



Strategic Plan

As presented to the Annual General Meeting 2022

2023-2025

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INTRODUCTION

The town of Karratha was established in 1969. Two families then started a Bible study group in early 1973 which saw about eight people regularly attending. After three months a couple of families left town and the group at times saw as little as two people attend. Regardless of this, three families were convicted that a service should be started and early in 1974 and Karratha Baptist Fellowship was formed. The driving force to start a service was the conviction that witness of the Lord Jesus in our community was important. Fortnightly services were held in alternation with the Roebourne Christian Fellowship.

Several families moved into the area in 1974 and 1975. In 1975 weekly services commenced, youth work began, a ladies bible study was established and the Church rejoiced in their first baptism. 1976 saw the fellowship begin teaching eight scripture classes in the local school. That year also saw land allocated for a church building and a manse. Plans were drawn up to build a manse and find the first Pastor. On the 18th of July that year a commencement service was held and the Karratha Baptist Church established with ten foundational members representing five married couples: Peter and Christine Moore, Chris and Jeanne Robinson, Peter and Val Faulkner, David and Louella Coop and Vince and Jenny Bransgrove were the founding members.

In the subsequent years God has blessed Karratha Baptist Church. The faith on which the Church was built, a faith expressed in commitment to relationship and witness remains central to the vision, mission and values of the Church today. This strategic plan for 2023-2025 seeks to ensure our Church remains a vibrant place where loving relationships bring growth Him.

The Church Council entrusts these plans into your care as we seek to serve the Lord together for His glory in Karratha. We ask that you commit them to God in prayer and serve Him as we grow His Kingdom in Karratha and to the ends of the earth.

MISSION, VISION, VALUES AND STRATEGIC SUMMARY STATEMENT

At the beginning of 2017 the Church consulted the membership through a workshop to begin the process of establishing a Vision Statement, Mission Statement and Values Statement. The result was the following statements:

Mission Statement (our purpose statement)

To love others as Christ loves us.

Vision Statement (what we strive to be)

A vibrant body of Christ growing together in God's Word as we share His love in the North-West.

Values Statement

- We value biblical teaching.
- We value prayer.
- We value inclusive relationships.
- We value every part of the body of Christ.
- We value discipleship.
- We value the people of the North-West.
- We value sharing the Gospel with all nations.

Strategic Summary Statement (what the Strategic Plans aims to achieve)

We desire to be a church committed to pursuing:

- a. Relationship with God through prayer and discipleship;
- b. The growth of God's Kingdom through intentional missions, and;
- c. The resourcing of God's Church through effective facilities, finance and administration.

What follows outlines the Strategic Plan for Karratha Baptist Church between 2023 and 2025. In accordance with the Constitution and the Church Governance Policy Document, the Strategic Plan has been established by the Church Council and the responsibility of implementing the plan lies with the Senior Pastor.

STRATEGIC GOALS

In God's strength and for His glory, by the end of 2025 we aim:

1. PRAYER

- a. To have prayer as the first action in all things.
- b. To be equipping the congregation to be praying effectively as individuals, families, small groups and as the corporate body of Christ.
- c. To provide regular and purposeful prayer meetings for corporate prayer.

2. DISCIPLESHIP

- i. To develop a discipleship pathway that accommodates the transient nature of the community.
- ii. To develop clear strategies and systems to identify and follow up visitors/new people.
- iii. To grow the Membership of the Church beyond 1/3 of average Sunday attendance.
- iv. To have a strongly connected Church community that seeks to love one another and spur each other on to follow Christ.
- v. To develop intergenerational/family opportunities for community and discipleship.
- vi. To continue to develop age-appropriate discipleship opportunities for kids, youth and young adults.
- vii. To foster a culture in which serving and leading is the norm, and promotes a system of leadership succession.

3. MISSIONS

- a. To equip the Congregation with effective evangelism capabilities and desire.
- b. To be providing relevant and contextual ministries, events and opportunities for non-Christians to engage with the broader Church and come to know Jesus.
- c. To have an active and effective Missions Program that is invested in the growth of the Kingdom of God locally, nationally and to the ends of the earth.

4. FACILITIES

- a. To have facilities which will provide for the growth of the Church into the future, and be a blessing to the wider community.
- b. To have residential facilities to accommodate anticipated growth in Pastoral staff.

5. FINANCE AND ADMINISTRATION

- a. To have strong policies and procedures in place to ensure our Church is physically, spiritually and emotionally safe for everybody who attends, and legally compliant with all legislative requirements.
- b. To return the Church to a surplus budget and to increase the financial resourcing of ministries and missions.
- c. To be accessing grants where available and which do not compromise our values.

INITIATIVES

2023-2025 STRATEGIC GOAL	INITIATIVE	WHEN	WHO	OUTCOME
1. PRAYER				
a. To have prayer as the first action in all things.	<ul style="list-style-type: none"> i. Begin all leadership meetings with prayer. ii. Encourage all other meetings in the Church to begin with prayer. iii. Develop strategies for helping families develop their prayer life in the home. iv. Develop a culture of prayer through the modelling of prayer. 	<ul style="list-style-type: none"> i. Ongoing ii. Ongoing ii. June 2025 v. Ongoing 	<ul style="list-style-type: none"> i. All leaders ii. Pastor/leaders iii. Pastor iv. All leaders 	
b. To be equipping the congregation to be praying effectively as individuals, families, small groups and as the corporate body of Christ.	<ul style="list-style-type: none"> i. Regular preaching on prayer. ii. Prayer studies in Home Groups. iii. Ensure there is a clear communication pathway for people to ask for prayer and receive it. iv. Ongoing equipping of a prayer group who are advised of prayer requests. 	<ul style="list-style-type: none"> i. Ongoing ii. June 2025 iii. June 2023 iv. Ongoing 	<ul style="list-style-type: none"> i. Pastor ii. Pastor, Home Groups Leader iii. Pastor iv. Pastor 	
c. To have regular and purposeful prayer meetings for corporate prayer.	<ul style="list-style-type: none"> i. Review the current prayer meetings ii. Ensure weekly prayer meetings are held at appropriate times. 	<ul style="list-style-type: none"> i. March 2023 ii. March 2023 	<ul style="list-style-type: none"> i. Pastor ii. Pastor 	
2. DISCIPLESHIP				
i. To develop a discipleship pathway that accommodates the transient nature of the community.	<ul style="list-style-type: none"> i. Research, develop and present a discipleship pathway model to Church Council and Membership ii. Identify and train leaders to facilitate and oversee the discipleship pathway. iii. Implement discipleship pathway across the Church. 	<ul style="list-style-type: none"> i. Nov 2023 ii. April 2024 iii. July 2024 	<ul style="list-style-type: none"> i. Pastor ii. Pastor iii. Pastor, discipleship leaders. 	
ii. To develop clear strategies and systems to identify and follow up visitors/new people.	<ul style="list-style-type: none"> i. Train Hospitality volunteers to identify and connect with visitors. ii. Develop a system to obtain visitor details. iii. Identify and train a team of people to follow up visitors within 1 week of obtaining details. 	<ul style="list-style-type: none"> i. Ongoing ii. July 2023 iii. July 2023 	<ul style="list-style-type: none"> i. Hospitality Leader ii. Pastor, Hospitality Leader iii. Pastor, Hospitality Leader 	

<p>iii. To grow the Membership of the Church beyond 1/3 of average Sunday attendance.</p>	<p>i. Reconsider the requirements for Membership, to better align with frequent Baptist practices. ii. Regular promotion at Sunday services. iii. Implement “What Is A Baptist” class iv. Merge membership into the discipleship pathway.</p>	<p>i. Nov 2024 ii. Ongoing iii. Aug 2023 iv. July 2024</p>	<p>i. Council, Membership ii. Pastor, Council iii. Pastor iv. Pastor</p>	
<p>iv. To have a strongly connected Church community that seeks to love one another and spur each other on to follow Christ.</p>	<p>i. Develop a culture of sharing testimonies ii. Have at least 4 social events per year. iii. Have quarterly lunches after church. iv. Establish the viability of a Home Group network v. Champion the Mens and Womens Bible Studies. vi. Establish and utilise the Karratha Helps network to meet practical needs</p>	<p>i. Ongoing ii. Ongoing iii. Ongoing iv. June 2025 v. Ongoing vi. June 2023, ongoing</p>	<p>i. Pastor/Council ii. Hospitality Leader iii. Hospitality Leader iv. Pastor v. Pastor, Men/Women Leader vi. Associate Pastor</p>	
<p>v. To develop intergenerational/family opportunities for community and discipleship.</p>	<p>i. Have at least 4 events for families to gather ii. Explore the viability of a mentoring network between adults and teens/kids iii. Run a parenting course to strengthen families iv. Run a marriage course to strengthen marriages</p>	<p>i. Ongoing ii. Mar 2025 iii. Two-yearly iv. Two-yearly</p>	<p>i. Associate Pastor ii. Pastor iii. Pastor</p>	
<p>vi. To continue to develop age-appropriate discipleship opportunities for kids and youth.</p>	<p>i. Ensure the continuation and resourcing of Kidzone ii. Provide leadership support to the growth and development of kids leaders iii. Ensure the continuation and resourcing of Epic Youth iv. Provide leadership support to the growth and development of youth leaders v. Establish an ongoing, viable youth discipleship pathway vi. Work with Scripture Union to provide an annual Youth Camp</p>	<p>i. Ongoing ii. Ongoing iii. Ongoing iv. Ongoing v. July 2023 vi. Ongoing</p>	<p>i. Associate Pastor, Kids Leader ii. Associate Pastor, Kids Leader iii. Associate Pastor, Youth Leader iv. Associate Pastor/Youth Leader v. Pastoral Team vi. Associate Pastor, SU contact</p>	
<p>vii. To foster a culture in which serving and leading is the norm, and promotes a system of leadership succession.</p>	<p>i. Clearly and regularly communicate the expectation of serving ii. Regular promotion of serving opportunities via all available channels iii. Work with Ministry Leaders to equip them to identify and approach new volunteers iv. Embed leadership training into the overall discipleship pathway</p>	<p>i. Ongoing ii. Ongoing iii. Ongoing iv. Ongoing</p>	<p>i. Pastor, Council, Administrator ii. Pastor, Administrator iii. Pastoral Team, Ministry Leaders iv. Pastor</p>	

	v. Evaluate administrative processes for processing volunteer applications to ensure they are expedient	v. Ongoing	v. Pastor, Administrator	
3. MISSIONS				
a. To equip the Congregation with effective evangelism capabilities and desire.	<ul style="list-style-type: none"> i. Embed evangelism training into the discipleship pathway ii. Preaching regularly on all aspects of evangelism iii. One-on-one conversations encouraging evangelism iv. Ensure all ministries are open and accessible to people outside the church 	<ul style="list-style-type: none"> i. Ongoing ii. Ongoing iii. Ongoing iv. Ongoing 	<ul style="list-style-type: none"> i. Pastor ii. Pastor iii. Pastoral Team, all leaders iv. Pastoral Team, Ministry Leaders 	
b. To be providing relevant and contextual ministries, events and opportunities for non-Christians to engage with the broader Church and come to know Jesus.	<ul style="list-style-type: none"> i. Continue to create awareness and support for School Chaplaincy through mission spots, prayer and finances (where required). ii. Run an adult Alpha course and explore the need for a second Youth Alpha course iii. Ensure the running of Christmas Carols event iv. Establish Karratha Helps as a viable outreach ministry v. Advertise set times when the church is open for the community to “have a chat.” 	<ul style="list-style-type: none"> i. Ongoing ii. Annually iii. Dec annually iv. June 2023 v. May 2023 	<ul style="list-style-type: none"> i. Pastor, Missions Ministry Leader ii. Pastor, Missions Ministry Leader iii. Pastor iv. Associate Pastor v. Pastor 	
c. To have an active and effective Missions Program that is invested in the growth of the Kingdom of God locally, nationally and to the ends of the earth.	<ul style="list-style-type: none"> i. Raise up a Missions Ministry Leader ii. Establish a Missions Program and Plan iii. Monthly Missions Spots iv. Establish a Missions Month 	<ul style="list-style-type: none"> i. July 2024 ii. Nov 2024 iii. Ongoing iv. May annually 	<ul style="list-style-type: none"> i. Pastor ii. Missions Ministry Leader iii. Missions Ministry Leader iv. Pastor, Missions Ministry Leader 	
4. FACILITIES				
a. To have facilities which will provide for the growth of the church into the future, and be a blessing to the wider community.	<ul style="list-style-type: none"> i. Review and prioritise all existing maintenance needs of the Church and manse. ii. Develop an ongoing maintenance schedule and budget to ensure existing assets are maintained adequately. iii. Appoint a subcommittee to develop building extension plans iv. Present building development plans to Council/Members for approval 	<ul style="list-style-type: none"> i. April 2023 ii. June 2023 iii. March 2023 iv. Nov 2023 	<ul style="list-style-type: none"> i. Maintenance Ministry Leader, Administrator ii. Maintenance Ministry Leader, Administrator iii. Church Council iv. Subcommittee, Church Council 	

	<ul style="list-style-type: none"> v. Appoint a subcommittee to investigate best use of the land surrounding the manse (once it is rezoned to residential) vi. Present the findings from Point vi above to Council/Membership for approval vii. Apply for rezoning of the Church building to enable for-profit groups to rent the facilities viii. Apply for funding where available. 	<ul style="list-style-type: none"> v. April 2023 vi. June 2023 vii. Nov 2023 viii. Ongoing 	<ul style="list-style-type: none"> v. Church Council vi. Subcommittee, Church Council vii. Pastor, Administrator viii. Grants Team 	
5. FINANCE AND ADMINISTRATION				
a. To have strong policies and procedures in place to ensure our Church is physically, spiritually, and emotionally safe for everybody who attends, and legally compliant with all legislative requirements.	<ul style="list-style-type: none"> i. Ensure the Church maintains strong SafeChurch protocols and all requirements are adhered to. ii. Review and implement BCWA recommendations regarding Royal Commission findings iii. Review current financial management practices to ensure safe accounting of physical and non-physical finances. iv. Undertake annual review of policies and procedures v. Ensure adequate grievance procedures are in place and accessible. vi. Have clear reporting lines if a potential danger or hazard is observed. 	<ul style="list-style-type: none"> i. Ongoing ii. Ongoing iii. April 2024 iv. Oct 2023 annually v. March 2023 vi. March 2023 	<ul style="list-style-type: none"> i. Pastor ii. Church Council iii. Pastor, Church Council iv. Church Council v. Church Council vi. Pastor 	
b. To return the Church to a surplus budget and to increase financial resourcing of ministries and missions.	<ul style="list-style-type: none"> i. Regular preaching, teaching and testimonies on financial stewardship ii. Embed the importance of financial stewardship into discipleship pathways iii. Access Term Deposits to maximise interest returns on bank accounts iv. Access grants as per goal 'c' below 	<ul style="list-style-type: none"> i. Ongoing ii. Ongoing iii. March 2023 iv. Ongoing 	<ul style="list-style-type: none"> i. Pastor ii. Pastor iii. Church Council iv. Grants Team 	
c. To be accessing grants where available and which do not compromise our values.	<ul style="list-style-type: none"> i. Develop a clear calendar of grants and deadlines. ii. Cross-reference potential grants with the maintenance and building alteration reports to ascertain what is available. 	<ul style="list-style-type: none"> i. Aug 2024 ii. June 2023 	<ul style="list-style-type: none"> i. Administrator/Grants Team ii. Administrator/Grants Team 	

	iii. Identify a small team to complete and submit grant applications under the supervision of the Pastor.	iii. Aug 2024	iii. Pastor, Church Council	
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