

## **Oakridge Baptist Church**

### **Long-Range Plan 2024-2030**

#### **Preamble**

In 1977, a vision was cast to start a new church in St. Peters, MO. In 1980, the church plant built their first building and worked diligently to reach St. Peters and the surrounding community with the Gospel. By 1982, five years after the church plant was formed, Oakridge Baptist Church was no longer considered a “church plant.” In the forty-seven years that have passed since that initial vision in 1977, the area of St. Peters and the surrounding community has changed vastly. In 1977, the population of St. Charles County was 125,000. Today it is over 400,000. In 1977, the areas around Oakridge Baptist Church were more rural than they are today. The suburban community in which the church now stands has many different needs, but the one need that both communities need is Jesus. Today our church stands upon the shoulders of the faithful who sought to build a church here, but the church they built was not for them. It was for those who would come after them. In the same heart, the church that is being built today is not for us but for those who will come after us. Long after our names fade from memories, the legacy that we build in this church will live on.

Today, in 2024, a new vision is being cast for Oakridge Baptist Church. Over the past six months, a team of nine individuals have gathered to discuss and create a plan of action to guide Oakridge Baptist Church for the next stage of her life. The following plan of recommendations is the culmination of hours of meetings and, most importantly, hours of prayer. It is the prayer of this team that these recommendations will provide the path forward to continue building the legacy of Oakridge Baptist Church as this church continues to take the Gospel to the world. The goals will be evaluated every six months to ensure the church is reaching for the goals and accomplishing the goals.

The following recommendations are presented to the church for discussion and approval. We, the undersigned, hereby provide these recommendations for adoption by Oakridge Baptist Church in her July 2024 Monthly Business Meeting.

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## **Recommendation #1**

Adopt the following mission and vision statement for Oakridge Baptist Church.

*Mission Statement - We exist to glorify God by reaching up, reaching in, and reaching out.*

*Vision Statement - As a church, OBC will focus on reaching up by developing a culture of authentic, quality worship, reaching in by focusing on our education ministries and discipleship efforts, and reaching out by establishing gospel connections for ministry locally, nationally, and internationally to glorify God in our community and to the ends of the earth.*

**Rationale:** The mission statement is the all-encompassing purpose of Oakridge Baptist Church. The vision statement is the selected overall goals to accomplish to execute the mission over the next five years.

**Responsible Parties:** Pastor and Staff, Deacons, Ministry Coordination Team Leaders, and Congregation

## **Recommendation #2**

Adopt the following goals for our facilities at Oakridge Baptist Church.

*Building Consultant - Bring in a church building consultant to examine our facilities and provide feedback for the development of a plan to renovate and/or expand our facilities based upon our current needs and future needs.*

*Plan Implementation – Once the plans to renovate and/or expand the facility has been created, the church will begin making steps to see the plan put into action.*

*Capital Raising Campaign – The church will undergo a capital raising campaign to raise money for needed facility improvements. The amount to be raised will be sufficient to accomplish the needed facility improvements as determined by the facilities team and finance team.*

*Short Term Improvements – Make low-cost, short term improvements to the facility to maximize our current usage including, but not limited to, making room adjustments, installing adequate signage on the interior and exterior of the facility, and other improvements as needed.*

**Rationale:** The facilities of the church have received minor improvements over the years and been maintained well by the church. It is the heart of this team to continue that stewardship and prepare for the future. The utilization of a consultant will bring insight and wisdom into the development of our short-term and long-term facility improvement plan which may consist of facility renovations and/or expansion to meet our current and future needs. The Lord has blessed our church with a wonderful facility that should be well-stewarded, and the above goals provide for needed improvements and expansion.

**Responsible Parties:** Pastor, Facilities Team, and Finance Team

### **Recommendation #3**

Adopt the following goals for education and discipleship at Oakridge Baptist Church.

*Comprehensive Discipleship Pathway – The development of a comprehensive pathway for discipleship. In other words, a pathway that explains what our church wishes for children and youth to know as they move from children’s ministry to youth ministry and then from youth ministry to adult ministry. This pathway will help guide our discipleship efforts.*

*Children’s Ministry Team – Currently our children’s ministry runs through a variety of teams and individuals with no clear leadership over the children’s ministry. This new team will be responsible for overseeing the overall children’s ministry and all the activities included in children’s ministry.*

- *Children’s Church – Relaunch of Children’s Church with the details to be determined by the above Children’s Ministry Team.*

*Discipleship Groups – Multiple small groups (3-4 people) who meet monthly for personal discipleship for one year. The groups are reorganized yearly. These groups are built for reading, memorizing, and studying Scripture.*

*Women and Men’s Groups – Continued support to our Titus 2 Women’s Group and its ministry to the women of our church and community as well as the reorganization of our men’s group for the edification and growth of the men of our church.*

*Senior Adult Group – Reorganization and launch of our senior adult group for the edification and growth of our senior adults of our church.*

*Sunday School – Adding additional classes to provide adequate opportunities for the education of our church, including, but not limited to, a senior adult class, new believers class, baptism class, short-term topical classes, and other necessary classes. The education team, in conjunction with the pastor, will identify the needed classes and work on creating these classes as they are needed.*

*Topical Seminars – In our day, it is important to be equipped to address a myriad of topics and issues facing people. To equip people, seminar-style classes will be hosted on a bi-yearly basis to teach on different topics such as parenting, marriage, social issues, and other important topics such as persecution, spiritual warfare, and other theological topics that prepare us to engage the world. These classes would be led by different people, such as experts in the topic, who would be brought in for the class over a weekend.*

**Rationale:** One of the most important responsibilities of the church is the discipleship of her people. Therefore, the church must provide a robust and meaningful method of discipleship to all ages, from birth to old age, that seeks to meet people where they are and move them to where they need to go. The above areas of focus are ways to improve our education and discipleship efforts.

**Responsible Parties:** Pastor, Youth Leaders, Education Team, Growth Team, Children’s Ministry Team, Sunday School Teachers, and Bible Study Leaders.

## **Recommendation #4**

Adopt the following goals for outreach and missions at Oakridge Baptist Church.

### ***Outreach***

*Local Partnership - Partner and adopt our local elementary school, Progress South Elementary, and connect with local teachers and administrators.*

*Community Engagement - Utilize our facilities to provide to the local community – explore the possibility of creating a community soccer league, partner with a local homeschool co-op to use our facilities for their needs and explore other uses of our property through local partnerships. Continue to serve as a local voting precinct for St. Charles County elections.*

*Personal Evangelism – continue integration and implementation of the “Who’s Your One” evangelism efforts to meet yearly goals of reaching people with the Gospel.*

*Evangelistic Outreach - Plan and organize church activities for the purpose of reaching out to our community with renewed evangelistic fervor such as through special events, seminars, and other activities.*

*Community Canvassing - Knock on every door within one mile of the church to provide them with information about our church and to connect with our local community.*

*Church Promotion - Promote our church through various promotional avenues including digitally and physically.*

### ***Missions***

*Missional Partnership - Partner with a church plant and/or church for missional work in the United States through physical participation, financial contribution, and prayer support.*

*International Missions - Connect with and establish long-term relationships with international missionaries by going on international mission trips.*

*Missions Giving - Examine our current missions giving and support and consider adjusting that giving and support to align with our above outreach and missions’ goals.*

Rationale: The third part of the vision statement reads: *reaching out by establishing gospel connections for ministry locally, nationally, and internationally to glorify God in our community and to the ends of the earth.* These above goals enable our church to meet that vision statement in a clear and concise manner. Acts 1:8 provides a good description of our outreach and missions efforts as we seek to reach our local community, our wider region and country, and to the ends of the earth with the Gospel.

Responsible Parties: Pastor and Staff, Missions Team, Growth Team, In-Reach Team, Recreation Team

## **Recommendation #5**

Adopt the following goals for church leadership and administration at Oakridge Baptist Church.

*Policy and Procedures Manual – A comprehensive policy and procedures manual which explains the expectations and requirements for staff and volunteers in every area of church life.*

*Volunteer Training – Conduct yearly volunteer training for abuse awareness, teacher improvement, medical emergencies, and other necessary training.*

*Staff Training – Provide for yearly training for staff in their specific areas of ministry as well as overall training for the staff together through conferences, events, and other training efforts.*

*Administration Improvements – continued integration of our Subsplash platform for communication and administration efforts.*

*Security Team – This new team will be responsible for all security needs of the church from cameras to locking doors and all other necessary security measures.*

*Deacons – Provide continued training for deacons in addition to nominating and ordaining new deacons as required by the Constitution and Bylaws of OBC. Further implementation of Deacon Family Ministry.*

*Worship Services – Observance of the Lord's Supper on the first Sunday of every month and other special services. Weekly reading of an Old Testament and New Testament passage in the worship service.*

*Associate Pastor – Create the job description and compensation package for a full-time associate pastor position over an area of need within the church to be determined by the pastor and personnel team for future hiring. This preparation provides the foundation for hiring this position when the need arises. The onboarding process will be determined by the pastor and personnel team for later approval by the church when the position is needed.*

**Rationale:** The everyday needs of the church, from volunteers to staff leadership, represent an integral part of the life of the church. Without a clear and concise process for improving and training in the areas of church leadership and administration, the church will fall into ritualistic programming and organization that neither represents the heart of the church nor the work that needs to be accomplished. The above goals, from future additional staffing to training volunteers and lay leaders, provides the foundation for improving our leadership and administration efforts to support our total above initiatives and goals as well as the established work and life of the church.

**Responsible Parties:** Pastor and Staff, Deacons, Personnel Team, Worship Team, Security Team, and Tech Team