 2: Current Governmental Structure of MBC and  
Proposed MBC Governmental Structure**



## Appendix 1: Strategic Initiatives from Summit#3

- STRATEGIC INITIATIVE 1: **Seniors Assistance (31)**
  - Goal: One-on-one Visitation
  - Goal: Monthly tea party celebrating birthdays and special holidays
  - Goal: Identify needs [yard & house work/meals] providing links to workers, advocates, and community programs
  - Goal: Create monthly calendar of community events
  
- STRATEGIC INITIATIVE 2: **Adopt Annapolis East Elementary School and Middleton Regional High School (29)**
  - Goal: Help Grade 6 teachers move their classrooms from AEES to MRHS
  - Goal: Help provide School Supplies
  - Goal: Support the Reading Program at Annapolis East Elementary School
  - Goal: Establish Prayer Support
  - Goal: Partnership to provide support for homework program (pre-existing or to be established)
  
- STRATEGIC INITIATIVE 3: **Community Workshops (27)**
  - Goal: A monthly Community Kitchen workshop preparing and sharing meals together
  - Goal: A monthly Handyman workshop teaching people how to make small home repairs
  - Goal: Budgeting workshop on managing finances and preparing budgets
  - Goal: Parenting Skills workshop
  - Goal: Gardening workshop
  
- STRATEGIC INITIATIVE 4: **Meet You in the Park (20)**
  - Goal: Introduce people to Christ through different kinds of music for all ages, personal testimonies, dramas, and movies at a non-conventional bi-weekly worship service on Sunday evening in the park
  - Goal: Bring families together for a fun and free activity
  - Goal: To meet and get to know people in the community and their needs (and they to get to know us)
  
- STRATEGIC INITIATIVE 5: **Special Needs Teens in Association with Future View Train Station (8)**
  - Goal: Support Future View Train Station Board by becoming Board Members and volunteers
  - Goal: Assist in the hiring of a Co-ordinator and planning for projects for teens
  - Goal: Develop friendships with teens and their families by participating in Autism or other fund raising events; sponsoring special speakers to learn about special needs, and plan, support and attend social gatherings for special needs teens and their families
  - Goal: To become financial partners with Future View Train Station