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# *Providence Will ...*



Cultivate Generosity



Make Disciples



Engage Cotswold



Bless Charlotte



Send Apostles

A Strategic Plan  
for Providence 2025

Adopted by the Deacons March 28, 2018

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# Introduction

*From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked. (Luke 12:48)*

A group of deacons, together with our Senior Pastor, has spent the last year listening, dreaming, and praying. We have listened to the members, staff, committees, and organizations of Providence Baptist Church as you have told us the many things that you love about Providence and the ways in which you believe that Providence has been faithful and effective in serving God. We have also heard your concerns, particularly about our lack of growth in recent years, and your thoughts about what we need to do in order to remain a relevant and vibrant faith community in our increasingly secular city. Together we have dreamed about ways in which we can better equip our congregation for service to our members, our neighbors, and our world. Through it all, we have been attentive to the leading of the Holy Spirit as we have sought to discern God's will for us.

This Strategic Plan represents the good fruit that these many months of listening, dreaming, and praying have produced.

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As a community of believers, Providence has been blessed in many ways. We have faithful members, talented teachers, dedicated ministers, wonderful musicians, a loyal and hard-working staff, and a tradition of active involvement in missions. We have a spacious campus and well-maintained buildings located in a dynamic part of a growing city. As a church that has been given much, we have a biblical obligation to use our gifts wisely. It is not by accident, then, that we begin this Strategic Plan with a priority entitled Cultivate Generosity. Many aspects of this Strategic Plan discuss service, and service requires a sacrificial commitment of our time and our talents. In order for us to fulfill the mission that we believe God has given us, we must also be willing to make sacrificial commitments with our money. We are confident that God has provided Providence Baptist Church with the resources needed to accomplish this work and fund these priorities. What remains is for us, who have been given much, to share as generously as we've been blessed.

This Strategic Plan is organized around five priorities: Cultivate Generosity, Make Disciples, Engage Cotswold, Bless Charlotte, and Send Apostles. For each priority, we have suggested action items and ways in which we will measure success. These action items are not mandates but, rather, recommendations offered to assist the Coordinating Council, staff, committees, Sunday School classes, small groups, and the other various organizations of the church as they begin their work in light of our five priorities. Likewise, the measurements we've listed are intended to serve as helpful benchmarks for us along the way. It is difficult, if not impossible, to measure progress without clearly stated goals. These measurements of success, we believe, will serve that purpose. Because we are a church in which all members are understood to be under the Holy Spirit's leadership, we anticipate that each of the groups mentioned above will come up with new ideas over the life of this Strategic Plan. As they do, we ask that they inform the deacons so that the deacons can update this Strategic Plan as warranted. We commit to report to the church no less frequently than annually on updates to the Strategic Plan and progress toward its goals.

Not every aspect of church life is addressed in this Strategic Plan. The fact that specific ministries and programs do not appear in the plan should not be interpreted as sign that they are not important. Rather, we encourage the leaders who have stewardship over these programs – and those who volunteer their time and talents in these programs – to continue their good work. We also realize that, as we implement this Strategic Plan over the next eight years, some current programs of the church may have to end so that new ones, more closely aligned with

our ministry priorities, can begin. We want to be good stewards of the resources God has given us. We began our journey with a sense of optimism for the future. As we have discussed with members their dreams for Providence, our optimism has turned to excitement. We believe that if we focus on the priorities that have been identified in this process, God can – and will – accomplish great things through Providence Baptist Church in our community and beyond. We hope that you also are excited about the future, and that you will join us as we seek to accomplish the dreams and goals set forth in this Strategic Plan.



# Cultivate Generosity

*“You will be enriched in every way by your generosity,  
which will produce thanksgiving to God through us.”(2 Corinthians 9:11)*

God has richly blessed Providence Baptist Church. We are grateful for the many ways in which God has been good to us, both as individuals and as a congregation. The biblical standard for faithful giving is a tithe, or ten percent of our income, but we believe that grateful giving means much more than just that. Being good stewards of God’s blessings includes the ways in which we honor creation, care for one another, offer hospitality to our guests, and serve those outside our immediate family of faith.

With God’s help, we will help one another learn to trust in God’s ability to provide for our daily needs. We will be clear in our expectations of one another, encouraging all members of Providence to support the church’s ministry and mission with generous financial contributions and through joyful contributions of time, talents, and creative energy. We believe that, in following God’s example of generosity, we will grow in our faith and in our ability to share the good news of Jesus in our neighborhood, city, and world.

**Routine Financial Stewardship.** We will be bold in our discussions of stewardship, financial matters, and the importance of giving as a sign of spiritual health. We will emphasize the biblical standard of tithing. We will seek to educate more broadly our members concerning the financial costs of the missions and ministries our church supports.

## Action items:

- The Stewardship Committee and Sunday school leadership will develop church-wide educational opportunities around tithing and stewardship. These programs will take place throughout the year.
- The Senior Pastor will remind the congregation of the importance of stewardship throughout the year from the pulpit, in Connections, and through other methods.
- The financial plan proposed by the Finance Committee will specify the amount designated for missions, defined as ministries that address the spiritual and physical needs of those outside the Providence congregation.

## We will know we have been successful when:

- The Finance Committee increases the financial plan to a level that allows us to meet all critical needs, including staffing needs, that will allow us to accomplish the goals set forth in this Strategic Plan.
- The congregation regularly gives to support fully the annual financial plan for missions and ministry.
- The Finance Committee ensures that at least 10% of the expenditures contained in the annual financial plan are designated for missions.
- The Stewardship Committee ensures that at least 10% of the proceeds of any major capital campaign are designated for missions.
- Over the next eight years, all resident members become financial supporters of Providence.
- By 2025, at least 50% of Providence givers indicate that they are tithing.

**Endowment Growth.** We will educate our members on the important role that the endowment and each of its funds play in providing the church with resources that it needs to accomplish what we perceive as God’s purposes for us, both now and in the future. We will encourage giving to the endowment, with a particular emphasis on planned giving opportunities.

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Action items:

- The Endowment Committee, the Senior Pastor, and the Church Administrator will review each of the existing endowment funds, determine if there is a need for new endowment funds, and establish goals for each existing and proposed endowment fund.
- The Endowment Committee and Church Administrator will develop educational opportunities around endowment giving and estate planning and, with the Communications Manager, promote giving to the endowment within the church.

We will know we have been successful when:

- By the end of 2025, the endowment has received at least \$3 million in new gifts and commitments.
- By the end of 2025, at least 50 more members have informed the church that the endowment is included in their estate planning.

**Retirement of Existing Debt.** Many of the elements of this Strategic Plan will require money, including both annual funding for staff and programs and capital expenditures for renovations and improvements of our facilities. In order to be prepared for the financial challenges that come with ambitious plans, we should retire the existing debt that was incurred in 2009 in connection with the construction of the Harry and Nita Moss Children's Ministry Building, the relocation of the Gordon Weekly Chapel, the construction of the Missions Center, and other renovations and improvements.

The remaining debt balance was \$481,979 as of January 2018. Scheduled debt payments will reduce the principal amount to approximately \$362,000 as of February 10, 2020, the day that the loan becomes payable in full. We must either repay the loan in full or refinance it with a new loan.

Action items:

- The Stewardship Committee will develop a plan for raising funds to pay off the existing debt no later than February 10, 2020, the current maturity date of the loan.

We will know we have been successful when:

- The existing debt, which matures on February 10, 2020, has been paid off in full no later the maturity date without the need for refinancing.

**Opportunities for Service and Hospitality.** We will encourage our members to be generous with their time and talents as we seek to care for our own members and others. We will be particularly attentive to the needs of families of young children and our seniors. We will recruit more teachers, program leaders, and extended session workers from among our members who do not have young children so that more of the parents of young children will have opportunities to attend their own small group classes and to fellowship with one another. We will ensure that our seniors have opportunities for spiritual development and fellowship.

We will encourage our members to make generous commitments of time and talent in service to those outside of the church family. Many of those opportunities for service can be found in programs organized by the church, as further described in the Make Disciples, Engage Cotswold, Bless Charlotte, and Send Apostles portions of this Strategic Plan. We will also publicize and encourage participation in service projects organized by others.

We will provide hospitality to our members and our guests by making our facilities welcoming and accessible. We will warmly greet members and guests, not only at worships services but in all activities of the church.

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We will emphasize to our members the importance of engaging visitors and introducing them to the ministries of the church in a spirit of sincerity and joy.

Action items:

- As service and hospitality are foundational to other aspects of this Strategic Plan, action items related to cultivating a generous spirit for service and hospitality are found in other sections of this Strategic Plan.

We will know we have been successful when:

- We have accomplished the goals of this Strategic Plan.
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# Make Disciples

*“Go and make disciples of all nations, baptizing them . . . and teaching them to obey everything that I have commanded you.” (Matthew 28:19-20)*

In obedience to Jesus’ command to make new disciples and teach them how to be his followers, Baptist churches have traditionally emphasized the importance of Christian education. Providence Baptist Church carries on that tradition by offering Sunday school classes as well as numerous Bible study opportunities and educational programs. We begin at an early age, including Bible verses and Bible stories in the curriculum of our weekday education ministry. Our Christian education programs provide meaningful opportunities for learning throughout the life of our members.

With God’s help, we will continue to provide high quality Christian education at Providence, while redoubling our efforts to encourage life-changing spiritual formation. We recognize that simply learning what the Bible teaches does not make us disciples of Christ. Instead, we must begin to live differently because of what we have learned. By incorporating more intentional spiritual formation into our educational ministry, we will help one another become better followers and more faithful disciples of Jesus.

**Spiritual Formation.** The Apostle Paul called each believer to grow mature in Christ (Ephesians 4:15). Providence will vigorously approach comprehensive Christian education with a goal of authentic spiritual formation among all members so that each may draw nearer to God in Christ. This approach will focus on strengthening currently successful programs such as traditional Sunday school and discipleship classes while expanding and experimenting with alternative programs such as off-campus and evening small group gatherings.

## Action items:

- Create a staff ministry position to give focused leadership to all aspects of our adult Christian education and spiritual formation efforts, including our Sunday school, outreach, and young adult ministries. In this Strategic Plan, we refer to the new position as the Minister for Faith Formation.
  - Amend the church bylaws that deal with the Sunday School Council in order to expand its mission to provide lay leadership for all small groups that are focused on Christian education and spiritual development for our adults. In this Strategic Plan, we refer to the new organization as the Faith Formation Council.
  - In connection with the development of a new Facility and Land Use Master Plan (discussed in greater detail in the Engage Cotswold section of this Strategic Plan), the Minister for Faith Formation and the Faith Formation Council will collaborate with the Church Administrator and the Property Committee to evaluate the use of our current facilities to ensure that all physical spaces are sufficient and welcoming, and are being used effectively and efficiently. As suggested by the members during the course of the development of this Strategic Plan, particular consideration will be given to the following:
    - \* The adequacy of the classrooms currently used by the kindergarten through fifth grade classes.
    - \* Whether the second floor space in the Harry and Nita Moss Children’s Ministry Building should be built out.
    - \* Whether the space currently used by senior adults is adequately accessible.
    - \* Whether to provide updated technology in classrooms.
    - \* Whether to upgrade restrooms near the second floor classrooms.
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- The Faith Formation Council, the Children's Committee, the Student Ministry Committee, and their staff liaisons will recruit teachers and provide training to ensure that they are not only prepared to provide biblical knowledge, but also to help their small group members with spiritual development that will make a difference in their daily walk with Jesus.
- The Children's Committee and the Minister with Children will work with the deacons and the Coordinating Council to place a special emphasis on the recruiting of teachers, program leaders, and extended session workers from among our members who do not have young children so that more of the parents of young children will have opportunities to attend their own small group classes and to fellowship with one another.
- All Providence deacons will support our discipleship programs through their active and regular participation in at least one small Bible study group.

We will know we have been successful when:

- Members and visitors have multiple opportunities to grow and share biblical knowledge in a caring and constructive environment.
- Members have opportunities to learn and worship with other believers of various diversities.
- A readily available resource exists through which members and visitors can learn about all opportunities for Christian education at Providence.
- Members, Sunday school teachers, and other small group leaders recognize and acknowledge an improvement in personal and corporate Christian maturity.
- At least 50% of the teachers and program leaders of young children and at least 50% of the extended session workers are not parents with young children.

**Fellowship.** Providence will encourage, create, and facilitate opportunities for Christian fellowship among our members and visitors. Following the example of our Lord's first disciples who joined together in fellowship to learn and prepare for ministry, we will actively and creatively pursue methods to deepen and strengthen Christian relationships. All of God's children will find an honored seat at the Providence table.

Action items:

- The Minister of Faith Formation and the Faith Formation Council will collaborate with the Church Administrator and the Providence technology staff to create links for Sunday school classes and other small groups on the providencebc.org website.
- The Minister of Faith Formation will work with the Faith Formation Council and deacons to create small group opportunities for those members and visitors who are unable to participate in current offerings due to persistent scheduling conflicts, physical limitations, or other limiting circumstances.
- The Minister of Faith Formation will actively seek to connect Providence members and visitors with a Sunday school class or other small group.
- The Minister of Faith Formation will work with the Faith Formation Council to create special events for the purpose of increasing fellowship opportunities among members and their guests.
- The Weekday Education Committee, the Weekday Education Ministry Director, and the Minister with Children will seek to connect weekday education families with Sunday school classes or other small groups and to include them in opportunities for fellowship.

We will know we have been successful when:

- Sunday school classes and other small groups experience at least 10% growth in attendance from existing members.

- Church membership grows by at least two dozen new families each year as friends, weekday education families, neighbors, coworkers, and others are drawn to the good news of Jesus shared at Providence.
- All resident members are connected to Providence through a Sunday school class or other small group.

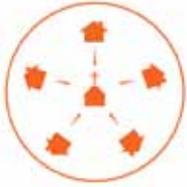
**Service.** Authentic discipleship demands action. Christ taught us that “Inasmuch as ye have done it unto one of the least of these my brethren, ye have done it unto me.” (Matthew 25:40) Providence will provide a living witness of true discipleship through our words and deeds. We will care for our members and our neighbors. This authentic daily discipleship will be evidenced through our commitment to sacrificially place the needs of others before our own and through individual and corporate service to those less fortunate due to declining health, financial stress, homelessness, or other circumstances. Finally, we will proactively and purposefully maintain contact with non-active Providence members.

Action items:

- Providence deacons will be actively engaged in the service of our members, with a special emphasis on service and hospitality to homebound members.
- The Missions Committee will collaborate with the Church Administrator and the Providence technology staff to develop a method for organizing, prioritizing, and communicating mission opportunities within the church.
- The Minister of Faith Formation will work with the Faith Formation Council and other appropriate groups to ensure that Sunday school leaders and other small group leaders are informed of mission opportunities that may be appropriate for their members.
- Sunday school leaders and other small group leaders will encourage their members to be engaged as a group or individually in mission/service opportunities.

We will know we have been successful when:

- Providence members, led by deacons, consistently visit and contact members who are homebound or confined to care facilities.
  - A readily available resource exists through which members can learn about ongoing and upcoming mission and service projects.
  - In addition to the resource described above, all members are educated about and encouraged to participate in recurring and special opportunities to put active discipleship into practice at and through Providence.
  - Each able member of Providence is engaged in some form of active service to others, either within our community of faith or beyond.
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# Engage Cotswold

*“For the whole Law is summed up in a single commandment:  
‘You shall love your neighbor as yourself.’ (Galatians 5:14)*

Providence Baptist Church is located in the heart of Cotswold, a vibrant neighborhood filled with people from all walks of life: single adults living in nearby apartments, young families establishing themselves in new homes, empty nesters entering a new phase of life, retirement-age adults moving into brand-new townhouses, and elderly residents receiving care in assisted living centers. Providence is blessed with excellent facilities, including fellowship halls, kitchens, classrooms, conference rooms, exercise rooms, a gym, and several athletic fields.

With God’s help, we will engage our Cotswold neighbors through outreach, service, and hospitality ministries, and through our weekday education ministry. We will encourage our neighbors to make good use of our facilities in order to meet the needs of our community. By engaging Cotswold in these ways, we will share the gift of Christian hospitality and invite our neighbors to form ongoing relationships with God as part of the Providence family of faith.

**Engaging through Programs.** With a focus on outreach, we will seek to engage the Cotswold community by providing a variety of programs that will attract members of the community to visit our church, participate in our programs, enjoy fellowship with us and each other, and ultimately become a part of our community of faith. The programs will include fitness and recreational activities, sports, life enrichment classes, Bible study classes, lectures, and concerts.

## Action items:

- With leadership from the Coordinating Council, create a new committee to plan and organize church-wide activities, with a special emphasis on outreach opportunities to the Cotswold community. In this Strategic Plan, we refer to this new committee as the Engage Cotswold Committee.
- In collaboration with the Minister for Recreation and Young Adults, create a new committee that focuses on recreational programs, with special emphasis on ensuring that non-member participants in these programs are shown hospitality and encouraged to find other ways to engage in the life of Providence. In this Strategic Plan, we refer to this new committee as the Recreation Committee.
- The Engage Cotswold Committee will work with the ministerial staff and other committees (particularly those involved with children, weekday education, students, music, and discipleship) to review existing programs to determine how they can be more effectively used for outreach and to develop new programs for outreach to the Cotswold community.
- The Recreation and Engage Cotswold Committees will develop methods for forming deeper relationships with members of the Cotswold community who participate in the programs at Providence.
- The Recreation and Engage Cotswold Committees will accumulate information on current levels of engagement, establish goals for increased levels of engagement, and measure and report on progress.

## We will know that we have been successful when:

- We have created an Engage Cotswold Committee with a charter that includes a focus on outreach to the Cotswold community.
  - We have created a Recreation Committee with a charter that includes a focus on showing hospitality to non-member participants in our recreation programs.
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- We have expanded our recreation and activities offerings, with a particular focus on outreach.
- We have increased the participation of members of the Cotswold community in our programs to the goals established by the Recreation and Engage Cotswold Committees.
- People who participate in our recreation and activities programs have developed a closer relationship with Christ and some of them have become active church members.

**Engaging through Welcoming Facilities that are Open to the Community.** We have excellent facilities. With some enhancements our facilities can become more welcoming and available to our neighbors, so that Providence can become the center of community life for Cotswold.

Action items:

- The Property Committee and the Church Administrator will consider ways to make the facilities of the church more readily available to our Cotswold neighbors. Our policy regarding the use of church property by community groups will be revised as needed.
- The Property Committee and the Church Administrator will identify ways to advertise to non-profit organizations within the Cotswold community that our facilities are available for meetings.
- The Grounds and Property Committees and the Church Administrator will engage a campus planner with expertise in churches to develop a Facility and Land Use Master Plan that will, in consultation with relevant committees and staff, consider a number of campus and facility improvements, including whether the following items, frequently mentioned by church members in our listening sessions, should be included in the Master Plan:
  - \* Enhancing meeting spaces for use by outside groups, including a review of entrances, security, technology, restrooms, and kitchen facilities.
  - \* Determining how best to maximize use of our athletic fields.
  - \* Creating an outdoor amphitheater.
  - \* Creating a coffee shop and exterior patio, with Wi-Fi available to our guests.
  - \* Creating a new playground available to members of the Cotswold community and their children.
  - \* Improving our outdoor restrooms.
  - \* Enhancing accessibility across the campus and buildings.
  - \* Improvements to outdoor lighting.
  - \* Improvements to technology in the sanctuary, including a replacement for the aging video screen.
- The Grounds, Property, and Finance Committees and the Church Administrator will study both the capital costs associated with improving our facilities and the operating costs related to making them available to the Cotswold community on a more regular basis.
- The Stewardship Committee will develop a plan for raising the funds (both capital funds and operating costs) associated with this element of this Strategic Plan.

We will know that we have been successful when:

- Non-profit organizations have increased their use of Providence facilities to at least 10 days per month.
  - We have a new Facilities and Land Use Master Plan no later than 12 months following the adoption of this Strategic Plan.
  - We have a financial plan for meeting the capital and operating costs associated with this element of this Strategic Plan no later than nine months following the adoption the new Facilities and Land Use Master Plan.
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- We have raised the gifts and commitments and, if required, secured the loan needed to begin work on the Facilities and Land Use Master Plan within 12 months following the development of the financial plan.
- We have, by the end of 2025, implemented all aspects of the Facilities and Land Use Master Plan that are deemed appropriate by the congregation.

**Engaging by Raising our Profile.** Going beyond the traditional methods of promoting Providence, we will develop new and unique ways to advance, advertise, and share information about the activities and programs we offer to the Cotswold community.

Action items:

- The Engage Cotswold Committee and the Communications Manager will develop and implement innovative approaches that raise awareness of Providence within the Cotswold neighborhood, specifically targeting residents of this community. External resources and additional funding may be required to assist in the development and implementation of this plan.

We will know that we have been successful when:

- Members of the Cotswold community view the church as a generous, welcoming neighbor.
- Participation by members of the Cotswold community in the activities of our church increases to a level consistent with the goals determined in the section “Engaging through Programs” above.

**Engaging by Offering Top-Quality Early Childhood Education.** Our weekday education ministry reaches families across Charlotte, but the majority of the children we serve live in our Cotswold neighborhood. They come here because the location is convenient, the curriculum is both challenging and age-appropriate, and the staff members are committed to incorporating Christian values into their daily interactions with children. We will continue to support our weekday education ministry as it serves our neighbors by providing excellent, faith-based early childhood education.

Action items:

- The Weekday Education Committee and the Weekday Education Ministry Director will take the necessary steps to maintain our school’s excellence and reputation in the community.
- The Weekday Education Committee, the Weekday Education Ministry Director, the Finance Committee, and the Church Administrator will work together to ensure that our school has adequate funding to fulfill its educational mission and maintain its excellence and reputation in the community.
- The Weekday Education Committee, the Weekday Education Ministry Director, and the Minister with Children will develop methods for forming deeper relationships with families of children in our weekday education ministry.
- The Weekday Education Committee and the Weekday Education Ministry Director will work with the Engage Cotswold Committee to provide occasional programs to families of young children in the Cotswold neighborhood.

We will know that we have been successful when:

- Our preschool has maintained enrollment at 95% or more of capacity, has a waitlist for most classes, and continues to have superior sanitation ratings.



- The weekday education ministry, through a combination of tuition revenue and church support, is able to carry out its educational mission and to participate actively with other ministries of the church in the Engage Cotswold priority of this Strategic Plan.
- Families who come to know Providence through our weekday education ministry will be encouraged to participate in other ministries of Providence and some will have become active members of the church.

**Engaging through Service Projects.** We will be mindful that, as a good neighbor, we will respond to needs of our neighbors. When a non-profit organization in the Cotswold community requests our help, we will carefully and promptly consider the request and determine if we have the resources (including both financial resources and volunteers with the necessary talents) to respond. We will be predisposed to help our neighbor organizations whenever possible and consistent with the mission of the church.

Action items:

- Continue the Rama Road tutoring program, with the Missions Committee helping to publicize this ministry and its need for volunteers.
- Requests for help from non-profit organizations will be routed to the Engage Cotswold Committee for consideration.
- When requests for help are deemed to be ones that are consistent with our mission and for which we have resources to respond, the Engage Cotswold Committee will organize the response, either on its own or by engaging the appropriate committees or other groups of the church.

We will know that we have been successful when:

- Neighbors in our Cotswold community learn that they can count on us to respond to needs in the community.
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# Bless Charlotte

*“Seek the welfare of the city where I have sent you . . .  
and pray to the LORD on its behalf.” (Jeremiah 29:7)*

Charlotte is, by many measures, a thriving and prosperous city. This prosperity, however, is not equally shared by all residents. Many of our fellow citizens are struggling to secure even basic needs, such as nutritious food, affordable housing, safe streets, adequate healthcare, and quality educational opportunities for their children. Providence Baptist Church has always responded generously to God’s call to serve others in the name of Jesus, but we realize that our efforts to do this have often been too scattered to produce meaningful results in our city.

With God’s help, we will identify a significant need here in Charlotte that we feel called to address. Our response to this need will serve as the focal point for energizing and organizing the local missions ministries of our church. In doing so, we will provide opportunities for all members of Providence to put their gifts and talents to work, blessing Charlotte and sharing God’s love with our city.

**Identification and Implementation of Significant Opportunity.** Following study and prayer, we will select a significant need in Charlotte that we believe we are called to address. We will develop a strategy for addressing the need and mobilize the church to respond with passion.

## Action items:

- To identify this need, the Deacon Chair, in consultation with the Chair of the Missions Committee, the Moderator, and the Senior Pastor, will appoint a task force comprised of the following:
  - \* Two members of the Missions Committee,
  - \* One member of the Coordinating Council,
  - \* One member of the Deacon Strategic Plan Monitoring Group, and
  - \* One member of the ministerial staff.
- The task force will investigate significant needs in Charlotte through study and discussions with various community leaders identified by the task force. The task force will also seek to understand best practices in mobilizing faith-based organizations in responding to large-scale community needs.
- The task force will report to the church on a frequent basis on its progress.
- Following its investigation, the task force will select and recommend a need to the church for approval.
- The task force will then disband. The Coordinating Council will be responsible for the formation and implementation of a plan to address the identified need.
- The identified need will serve as the focal point for energizing and organizing the local missions ministries of our church.
- We will provide opportunities for all members of Providence Baptist Church to put their gifts and talents to work, blessing Charlotte and sharing God’s love with our city.

## We will know we have been successful when:

- The task force has identified and recommended a need to the church body no later than 12 months following the adoption of this Strategic Plan.
  - The Coordinating Council has implemented a plan to address the identified need no later than six months following the congregation’s decision to make that need its focal point for missions ministry in Charlotte.
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# Send Apostles

*“As the Father has sent me, so I send you.” (John 20:21)*

The Bible instructs us to go out and share the good news of Jesus. As members of the Providence Baptist Church family, we recognize the necessity to be outwardly-focused in our ministry and concerned with carrying the Gospel beyond our campus on Randolph Road.

With God’s help, we will support and encourage each other to take what we have learned of Jesus and bring it with us into the places where we live, work, and play. We will also reach beyond Charlotte by continuing ministry partnerships with Christians in other parts of our country and world, sending mission teams to serve others in Jesus’ name, generously supporting our Cooperative Baptist Fellowship missionaries, and helping train those who are called to vocational ministry. We understand that, in order to be faithful to Jesus, we cannot be focused only on ourselves. We must direct our resources and energy out into the world.

**Sharing Good News through Mission Trips.** Every mission trip should be planned and carried out with the goals of sharing the good news of Jesus with others and providing opportunities for the spiritual development of Providence missionaries. We distinguish mission trips from the kind of everyday mission service to others in Jesus’ name, mentioned in the Cultivate Generosity, Making Disciples, and Bless Charlotte priorities. Mission trips, by our definition, occur out of town, involve an overnight stay, and include volunteer work, teaching, or other opportunities for service. Choir tours may be mission trips, but short term trips that are primarily organized for fellowship or Bible study (such as weekend ski trips or retreats) are not.

## Action items:

- The Missions, Music, and Student Ministry Committees should study our approach to mission trips and collectively develop a statement of purpose of our mission trips, taking into account such factors as building meaningful relationships with other communities over the course of many visits, diversity of offerings, cost, accessibility, ability to spread the good news of Jesus, and spiritual development of participants. Once developed, this statement of purpose should serve as a guide for all Providence mission trip planning.
- The Missions, Endowment, and Stewardship Committees will develop funding resources so that mission trips are accessible to all church members who otherwise meet the established requirements for the mission trip. Examples of such resources might include financial plan allocations, designated gifts, endowment funds, and fund raisers.
- Leaders of mission trips will work with the Communications Manager to improve our publicity of mission trips so that the congregation is aware of them well in advance of the trips and has every opportunity to participate.

## We will know we have been successful when:

- Participation by members of the congregation in mission trips increases each year.
  - Lack of funds is not a barrier to participation for Providence members.
  - Each mission trip provides intentional opportunities to share the good news of Jesus, both through our actions and through our words.
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- Each mission trip provides intentional opportunities for spiritual development of our Providence missionaries.

**Sharing Good News Where We Live, Work, and Play.** We will provide education and training on how to talk about our faith in our daily lives.

Action items:

- The Minister of Faith Formation will develop a program to ensure that our members are provided training opportunities that will allow them to become comfortable talking about their faith in their daily lives.
- As spiritual leaders of the church, all deacons will participate in this training.
- Sunday school classes and other small groups will provide additional training for talking about faith in everyday life.

We will know we have been successful when:

- Our members feel comfortable talking about their faith outside the church.
- All of our deacons have been trained to talk about their faith outside the church.

**Encouraging those who will Share Good News through Vocational Ministry.** We will become a church that cultivates a culture in which our children and youth will be open to the leadership of the Holy Spirit calling them to vocational ministry. We will actively train and encourage persons called to vocational ministry.

Action items:

- The Minister with Children and the Minister with Students will include within the curriculum discussions of vocational ministry.
- We will celebrate those from Providence who have accepted a call to vocational ministry.
- The Senior Pastor, in consultation with the senior ministry staff, will develop and present to the deacons a plan for ministerial training, through internships or residencies.
- The Finance and Endowment Committees and the Church Administrator will develop a funding plan for ministerial training.

We will know we have been successful when:

- We see consistent evidence both that God is calling members of Providence to vocational ministry, and that those so called are prepared to explore their call further through theological training or practical internship experiences.
  - We have at least one ministry intern or resident on staff each year.
  - We are known among Baptist seminaries for our excellent ministerial training.
  - We have a large number of qualified applicants for our ministerial training program.
  - Our participants indicate that the training received at Providence equipped them well for vocational ministry.
  - All of the participants in our residency program are called to serve as full-time ministers.
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